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Orbees Business Solutions Pvt. Ltd.
Q1, B1, B2, B3, 6th Floor, Cyber Towers, Hitec City, Madhapur, Hyderabad – 500 081. CIN: U72200TG2006PTC049670
Tel: +91 - 040 - 2311 4722, Fax: +91 - 040 - 2311 4723. info@orbees.com | www.orbees.com | www.orbeesmedical.com

24th November 2022
Hyderabad

To,

Ms. Aarohi Kalyankar
11, Regency Priyadarshini khajrana
Ring Road Square, Indore 452016

Dear **Ms. Kalyankar**

This has reference to the discussion you had with us during the campus interviews conducted by Orbees on 16th November 2022.

We are pleased to offer you paid internship followed by full-time employment in our organization. You will be designated as **Senior Analyst** after the internship period and your gross annual compensation will be Rs. 8,00,000/- per annum (rupees eight lakh only). 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 tentative joining for the internship will be in the month of February 2023. 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.**

Rakesh Valluru
Manager – Operations

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

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KIMS HOSPITALS

OFFER LETTER

To
Ms. Aashna Singh,
Bhopal.

Jan 07, 2023

Dear Ms. Aashna,

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

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

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

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that you are not interested in the offer made to you and consequently, the Letter of Offer shall stand irrevocably withdrawn/ canceled without any further reference to you.

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

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

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

For Krishna Institute of Medical Sciences Limited

Koteswara Rao CH
Sr. Manager – HR

KRISHNA INSTITUTE OF MEDICAL SCIENCES LTD. Secunderabad

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

Krishna Institute of Medical Sciences Limited
Minister Road, Secunderabad - 500 003, Telangana, India
Phone: +91 40 4488 5000/4488 5184 | Fax: +91-40-27840980 | kimshospitals.com
CIN: L55101TG1973PLC040558

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KIMS

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

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

A. Mamatha
Prepared
Mamatha A

CH. Kolek
Approved
CH Koteswara R

KRISHNA INSTITUTE OF MEDICAL SCIENCES LLP Secunderabad

Accepted
Aashna Singh

Registrar
The IIHM University
1, Prabh... Marg
Near Sanganer Airport, Jaipur-30...29

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N Satheeshkanna

From: Kanika Batra <kanika.batra@fortishealthcare.com>
Sent: 12 June 2023 09:14
To: N Satheeshkanna
Cc: Rahul Prashad; Vinod Tejwani
Subject: RE: Invitation for 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 Satheesh,

Greetings!

After successful completion of the multiple interview rounds, the final list of selected students are below for your information,

1. Dr Abisharika Bhalwal
2. Dr Namrata Kotwal
3. Dr Shruti Singh

As mentioned, the CTC for the selected students will be 3.6 lpa until their probationary period.

Regards
Kanika
9350065277

Fortis MEMORIAL RESEARCH INSTITUTE GURUGRAM
Sector - 44, Opposite HUDA City Centre, Gurugram, Haryana 122002 | 0124 - 4962200, 7162200 | Ambulance: 105010

From: N Satheeshkanna <satheeshkanna@iihmr.edu.in>
Sent: Tuesday, June 6, 2023 1:31 PM
To: Kanika Batra <kanika.batra@fortishealthcare.com>
Cc: Rahul Prashad <rahul.prashad@fortishealthcare.com>; Vinod Tejwani <vinodtejwani@iihmr.edu.in>
Subject: RE: Invitation for Campus Engagement- IIHMR University, Jaipur

** Attention! External Email: Do not open attachments or click links unless you are sure this email comes from a known sender and you know the content is safe.**.

Dear Ma'am,

Greetings!!!

Referring to the interviews of the students, we would request you to kindly share us the selected students details for our further correspondence with the students.

Thanks for your kind support.

Thanks & Regards,

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

N. Satheeshkanna,
Asst. Manager - Placements

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

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

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The IIHMR University
1, Prabhu Dayal
Near Sanganer Airport, Jaipur

1240

Fortis MEMORIAL
RESEARCH INSTITUTE
GURUGRAM

FORTIS MEMORIAL RESEARCH INSTITUTE
Sector 44 (Opp. HUDA City Centre Metro Station), Gurugram 122 002, Haryana (India)
Tel : +91 124 496 2200
+91 124 716 2200
Fax : +91 124 496 2222
Emergency: +91 124 421 3333
Ambulance: 105010
Email : fmri@fortishealthcare.com
Website : www.fmri.in

6-Jul-23

Global ID: - 223340

Dear Dr. Abisharika Bhalwal

Purkhoo Domi
Jammu Domi
Jammu & Kashmir
181206,

Letter of Appointment

Dear Dr. Abisharika ,

We have pleasure in appointing you as **Assistant** in **Patient Experience** at **Fortis Memorial Research Institute - Gurgaon effective 06 July 2023** on the following terms and conditions.

1. Reporting
You will report to **Patient Experience – Medical Administration** or any other designated person as specified by the Company from time to time.

2. Remuneration & Benefits
You will be placed in **Grade A3** of the Company, and will be entitled to compensation (salary, variable pay and other applicable benefits) as detailed in ***Annexure 1.*** Your compensation (direct and indirect) will be governed by the rules of the Company and the statutory provisions, as applicable and/or amended hereafter.

Your salary will be reviewed annually, normally w.e.f **1st April** of each year following the completion of probationary period (if applicable) or at such other time as the Management may decide. Salary revisions are discretionary and will be subject to, and on the basis of, effective performance and results. All taxes arising in respect of the remuneration and other payments made by the Company to you pursuant to your employment with the Company shall be paid by you in accordance with the applicable laws and regulations under the laws of the relevant jurisdiction.

In addition to your salary and subject to any eligibility requirements, you may be included in such Incentive Schemes as may be operated by the company from time to time and as determined by the Remuneration Committee of the Company.

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Depending on your position/grade in the company, you may be entitled to additional benefits as outlined in the company's policy which may be amended from time to time with or without notice to you.

3. Probation

You will be on probation for a period of six months. The period of probation can be extended at the discretion of the Management and you will continue to be on probation till an order of confirmation has been issued to you in writing.

4. Hours of Work:

The hours of work will be in accordance with the ongoing policy of the Company.

5. Responsibilities & Duties

Your duties will be such as may be assigned to you from time to time. Your work in the organization will be subject to the rules and regulations of the organization as laid down in relation to conduct, discipline and other matters. You shall abide by such rules and regulations, directions, instructions, policies or orders of the Company, in this regard, as are issued or communicated from time to time. You will always be aligned to responsibilities and duties attached to your office and conduct yourself accordingly. You must effectively perform to ensure results.

6. Leave

All leaves shall be in accordance with the Company's Leave Policy.

7. Retirement

The retirement age is 60 years. You will retire from the employment of the Company at the end of the month in which you attain 60 years of age.

8. Maternity Benefit

You will be entitled to all benefits under the Maternity Benefits Act, 1961 which has provisions for maternity leave, leaves for commissioning /adopting mothers and crèche facility.

9. Transfer

Your initial posting will be at **Fortis Memorial Research Institute - Gurgaon** . However, your services are liable to be transferred, at the sole discretion of the Management, in such other capacity as the Company may determine, to any department / section, location, associate, sister concern or subsidiary, at any place in India or abroad, whether existing today or which may come up in future. In such a case, you will be governed by the terms and conditions of the service applicable at the new placement location including such conditions and rules covering working hours, leave, holiday salary, allowances and perquisites. When such transfer is effected, your appointment and benefits will be reviewed according to existing conditions of the organization to which you have been assigned. You will also be granted continuity of service for the purpose of determining statutory & other related benefits.

10. Confidentiality & non-disclosure

You will not, at any time, during or any time after the period of your employment, disclose or divulge or make public, (except on legal obligations, in the proper course of your duties), of any Confidential information (as defined below).

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"Confidential Information" shall mean any information concerning/pertaining to Fortis Healthcare ("FHL/Company) and or its Subsidiaries or Affiliates("collectively known as Fortis Group"), other than which is available in public domain, and includes without limitation, (i) information on the contents, wholly or partly, of analysis, compilations, studies and other documents or which contain or otherwise reflect or are generated from and Confidential Information; and (ii) written, oral, pictorial or in other tangible form including prototypes and samples and whether in the past was or currently is or which in the future may be identifies by Fortis Group as proprietary, confidential or secret and includes, without limitation, all information which by its nature, should have reasonably known, was or would be proprietary, confidential or secret. Without prejudice to the generality of the foregoing, Confidential Information includes, without limitation:

(a) Any information relating to Fortis Group's software or hardware products, databases or services, or its research and development projects or plans;

(b) Any information relating to Fortis Group's business, policies, strategies, operations, finances, pricing, methodologies, plans or opportunities, including the identity of, or particulars about, Fortis Group's patients, clients and/or vendors;

(c) Any information which relates to Fortis Group's past, present or future research, development, marketing, financial or business activities; and

(d) Any plan, drawing, report, calculation, specification, instruction, diagram, catalogue, manual and data.

This section shall survive the termination of this Agreement for any reason. In the event you breach this section, the Company shall have the right to seek any and all remedies at law or in equity against you.

11. Company Property:

All intellectual property (as defined below) created or developed by you (whether individually or jointly with others) during the term of or in the course of your employment shall be absolutely owned by and vest in the Company, whether or not such creation or development was achieved using the Company's facilities and/or resources. Upon creation or development of the intellectual property, you shall immediately notify the Company and disclose full details thereof to the Company. At the request and expense of the Company, you shall execute all documents and do all things which may be necessary or desirable for obtaining appropriate forms of legal protection for such intellectual property in such parts of the world as may be specified by the Company and for vesting of all rights in the same in the Company or its nominee. You shall not do anything which may compromise or prejudice the ability of the Company to seek legal protection of such intellectual property, whether by way of registration or otherwise.

All rights and obligations under this paragraph in respect of intellectual property created or developed by you during and/or in the course of your employment shall continue in full force and effect notwithstanding the termination of your employment (for whatever reason) and shall be binding upon your successors and personal representatives.

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You irrevocably appoint the Company to be your attorney in your name and on your behalf to sign, execute, seal or do any such instrument or thing and generally to use your name for the purpose of giving to the Company (or its nominee) the full benefit of the provisions of this paragraph and in favour of any third party a certificate in writing signed by any director or the

secretary of the Company that any instrument or act falls within the authority conferred by this paragraph shall be conclusive evidence that such is the case.

You shall promptly upon request by the Company and in any event upon the termination of your employment [or commencement of your Garden Leave Period (hereafter defined)] deliver to the Company all monies, securities, records, documents and all other property belonging to the company. You shall not keep any copies of these items nor distribute the same to any party without the prior written authorization of the Company.

The expression "intellectual property" includes letters patent, trademarks whether registered or unregistered, service marks whether registered or not, registered or unregistered designs, utility models, copyrights (including design copyrights), semiconductor topography rights, database rights and all other intellectual property and similar proprietary rights, applications for any of the foregoing and the right to apply for them in any part of the world and including (without limitation) all such rights in materials, works, prototypes, inventions, discoveries, techniques, computer programs, source codes, data, technical information, trading business brand names, goodwill, the style or presentation of the goods or services, creations, inventions or improvements upon or additions to an invention, confidential information, know-how and any research effort relating to any of the above mentioned business names whether registrable or not, moral rights and any similar rights in any country.

12. Conditional Employment

Your employment shall be subject to:

(a) You having been certified medically fit for work by a medical officer appointed / nominated by the Company and remaining, medically fit. In the event the Company's Medical Officer determines that you are either not physically or mentally fit, your services shall be discharged.

(b) The Company receiving satisfactory evidence of all school examination results, degrees and/or professional qualification and any other documents as the Company requires that may relate to you; and

(c) Your visa and work permit (if required) being granted prior to commencement of work and maintained and valid for the duration of your employment with the Company;

(d) You having declared that all information, details, certificates etc. submitted by you are true and accurate and no misrepresentation or any untrue statement has been provided as input for this contract. You also declare that all information material to the decision for your employment has been provided. Failure to do so is a material breach of this contract which will allow the Company to terminate your employment with the Company immediately without notice to you;

(e) You hereby give consent to the Company to disclose and to release any and all information relating to you and / or reports, documents furnished by you to the Company's authorised representative agents or to its affiliates as maybe required by the Company.

(f) Your having declared all actual and potential conflicts and having completed all such formalities as may be prescribed by the Company at the time of joining.

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13. Termination of Employment & Notice Period

(a) During the probationary period (If applicable) and any extension thereof, your services may be terminated on either side by giving **30** days notice. However, on confirmation the services can be terminated from either side by giving **30** days notice or gross salary in lieu thereof. However at the sole discretion of the Management, the resignation may be accepted with immediate effect subject to payment of notice period. In case you avail leave during the notice period as mentioned above, the notice period may be extended to that extent at the discretion of the management. In the event you submit the letter of resignation, the same cannot be withdrawn unless so permitted by the approving authority.

(b) If at any time during the course of your employment with the company it is found that you have made a false or an incomplete declaration regarding your qualifications/experience and any other details provided by yourself to the Company at any time prior to or after the commencement of your employment with the Company, your employment with the Company will be treated as void ab initio and you shall cease to be on the rolls of the Company with immediate effect. For the avoidance of doubt, in such circumstances, you shall not be entitled to any notice period or payment in lieu thereof.

(c) In addition, the Company may at its absolute discretion, terminate your employment with the Company immediately without notice or pay you in lieu thereof, if at any time during the course of your employment with the Company you:

i) commit any act of gross misconduct;
ii) breach the Company's Code of Conduct;
iii) commit any serious breach or repeatedly or continually commit a material breach of the terms of your employment with the Company;
iv) are guilty of conduct tending to bring yourself or the Company into disrepute; are 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; cease to hold the qualifications necessary for you to carry out your work with the Company;
v) become bankrupt or make any arrangement or composition with or for the benefit of your creditors;
vi) cease to hold the qualifications necessary for you to carry out your work with the Company;
vii) is found in an act of moral turpitude or to have indulged in violations of any laws, rule or regulations as applicable generally or in respect of the Company;
viii) is absent for a continuous period of 10 [business] days which has not been duly authorized or approved by the Company; or
ix) provide false, inaccurate or incomplete information to the Company regarding your background (including but not limited to your educational background) and/or previous employment history.

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Upon the termination by whatever means of his employment under this letter:

a) you shall at the request of the Company immediately resign from office and from such offices held by you in any Related Corporations as may be so requested without claim for compensation and in the event of your failure so to do the Company is hereby irrevocably authorized to appoint some person in your name and on your behalf to sign and deliver such resignation or resignations to the Company and to the Related Corporations of which you are at the material time a director or other officer;

b) you shall not without the consent of the Company at any time thereafter represent yourself still to be connected with the Company or any of the Related Corporations

On termination of your employment under this letter, the Company may deduct from any sums then owing from it to you by way of salary or otherwise any sums owing from you to the Company.

The termination of your employment under this letter shall not in any way prejudice or affect the operation of any of the provisions of this letter which contemplate or are capable of operation after such termination and accordingly all such provisions shall continue in full force and effect such termination.

14. Conflict of Interest

You must avoid situations involving actual or potential conflict of interest. You shall not take advantage of your position and have trade or commercial co-operation with other entities or companies, which are associated to you or your relatives or friends. You shall also declare all current and potential conflict of interest, including the relationships and current external positions held such as other employment, directorship, trusteeship, partnership and offices of responsibility (remunerated or not).

You must avoid situations involving actual or potential conflict of interest including personal involvement with a competitor, supplier or subordinate employee of the company, which impairs your ability to exercise unbiased judgment on behalf of the Company. Failure to disclose such conflict of interest situation and facts would constitute grounds for disciplinary action, which may or may not lead to immediate dismissal.

A declaration form is required to be completed at the time of joining and at such regular intervals as may be prescribed under Company Policy. In addition you have the obligation to make such due disclosure when any event occurs as would or is likely to place you in a position of conflict. Failure to make such appropriate declaration entitles the Company to take such disciplinary action as may be prudent at its sole discretion. This action would be in addition too and not in substitution off any regulatory penalties that such failure may entail.

15. Non –Competition

During the continuance of your employment, you shall devote your whole time and attention to the business of the Company and shall not (without the prior written consent of the Company) engage, be concerned or interested in any other business of a similar nature to or competitive with that carried on by the Company or any of its Related Corporations (as hereinafter defined) or which is a supplier or customer of the Company or any of its Related Corporations in relation to its goods or services].

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16. Compliance and Adherence to the Company policy("Policies")

It will be obligatory on your part to ensure compliance to the applicable policies and requirement laid down by the Company from time to time and to ensure compliance to statutes, regulations and requirements laid down by various regulatory and statutory bodies.

Further, you shall not without the approval of the Company deal in or trade in the securities of Fortis group entities, which are listed on any Stock-Exchange (s) in India or elsewhere. You will comply with and adhere strictly to the provisions of the (i) Policy for prevention of Insider Trading; (ii) Policy in Dealing in Securities of Associates as amended from time to time and in such context ensure complete and timely declarations as may be required.

17. Governing Laws

This letter is governed by and will be interpreted in accordance with the laws of India. Any dispute arising out of this employment shall be referred to the legal jurisdiction of courts in New Delhi only.

18. Other Terms of Employment

a) This appointment letter along with the annexure and all other applicable company policies shall form the contract of employment between you and Fortis Healthcare Limited which shall be referred to as "the Company".

b) You will not accept any present, commission or any sort of gratification in cash or kind from any person, party, firm or company having dealing with the Company and if you are offered any, you should immediately report the same to the Management.

c) 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.

d) You shall communicate to the Management any change in your residential address, local and permanent.

e) You will abide by the rules & regulation of the Company which are in force for the time being and/or which may be framed from time to time and you shall also ensure Compliance to statues, regulations and requirements laid down by various regulatory and statutory bodies

f) Failing to observe any of the conditions of service, including those specified in the rules will amount to the misconduct of "willful" disobedience of any lawful and reasonable order of a superior.

g) No failure or delay by the Company in exercising any right or remedy provided by law under or pursuant to this letter shall impair such right or remedy or operate or be construed as a waiver or variation of it or preclude its exercise at any subsequent time and no single or partial exercise of any such right or remedy shall preclude any other or further exercise of it or the exercise of any other right or remedy.

h) In the event of you being found acting in breach of your contract of employment or indulged in an act of misconduct or an act that has brought disrepute to the Company, you shall be liable for disciplinary action as per the applicable rules of the Company from time to time.

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i) If any provision of this letter is held to be invalid or unenforceable, then such provision shall so far as it is invalid or unenforceable, be given no effect and shall be deemed to be included in this letter but without invalidating any of the remaining provisions of this letter.

We take this opportunity to congratulate you on your appointment with the Company and look forward to a long and mutually beneficial professional association. Please confirm your acceptance of the appointment on the above terms and conditions by signing on each page of both sets and returning one for our records.

Yours faithfully,
For **Fortis Hospitals Limited**

Pratima Jain
Unit Head HR

I have read the terms and conditions of this letter of appointment and confirm my acceptance of the same.

(Signature and Date)

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

1941

GMCH
GEETANJALI HOSPITAL

RET/GAU/GMCH/HRBP/2023/1210

Date: February 24, 2023

Mr. Adamya Singh Bais,

C 6/30, AWHO Colony,

Pocket-C, Sector-1,

Vidhyadhar Nagar, Jaipur, Rajasthan

Letter of Intent

Dear Mr. Bais,

With reference to your application and interview held with us, we are pleased to offer you the position of **Sr. Executive** in the Department of **HRBP** at monthly CTC of Rs. ₹28000/- (Rs. Twenty eight thousand Only) on the terms and conditions which have been discussed and agreed upon.

As per the discussion, we believe that you will join us on or before **February 27,2023** & If, however you do not join by the date indicated, this offer should stand cancelled.

On the date of your joining you are required to submit the following:

1. One true copy of all academic qualification.
2. All Experience certificates & relieving letters from previous employers.
3. Salary proofs of last three months.
4. Photo ID card issued by Govt. authorities.
5. Eight (08) copies of recent passport size photographs.

We welcome you to the **Geetanjali Medical College and Hospital**...Congratulations and best wishes.

Kindly acknowledge the receipt of the same as a token of your acceptance.

Best Regards,

Dr. Rajeev Pandya
Chief Human Resource Officer

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

HUMAN RESOURCES

1242

THE MISSION HOSPITAL DURGAPUR | FUTURISTIC TECHNOLOGY. BRILLIANT MINDS.

LETTER OF INTENT

Ref: TMH/LOI/ 41 **Dated:** 09.12.2022

Mr. Adarsh Kumar
Flat B1, Galaxy cooperative Housing Society Ltd,
Andal, West Bengal

Dear **Mr. Adarsh**,

With reference to your application and subsequent interview you had with us, we are pleased to inform you that you have been selected (Subject to pre-employment Medical Fitness and submission of all relevant documents) for the position of **"Management Trainee"** in our Hospital.

You are advised to join on or before **01.07.2023**. After this date this offer letter will stand withdrawn.

You will be paid a Stipend of **Rs. 35000/-** per month. Moreover you will be eligible for statutory benefits as per law.

Please note that the Management Traineeship is for a period of "**1 (one) year**" commencing from your date of joining.

Your services are liable to be transferred within the company or to any of its associates, or sister concerns, or its subsidiary at any place in India or abroad, whether existing or which may come up in future at any time at the sole discretion of the Management.

This is a provisional Offer Letter only; exact terms and conditions will be mentioned in formal Appointment Letter, which will be issued on your joining of this organization.

You would be required to give one-month notice period or one month salary in lieu of notice period before discontinuing your service from our hospital.

Wishing you all the best.

For The Mission Hospital,

Ramesh Lall
President-HR & Admin.

I have read, understood and accepted the terms & condition of this offer. I am willing to start my dissertation on or before 01.07.2023

Name :
Signature : **Date:**

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

1243

Enira Consulting Private Limited

CIN. U4140GJ2019PTC108479

Citizens First

EMPLOYMENT CONTRACT

Between

Enira Consulting Private Limited.....(Employer)

And

Akanksha Sharma.....(Employee)

The Employment Agreement (the 'Agreement') is hereby executed on the 1st day of February 2023.

BACKGROUND TO THE CONTRACT:

1. It is the belief of the Employer that the Employee possesses those skills, qualifications and abilities necessary to contribute to and further the aims of the Employers business
2. Both the Employer and Employee accept the terms and conditions set forth hereby in this Agreement.

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

COMMENCEMENT DATE AND TERMS:

1. The Employee will commence full time employment with the employer on 1st February 2023 ('the Commencement Date')

2. There will be a mandatory probation period of 5 months which shall start from the Commencement Date. At any time during the Probation Period, the Employer shall have the right to terminate the Employee without notice. In such event, the compensation employee will receive will be the salary accrued for the time of work completed prior to termination.

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

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

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

POSITION AND DUTIES:

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

2. It shall be the duty of the Employee to carry out all the legitimate and lawful tasks and obligations assigned by the Employer. Such duties may include but are not limited to duties performed by one in such a position, employed by a business or organization like that of the Employer.

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

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

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

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

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

EMPLOYEE COMPENSATION:

1. In consideration of the Employee's duties as outlined in this Agreement, the Employer will pay the Employee an amount equivalent to the sum of Rs.5,00,000 (CTC) per annum. During the probation period the compensation will be 50% of the aforementioned CTC. This compensation will be payable on the last day of each month while this Agreement is in force. The Employee recognizes that the Employer may be required by the laws of India to

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deduct any applicable fees or remittances from the Employee's compensation. This compensation component includes the taxes to be paid by the employee by way of income tax and the employee shall be making necessary arrangements for the same as he/she sees fit.

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

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

3. The Employee understands and accepts that any additional compensation through bonus payments or otherwise, is entirely at the Employer's discretion. The Employee will not hold any right to additional compensation by reason of the Employee's employment pursuant to this Agreement.
4. The parties agree that the Employee will be permitted a reasonable degree of flexibility with respect to the work hours.

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

EMPLOYEE BENEFITS:

1. Benefits received by the Employee are at the sole discretion of the Employer, and maybe changed by providing 60 days written notice of the changes to the Employee. The Employee will not be compensated should such changes occur.

2. If any action of the Employee during his employment while the tenure of the contract is still going on commits an action which is not in consonance with the clauses of this Agreement, he shall be liable for the breach of contract.
3. The Employee in no circumstance shall reveal or disclose any such information to which he is privy due to his affiliation to the company to any such person, organization, institution or otherwise who may gain profits from such information.

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

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Near Sanganer Airport, Jaipur-302029

CONDUCT:

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

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

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

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

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

Registrar
The IIHMR [illegible]rsity
1, Prabhu Daya[illegible]
Near Sanganer Airport

NOTICE PERIOD:

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

JOINING COMPETITOR:

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

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Enira Consulting Private Limited
CIN: U4140GJ2019PTC108479
Citizens First

ANNEXURE 1.

Salary Structure for Associates

CTC per annum (In Rupees)	5,00,000

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

Enira Consulting PVT. LTD.

Sabine Kapasi

CEO & Managing Director

Duly Accepted by:

Signature:

Name: Akanksha Sharma

Date: 9/02/2023

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

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Redcliffe labs

OFFER LETTER Date: 17th -June-2023

To,
Name – Akshata Shinde

Address – Mumbai

With reference to your application and subsequent interview you had with us, we are pleased to make and employment as per following terms and condition: -

1. You will be joining us on or before **26th June 2023.** In case you don't join by this date, the offer would automatically stand withdrawn.
2. You will be designated as **Business Development Executive**.
3. You shall be initially based at **Mumbai** however, you may be required to relocate to other part of the country, in due course.
4. Your appointment and employment will be governed by the Rules and Regulations of the company. You may be asked to report at any of the shifts.
5. Your salary shall be as per the attached sheet.
6. You shall be entitled to all medical facilities as per ESI policy / Mediclaim policy as the case may be.
7. You shall be on probation for period of 6 months. During probation, your services with the company can be terminated by either party by giving 15 days' notice to the other in writing.

A detailed appointment letter shall be issued to you at the time of joining the organization.

Please send us accepted copy of resignation from your present organization within 2 days of receiving this offer. Failing which, this offer would automatically stand withdrawn.

You are requested to bring original and attested true copies of certificates of qualification and previous employment history, date of birth certificate, photo identity proof, and last salary slip from the last employer, two recent photographs & 2 references letters.

This offer is subject to verification of your entire educational and services certificate.
Please sign the duplicate copy of this letter as a token of acceptance and return to the undersigned.

Sincerely,
REDCLIFFE LIFETECH PRIVATE LTD

Kuldeep

Authorized Signatory

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

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	ANNEXURE A		
Effective Date	**26/Jun/23**		
Employee Name	**Akshata Shinde**		
Designation	**Business Development Executive**		
Location	**Mumbai**		
Salary Heads		**Per Month**	**Per Annum**
(I)	**Fixed Cash**		
(A)	**Monthly Payments**		
a.	Basic	22,917.00	275,004.00
b.	HRA	11,458.00	137,496.00
c.	Special Allowance	8,457.00	101,484.00
d.	Statutory Bonus	-	-
Gross Per Month		**42,832.00**	**513,984.00**
(C)	**Statutory Benefits**		
a	Company Contribution to PF	1,800.00	21,600.00
b	Company Contribution to ESIC @3.25%	-	-
c.	Insurance	100.00	1,200.00
d.	Gratuity	1,102.00	13,224.00
Gross Deduction		**3,002.00**	**36,024.00**
Monthly CTC		**45,834.00**	**550,008.00**
(B)	**Deduction**		
a	Employee PF	1,800.00	21,600.00
b	Employee ESIC @.75%	-	-
In Hand Salary			**41,032.00**
Performance Bonus	**(For each six-month period, the Performance bonus will be divided into two parts, 50 k each**		**100,000.00**
III	**Fixed Benefits (Accrued to the employees including those non encashable)**		
a	Medical Insurance - Hospitalization Floating Cover for Self ,Applicable for non ESIC Members (Average Premium Amount)		-

* Annual Variable pay is computed basis the individual and company performance, and payable to employee provided they are on rolls of company on last date of the financial year for which the variable pay is due

*Gratuity payout governed by payment of gratuity act

* TDS shall be deducted based on the investment proofs submitted by you during the Year.

* Any revision of Provision Fund/ESIC contribution or any other similar statutory benefits will result a change in the Net take home salary and the Annual Gross compensation will remain same.

Sincerely,

Kuldeep

Authorized Signatory

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

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KIMS HOSPITALS

OFFER LETTER

Jan 07, 2023

To
Ms. Aliya Afreen Sharfuddin,
Mumbai.

Dear Ms. Aliya Afreen,

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

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

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

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

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

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

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

For Krishna Institute of Medical Sciences Limited

CH.Koteswara Rao

Koteswara Rao CH
Sr. Manager – HR

KRISHNA INSTITUTE OF MEDICAL SCIENCES LTD. Secunderabad

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

Scanned with OKEN Scanner

KIMS

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

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

A. Mamatha
Prepared
Mamatha A

CH Koteswara Rao
Approved
CH Koteswara Rao

KRISHNA INSTITUTE OF MEDICAL SCIENCES LTD. ★ Secunderabad

Accepted
Aliya Afreen

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

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THE MISSION HOSPITAL DURGAPUR | FUTURISTIC TECHNOLOGY. BRILLIANT MINDS.

LETTER OF INTENT

Ref: TMH/LOI/37

Dated: 09.12.2022

Ms. Alka Rai
Rajasthan

Dear **Ms. Alka**,

With reference to your application and subsequent interview you had with us, we are pleased to inform you that you have been selected (Subject to pre-employment Medical Fitness and submission of all relevant documents) for the position of **"Management Trainee"** in our Hospital.

You are advised to join on or before **01.07.2023**. After this date this offer letter will stand withdrawn.

You will be paid a Stipend of **Rs. 35000/-** per month. Moreover you will be eligible for statutory benefits as per law.

Please note that the Management Traineeship is for a period of **"1 (one) year"** commencing from your date of joining.

Your services are liable to be transferred within the company or to any of its associates, or sister concerns, or its subsidiary at any place in India or abroad, whether existing or which may come up in future at any time at the sole discretion of the Management.

This is a provisional Offer Letter only; exact terms and conditions will be mentioned in formal Appointment Letter, which will be issued on your joining of this organization.

You would be required to give one-month notice period or one month salary in lieu of notice period before discontinuing your service from our hospital.

Wishing you all the best.

For The Mission Hospital,

Ramesh Lall
President-HR & Admin.

I have read, understood and accepted the terms & condition of this offer. I am willing to start my dissertation on or before 01.07.2023

Name :
Signature :

Date:

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

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THE MISSION HOSPITAL DURGAPUR | FUTURISTIC TECHNOLOGY. BRILLIANT MINDS.

LETTER OF INTENT

Ref: TMH/LOI/40

Dated: 09.12.2022

Mr. Aman Kumar Sah
Ranchi
Jharkhand

Dear **Mr. Aman,**

With reference to your application and subsequent interview you had with us, we are pleased to inform you that you have been selected (Subject to pre-employment Medical Fitness and submission of all relevant documents) for the position of **"Management Trainee"** in our Hospital.

You are advised to join on or before **01.07.2023**. After this date this offer letter will stand withdrawn.

You will be paid a Stipend of **Rs. 35000/-** per month. Moreover you will be eligible for statutory benefits as per law.

Please note that the Management Traineeship is for a period of **"1 (one) year"** commencing from your date of joining.

Your services are liable to be transferred within the company or to any of its associates, or sister concerns, or its subsidiary at any place in India or abroad, whether existing or which may come up in future at any time at the sole discretion of the Management.

This is a provisional Offer Letter only; exact terms and conditions will be mentioned in formal Appointment Letter, which will be issued on your joining of this organization.

You would be required to give one-month notice period or one month salary in lieu of notice period before discontinuing your service from our hospital.

Wishing you all the best.

For The Mission Hospital,

Ramesh Lall
President-HR & Admin.

I have read, understood and accepted the terms & condition of this offer. I am willing to start my dissertation on or before 01.07.2023

Name :
Signature :

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

Date:

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medanta

LETTER OF INTENT

Amisha Mahajan
IIHMR, Jaipur

Date: 19-Dec-22

Dear Amisha,

Congratulations! We are pleased to offer you a position at Medanta, The Medicity on the following terms:

1.	Designation	**Management Trainee**
2.	Total all inclusive fixed CTC	- Rs. 20,000/- (Rupees Twenty Thousand Only) per month as stipend during Dissertation period. - Rs 6,00,000/-(Rupees Six Lakhs Only per annum) upon degree being awarded(post completion of course, dissertation & feedback from Medanta mentor)
4.	Date of joining	1-Mar-23 or earlier, if possible.
5.	Current posting	Lucknow

Please note this offer is subject to you being found medically fit. You will be governed by the general terms and conditions of the organization as published in the appointment letter which will be given to you post joining.

LIST OF DOCUMENTS REQUIRED FOR JOINING

1	Certificates & mark sheets of class 10th, 12th, Graduation, PG or any other professional course	2 Copies of each
2	Registration certificate from respective Clinical/Nursing/Pharmacy Council (as applicable)	
3	Internship completion certificate	
Mandatory for Doctors: All documents mentioned in 1&2 above has to be notarized or attested by a Gazetted Officer		
4	**PAN CARD** or Acknowledgement receipt if **"PAN applied for"** (30% tax will be deducted in absence of PAN Card, Irrespective of CTC)	
5	Address Proof (Passport / Voter card / Driving license)	
6	Appointment Letter and salary slip from the last employer	
7	Relieving Letter/Resignation acceptance from the last employer	
8	Experience Certificate from all previous employers	
9	Other Documents • 5 Passport Size photographs • 1 Family Photograph for ESI Card (if applicable) • Copy of Vehicle Registration Certificate (RC) incase parking facility is required	

Please return the duplicate copy of this letter duly signed as acknowledgement in case offer is acceptable to you. We look forward to your being part of Medanta, The Medicity.

Yours faithfully,
For **GLOBAL HEALTH LTD**

MANOJ GUPTA
SENIOR VICE PRESIDENT & HEAD – HUMAN RESOURCES

I Accept.....

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

medanta

LETTER OF INTENT

Ronit Parshar
IIHMR, Jaipur

Date: 19-Dec-22

Dear Ronit,
Congratulations! We are pleased to offer you a position at Medanta, The Medicity on the following terms:

1.	Designation	**Management Trainee**
2.	Total all inclusive fixed CTC	- Rs. 20,000/- (Rupees Twenty Thousand Only) per month as stipend during Dissertation period. - Rs 6,00,000/-(Rupees Six Lakhs Only per annum) upon degree being awarded(post completion of course, dissertation & feedback from Medanta mentor)
4.	Date of joining	1-Mar-23 or earlier, if possible.
5.	Current posting	Lucknow

Please note this offer is subject to you being found medically fit. You will be governed by the general terms and conditions of the organization as published in the appointment letter which will be given to you post joining.

LIST OF DOCUMENTS REQUIRED FOR JOINING

1	Certificates & mark sheets of class 10th, 12th, Graduation, PG or any other professional course	2 Copies of each
2	Registration certificate from respective Clinical/Nursing/Pharmacy Council (as applicable)	
3	Internship completion certificate	
Mandatory for Doctors: All documents mentioned in 1&2 above has to be notarized or attested by a Gazetted Officer		
4	**PAN CARD** or Acknowledgement receipt if **"PAN applied for"** (30% tax will be deducted in absence of PAN Card, Irrespective of CTC)	
5	Address Proof (Passport / Voter card / Driving license)	
6	Appointment Letter and salary slip from the last employer	
7	Relieving Letter/Resignation acceptance from the last employer	
8	Experience Certificate from all previous employers	
9	Other Documents • 5 Passport Size photographs • 1 Family Photograph for ESI Card (if applicable) • Copy of Vehicle Registration Certificate (RC) incase parking facility is required	

Please return the duplicate copy of this letter duly signed as acknowledgement in case offer is acceptable to you. We look forward to your being part of Medanta, The Medicity.

Yours faithfully,
For **GLOBAL HEALTH LTD**

MANOJ GUPTA
SENIOR VICE PRESIDENT & HEAD – HUMAN RESOURCES

I Accept.....

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

1250

Redcliffe labs

Date– 17th May, 2023

Ms. Amoli Kashikar

Address: Mumbai

OFFER LETTER

With reference to your application and subsequent interview you had with us, we are pleased to make and employment as per following terms and condition: -

You will be joining us on or before **12th June,2023** In case you don't join by this date, the offer would automatically stand withdrawn.

You will be designated as **Business Development Executive**.1 Lakh retention **bonus (for each six-month period, the retention bonus will be divided into two parts, 50k each.**

You shall be initially based at **Mumbai** however, you may be required to relocate to other part of the country, in due course.

Your appointment and work condition will be governed by the Rules and Regulations of the company.

You may be asked to report at any of the shifts.

Your salary shall be as per the attached sheet.

You shall be entitled to all medical facilities as per ESI policy / Mediclaim policy as the case may be.

You shall be on probation for period of 6 months.

During probation, your services with the company can be terminated by either party by giving (15) Days' notice to the other in writing. After completion of probation period, it is mandatory to serve (1) months' notice period.

A detailed appointment letter shall be issued to you at the time of joining the organization.

Please send us accepted copy of resignation from your present organization within 2 days of the receiving this offer. Failing which, this offer would automatically stand withdrawn.

You are requested to bring original and attested true copies of certificates of qualification and previous employment history, date of birth certificate, photo identity proof, and last salary slip from the last employer, two recent photographs & 2 references letters.

This offer is subject to verification of your entire educational and services certificate.
Please sign the duplicate copy of this letter as a token of acceptance and return to the undersigned.

Sincerely,
REDCLIFFE LIFETECH PRIVATE LTD

Authorized Signatory

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

Redcliffe labs

ANNEXURE A			
Effective Date	**12/Jun/23**		
Employee Name	**Amoli Kashikar**		
Designation	**Business Development Executive**		
Location	**Mumbai**		
Salary Heads		**Per Month**	**Per Annum**
(I)	**Fixed Cash**		
(A)	**Monthly Payments**		
a.	Basic	18,750.00	225,000.00
b.	HRA	9,375.00	112,500.00
c.	Special Allowance	6,673.83	80,086.00
Gross Per Month		**34,798.83**	**417,586.00**
(C)	**Statutory Benefits**		
a	Company Contribution to PF	1,800.00	21,600.00
b	Company Contribution to ESIC @3.25%	-	-
c.	Gratuity	902.00	10,824.00
Gross Deduction		**2,702.00**	**32,424.00**
Monthly CTC		**37,501.00**	**450,010.00**
(B)	**Deduction**		
a	Employee PF	1,800.00	21,600.00
b	Employee ESIC @.75%	-	-
In Hand Salary			**32,999.00**
III	**Fixed Benefits (Accrued to the employees including those non encashable)**		
a	Medical Insurance - Hospitalization Floating Cover for Self ,Applicable for non ESIC Members (Average Premium Amount)		

* Annual Bonus is computed basis the individual performance, and payable to employee after completing one year in the company

*Gratuity payout governed by payment of gratuity act

* TDS shall be deducted based on the investment proofs submitted by you during the Year.

* Any revision of Provision Fund/ESIC contribution or any other similar statutory benefits will result a change in the Net take home salary and the Annual Gross compensation will remain same

Sincerely,

Authorized Signatory

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

KARKINOS

EMPLOYMENT AGREEMENT

This Employment Agreement ("Agreement") is entered into on this 31st May 2023 and is effective from 1st June 2023.

BY AND BETWEEN:

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

AND

Amrin Roshan Ali, currently residing 292, Itwara Bazar, Near Mutton Market, Wardha, Maharashtra - 442001. (Hereinafter referred to as "Employee" which expression shall, unless repugnant to the context or meaning thereof, be deemed to include the employee's successors, legal heirs and permitted assigns), of the OTHER PART

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

WHEREAS:

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

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

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

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

1. Definitions and interpretations

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

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

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

2. Employment

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

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

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

2.4. There will be No paid leaves during probation and during serving notice period.

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

2.6. During the course of the employment, the Employee shall perform such duties, functions and responsibilities as the Board shall from time to time determine and entrusted to the employee. The Employee shall provide their services in accordance with the directions of **Vice President - Lab Operations Diagnostics**.

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

3. Time to be devoted to Employment; Leave Entitlement

3.1. During the course of the employment, the Employee shall devote all of their professional and

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business time, attention and energies to the business and affairs of the Company.

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

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

4. Remuneration

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

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

5. Invention Assignment Rights

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

6. Non-Competition and Non-Solicitation

6.1. The Employee hereby undertakes that during the term of employment with the Company and for a further period of 1 (one) year from the date employee ceases to be in the employment of the Company ("**Non-Compete Period**"), the employee shall not, as an individual, partner, employee, consultant, shareholder, member, or in association with any Person, except on behalf of the Company, in any manner, directly or indirectly, during the Non-Compete Period: (i) Compete with

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the Company (ii) solicit or render services to or for a client of the Company (whether present or future) (iii) interfere with the Company's business (iv) employ any present or former employee of the company.

Further, the Employee hereby acknowledges that the type and periods of restriction imposed in the provisions of this Article 6 are fair and reasonable and are reasonably required in order to protect and maintain the legitimate business interests and the goodwill associated with the Business.

7. Confidentiality/ NDA

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

7.1.1. any such Confidential Information; or

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

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

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

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

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

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

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

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

10.1.3. the execution of this Agreement by the employee and performance of the employee's obligations, responsibilities and duties hereunder shall not result in the breach of any of the employee's obligations, covenants or undertakings (including any professional, statutory, contractual or fiduciary duties or obligations) to any other Person.

11. Remedies

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

12. Governing Law and Dispute Resolution

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

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

13. Miscellaneous

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

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

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

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

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

13.6. Save and except as otherwise provided in this Agreement, the waiver of any default or breach

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under this Agreement by any Party shall not constitute a waiver of the right to terminate this Agreement or otherwise exercise rights or remedies for any subsequent default of a similar nature or under any other terms and conditions of this Agreement.

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

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

For Karkinos Healthcare Private Limited., Through its authorized signatory R Venkataramanan	Employee: Amrin Roshan Ali Amrin Roshan Ali
Name: R. Venkataramanan Designation: Founder/ CEO Date: 31st May 2023	Name: Amrin Roshan Ali Designation: Management Trainee Date: 31st May 2023

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SCHEDULE A

Details of Remuneration

ANNEXURE 1:

The annual compensation details are as follows:

SALARY COMPUTATION		
Components	**Per Annum**	**Per Month**
Basic	289,200	24,100
Hra	144,600	12,050
Special Allowance	144,600	12,050
Gross Salary	**578,400**	**48,200**
Total CTC	**600,000**	**50,000**
Deductions		
Provident Fund	21,600	1,800
Professional Tax	2,400	200
Total Deductions	**24,000**	**2,000**
Net Pay	**554,400**	**46,200**
Employer Contribution to PF	21,600	1,800

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

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FIGmd
an MRO company

Ref: LOI/FI065/2022

Date: 18th October 2022

College: IIHMR, Jaipur

Sub: Letter of Intent

Dear Dr Amrita Singh,

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

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

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

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

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

Sincerely,

For FIGmd (India) Pvt.Ltd.,

FIGMD (INDIA) PVT LTD PUNE

Shawn Powlick

CHRO

For Employee,

Amrita

Name: Dr. Amrita Singh

Location: Jaipur (Rajasthan)

Date: 19-10-2022

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(253)

CCA
CANCER CENTERS OF AMERICA

26th May 2023

Dr.Amritha G
D/o. Joy V Amritham,
Pada north, Karunagapally,
Kollom - 690518
Kerala.

Dear Amritha,

This letter is in reference to your application and the subsequent discussions you had with our Management Team. We are pleased to offer you a position at, as **Management trainee - Operations** on an all-inclusive annual CTC of INR 7,20,000/- (Rupees Seven lakhs twenty thousand Only). Cancer Centers of America Pvt. Ltd., located at Sherpur Chowk, G.T. Road, Ludhiana – 141003.

You are advised to report for work On or before **15th June 2023, at 9:00 a.m.** to our facility located in, Cancer Centers of America Pvt. Ltd., located at Sherpur Chowk, G.T. Road, Ludhiana – 141003, for the onboarding process. If you do not report on the designated date by the given time, unless otherwise extended by the company in writing, this offer of employment stands withdrawn.

You will also be entitled to annual benefits as stipulated by the Company from time to time, as applicable. Statutory deductions, if any, will be made from your renumeration as per the prevailing laws. For all other matters not herein specified the Company's conditions of service and service rules as amended from time to time shall be applicable. You will be under probation for a period of six months with effect from you date of joining. Your employment with us can be terminated during your probation by either party with 30 days prior notice in writing or payment in lieu of.

You are requested to submit the following on the day of your joining:
1. Appointment Letter with compensation break up and relieving letter issued by your current employer.
2. Original and photocopies of your certificates and testimonials for verification including PAN & Aadhar.
3. Last 3 Months Pay slips & Corresponding period bank statement that reflects your salary credits.
4. Three (3) photographs (Colour, Passport Size).

This offer letter was prepared based on the information provided by you in your resume dated 22nd May 2023. If any information is found to be false or incorrect, it will result in your immediate termination without any notice or compensation in leu of

Please not that this offer is contingent upon you clearing our background and reference checks and your medical fitness as per the pre-employment medical check-up which you shall undergo on the day of joining.

You are requested to submit your resignation acceptance letter duly signed by your current employer within two working days from receipt of this letter. In case we do not receive the same please be informed that this offer letter stands withdrawn automatically.

Please sign this letter confirming your acceptance of the above terms and conditions of the offer of employment and return the same for our records.

Yours sincerely,

For Cancer Centers of America Pvt Limited

Cancer Centers of America Private Limited Hyderabad

Dr.Shibaji Chattopadhyay
Chief Operating Officer

Agreed and accepted

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

Date: 19 December 2022

Candidate Name: Anamitra Sarkar

Subject: Offer of Employment

Dear Anamitra,

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

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

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

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

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

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

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

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

3. Diploma
4. Graduation
5. Post-Graduation
6. Certifications, if any

5. Date of Birth Proof, if not part of the above documents

6. Bank Account details for salary,
    1. Name on the account
    2. Account No.
    3. Bank name
    4. Branch name
    5. IFSC code

7. PF account details/UAN (Universal Account No.), if any
    1. Name on the account
    2. UAN No

8. Previous employer details, if any
    1. Joining & Relieving letter / Experience letter from previous employer

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

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

Sincerely,

KRITI BAINS
Digitally signed by KRITI BAINS
Date: 2022.12.21 12:56:26 +05'30'

Kriti Bains
Senior Manager

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I accept the above offer.

Name: ANAMITRA SARKAR Date: 25/12/2022

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

Annexure

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

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

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antara*foundation*

FELLOWSHIP EMPLOYMENT AGREEMENT

THIS FELLOWSHIP EMPLOYMENT AGREEMENT ("Agreement") is made and entered into as of **11th May 2023,** by and between The Antara Foundation ("Antara Foundation"), a company incorporated under section 25 of the Companies Act, 1956 having its Corporate Office at **505 A&B 5th Floor, ABW Rectangle One, Saket District Centre, New Delhi 110 017** AND **Ananya Shrivastava** resident of **LIG - 159 Kotra Sultanababad near Kamla Nagar Thana,in front of Joshi Manglik Bhawan, Bhopal, Madhya Pradesh,462003** (the "Employee").

RECITALS

A. WHEREAS the Fellowship Employee approached Antara Foundation for Fellowship Employment and on the basis of the information and the details provided in the Fellowship Employee's Resume and interaction with the Fellow, Antara Foundation wishes to employ the Fellowship Employee.

B. AND WHEREAS as a condition to such fellowship employment, the Fellowship Employee and Antara Foundation wish to enter into this Agreement setting forth the terms and conditions of the Fellowship Employee's employment with Antara Foundation.

NOW, THEREFORE, in consideration of the foregoing and the promises and mutual covenants herein, the parties agree as follows:

1. **Fellowship Employment.**
Antara Foundation shall employ the Fellowship Employee and the Fellowship Employee hereby accepts fellowship employment with Antara Foundation on the terms and conditions set forth in this Agreement.

2. **Term.**
The Fellowship Employee's Employment with Antara Foundation shall commence on **1st August 2023, for a period of 12 months ending 31st July 2024,** subject to the terms and conditions set forth in this Agreement. Either the Fellowship Employee or Antara Foundation may terminate the fellowship employment relationship at any time for any reason, with or without Cause, as defined in this Agreement.

3. **Probation.**
The Fellowship Employee shall be on probation for a period of 3 months from the above-mentioned date of commencement of employment. At the completion of the said probation period, Antara Foundation will either confirm the Fellowship Employee to regular fellowship employment or extend the period of probation or terminate the fellowship employment if the Fellowship Employee's work and/or professional conduct is not found satisfactory. During the said probation period, the appointment in terms hereof may be terminated by Antara Foundation at any time without assigning any reason whatsoever and without any notice or salary in lieu thereof.

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4. **Duties & Responsibilities.**

4.1 The Fellowship Employee shall be employed by Antara Foundation to serve as **Fellow.** The Fellowship Employee's main place of work shall be at Delhi, and the Fellowship Employee shall initially report to **Mr. Neeraj Jham - Sr. Program Lead (Training & Implementation)**, The Antara Foundation. In this capacity, the Fellowship Employee shall diligently perform his/her duties in a way that is consistent with the purposes, responsibilities and authority of Antara Foundation and will not take any actions that exceed the authority of such office, including signing contracts on behalf of Antara Foundation or making commitments on behalf of Antara Foundation other than those required for the normal functioning of the office. The services of the Fellowship Employee are liable to be transferred to any other office / place of work / location of Antara Foundation.

4.2 The Fellowship Employee shall be a regular, full-time fellowship employee of Antara Foundation and shall devote his/her energies and best efforts to the performance of his/her duties under this Agreement, to the exclusion of all other activities. The Fellowship Employee shall not undertake, either directly or indirectly, any other full/part time job, business, service, calling or work outside Antara Foundation without the written consent of Antara Foundation.

4.3 The Fellowship Employee shall comply with all rules, policies and procedures of Antara Foundation as adopted and modified from time to time, at Antara Foundation's sole discretion. The Fellowship Employee has read the prevailing rules, policies and procedures of Antara Foundation. The Fellowship Employee shall perform all of the Fellowship Employee's responsibilities in a way that is in complete compliance with all applicable laws. The Employee's title, reporting relationship, assignment and duties are subject to change at the discretion of Antara Foundation.

4.4 Normal office hours will be from **9.00 am** to **6.00 pm** from Monday to Friday. However, the Fellowship Employee's working hours may vary from the above, in order to meet the specific operational requirements of the work assigned to the Fellowship Employee. There will be an expectation that the Fellowship Employee will work reasonable hours to meet the needs of the job, including domestic and international travel and occasional work on weekends and holidays.

4.5 The Fellowship Employee shall be accountable for all the office property including files/records or any other document/paper, office equipment, or any other property of Antara Foundation, which may be in the Fellowship Employee's possession during the course of his/her employment with Antara Foundation.

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5. **Compensation.**

5.1 The Fellowship Employee's total cost to Antara Foundation shall be **Rs. 6,40,000 (Rupees six lakhs forty thousand only)** per annum. The fellowship employee shall receive a **one-time additional payment of Rs.60,000 on completion of 12 months**. The total cost to Antara Foundation includes Fellowship Employee's basic salary and benefits as well as appropriate allowances under Indian tax law. The Fellowship Employee shall not be entitled to payment for overtime. The Fellowship Employee will be paid on Antara Foundation's normal paydays and income tax at source at applicable rates shall be deducted by Antara Foundation. At the time of this Agreement, such payments are made at the end of each month for that month.

6. **Benefits.**

6.1 The Fellowship Employee may participate in any group benefit plans established for Antara Foundation commensurate with the Fellowship Employee's position and subject to the terms and conditions of such plans, including eligibility requirements.

6.2 During the Fellowship Employee's employment under this Agreement, the Fellowship Employee shall be entitled to paid vacation and holidays and any other fringe benefit in accordance with and subject to terms and conditions of Antara Foundation's policies, as adopted and amended from time to time. Notwithstanding anything in Antara Foundation's policies to the contrary, Fellowship Employee shall accrue, in accordance with Antara Foundation's policy, vacation at the rate of Twenty Two (22) working days per year.

6.3 Antara Foundation will reimburse the Fellowship Employee's reasonable business travel and entertainment expenses incurred during the Fellowship Employee's employment in accordance with Antara Foundation standards related to expense reimbursement.

7. **Termination.**

In the event of termination of the Fellowship Employee's employment, the Fellowship Employee's right to payment upon termination shall be governed by this Section 7.

7.1 In the event of termination of the Fellowship Employee's employment, by Antara Foundation during a term of employment, the following amounts shall be payable under the circumstances described:

7.1.1 If Antara Foundation terminates the Fellowship Employee's employment without Cause, Antara Foundation will provide one (1) month's notice in writing of such termination or payment in lieu of notice. The payment in lieu of notice will be one month's salary, including basic salary and normal allowances, in effect at the time of termination.

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7.1.2 If the Fellowship Employee terminates his/her fellowship employment at any time and for any reason the Fellowship Employee will provide one (1) month's notice in writing of such termination or forfeit payment of salary, including basic salary and normal allowances for the month.

7.1.3 If Antara Foundation terminates the Fellowship Employee's employment with Cause, as defined in this Agreement, Antara Foundation is not obligated to provide advance notice of termination or payment in lieu of notice.

7.2 "Cause", as used herein, means any willful, material breach of this Agreement by the Fellowship Employee, willful refusal or failure of the Fellowship Employee to satisfactorily perform his/her responsibilities after reasonable notice to the Fellowship Employee of, and reasonable opportunity to cure, such failure; willful refusal or failure of the Fellowship Employee to comply with policies and procedures of Antara Foundation; unethical practices; dishonesty; disloyalty; or conduct which would constitute a criminal offense.

8. Confidentiality Agreement.

As a condition of employment with Antara Foundation, the Fellowship Employee shall execute and deliver to Antara Foundation a standard form Antara Foundation Confidentiality Agreement.

9. Rights of Third Parties.

The Fellowship Employee warrants that the Fellowship Employee's entering into this Agreement and complying with all of its provisions to their fullest extent will not violate any right of any third party, including contractual rights. The Fellowship Employee shall not bring with the Fellowship Employee to the premises of Antara Foundation or disclose or use in any way in connection with the Fellowship Employee's employment with Antara Foundation any property, including without limitations, intellectual property, of any third party, unless such party has authorized such specific use or disclaimer in writing.

10. Assignment.

The Fellowship Employee's obligations under this Agreement are personal in nature and may not be assigned or transferred by the Fellowship Employee. Antara Foundation's obligations under this Agreement are binding upon any successor entity to Antara Foundation.

11. Arbitration.

11.1 Except for the right to commence judicial action to obtain injunctive relief, any controversy, claim or dispute of whatever nature arising out of or relating to the Fellowship Employee's employment with Antara Foundation or this Agreement, whether such controversy, claim or dispute is based upon statute, contract, tort, common law or otherwise, and whether such controversy, claim or dispute existed prior to or arises after the date of this Agreement (any such controversy, claim or dispute being a "Dispute"), shall be resolved in

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accordance with the procedures set forth in this Section 11. Except as noted in the previous sentence, the remedies set forth in this Section 11 shall be the sole and exclusive procedures for the resolution of any Disputes. To the fullest extent permitted by law, matters within the definition of "Disputes" shall include all matters pertaining to fellowship employment and this Agreement, including, without limitation matters pertaining to termination, compensation, discrimination and harassment.

11.2 Disputes shall be determined by arbitration in New Delhi in accordance with the Rules of Arbitration of the Indian Council of Arbitration. The arbitration will be conducted by a sole neutral arbitrator who has had both training and experience as an arbitrator of general employment matters. The arbitrator may decide any issue as to whether, or as to the extent to which, any Dispute is subject to the arbitration and other dispute resolution provisions in this Agreement. The arbitrator may award any relief permitted by law. The arbitrator must base his or her award on the provisions of this Agreement and applicable law and must render his or her award in writing which must include an explanation of the reasons for such award. The decision of the arbitrator shall be final and binding. In the event of a conflict under this Section 11 and the ICA rules, this Agreement shall govern. Nothing in this Section 11 prevents a party from seeking temporary emergency relief in court with respect to a Dispute, including without limitation a temporary restraining order or a preliminary injunction.

11.3 This Section 11 shall be interpreted in a way to be consistent with law. If any provision in this Section 11 is deemed inconsistent with law, it shall be modified to the extent required to render in enforceable and shall be so enforced.

11.4 The courts located at Delhi shall have exclusive jurisdiction to decide any matter arising out of or in relation to this Agreement.

12. Miscellaneous.

12.1 Notice under this Agreement shall be provided in writing. Delivery shall be made by personal delivery or by registered mail with return receipt or courier to the following address, unless a party notifies the other of a different address for notice:

LIG - 159 Kotra sultanababad near kamla nagar thana,in front of Joshi manglik bhawan, Bhopal, Madhya Pradesh,462003

12.2 This Agreement shall be construed in a way to be consistent with law. If any portion of this Agreement is held to be invalid or unenforceable, the remaining covenants and restrictions or portions thereof shall remain in full force and effect.

12.3 This Agreement shall be governed by the laws of India.

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12.4 Except as expressly provided in this Agreement, this Agreement contains the entire agreement of the parties as to the subject matter of this Agreement and supersedes all prior and contemporaneous agreements and understandings, including email correspondence between the Fellowship Employee and Antara Foundation. This Agreement may be altered or modified only in writing signed by the Fellowship Employee and the Founder Director or Chief Operating Officer of The Antara Foundation.

12.5 Section 6 and 8 through 11 survive any termination of this Agreement or the Fellowship Employee's employment relationship with Antara.

IN WITNESS WHEREOF, the parties have executed this Agreement effective as of the date first mentioned above.

THE ANTARA FOUNDATION

By _____
Reenu Uppal, Authorised Signatory

FELLOWSHIP EMPLOYEE:

_____

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The Antara Foundation
Cost to the Company Annexure

Employee Name:	Ananya Shrivastava
Designation:	Fellow
Date of Joining:	1st August 2023

Salary	**Monthly**	**Yearly**
Basic Salary	24,000	2,88,000
House Rent Allowance	12,000	1,44,000
Leave Travel Allowance	-	12,000
Special Allowance	13,833	166,000
Gross Salary	**49,833**	**6,10,000**
Other Benefits		
Employers Contribution to PF	1,800	21,600
Mediclaim and Accident Insurance for employee*		8,400
Bonus on completion of 12 months		60,000
Total cost to the company		**7,00,000**

*Tentative amount mentioned. Final amount will be based on employee age and other factors.

Notes:

1. Take home monthly salary is subject to deduction of Income Tax, Provident Fund as per applicable rules
2. Leave travel allowance would be disbursed at the end of financial year or date of leaving
3. Income tax will be calculated as per Income tax slabs for financial year 2023-24.
4. Employee will declare whether he/she wants to opt for old or new tax slab.

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FELLOWSHIP EMPLOYMENT AGREEMENT

THIS FELLOWSHIP EMPLOYMENT AGREEMENT ("Agreement") is made and entered into as of **11th May 2023,** by and between The Antara Foundation ("Antara Foundation"), a company incorporated under section 25 of the Companies Act, 1956 having its Corporate Office at **505 A&B 5th Floor, ABW Rectangle One, Saket District Centre, New Delhi 110 017** AND **Ananya Shrivastava** resident of **LIG - 159 Kotra Sultanababad near Kamla Nagar Thana,in front of Joshi Manglik Bhawan, Bhopal, Madhya Pradesh,462003** (the "Employee").

RECITALS

A. WHEREAS the Fellowship Employee approached Antara Foundation for Fellowship Employment and on the basis of the information and the details provided in the Fellowship Employee's Resume and interaction with the Fellow, Antara Foundation wishes to employ the Fellowship Employee.

B. AND WHEREAS as a condition to such fellowship employment, the Fellowship Employee and Antara Foundation wish to enter into this Agreement setting forth the terms and conditions of the Fellowship Employee's employment with Antara Foundation.

NOW, THEREFORE, in consideration of the foregoing and the promises and mutual covenants herein, the parties agree as follows:

1. **Fellowship Employment.**
Antara Foundation shall employ the Fellowship Employee and the Fellowship Employee hereby accepts fellowship employment with Antara Foundation on the terms and conditions set forth in this Agreement.

2. **Term.**
The Fellowship Employee's Employment with Antara Foundation shall commence on **1st August 2023, for a period of 12 months ending 31st July 2024,** subject to the terms and conditions set forth in this Agreement. Either the Fellowship Employee or Antara Foundation may terminate the fellowship employment relationship at any time for any reason, with or without Cause, as defined in this Agreement.

3. **Probation.**
The Fellowship Employee shall be on probation for a period of 3 months from the above-mentioned date of commencement of employment. At the completion of the said probation period, Antara Foundation will either confirm the Fellowship Employee to regular fellowship employment or extend the period of probation or terminate the fellowship employment if the Fellowship Employee's work and/or professional conduct is not found satisfactory. During the said probation period, the appointment in terms hereof may be terminated by Antara Foundation at any time without assigning any reason whatsoever and without any notice or salary in lieu thereof.

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4. **Duties & Responsibilities.**

4.1 The Fellowship Employee shall be employed by Antara Foundation to serve as **Fellow.** The Fellowship Employee's main place of work shall be at Delhi, and the Fellowship Employee shall initially report to **Mr. Neeraj Jham - Sr. Program Lead (Training & Implementation)**, The Antara Foundation. In this capacity, the Fellowship Employee shall diligently perform his/her duties in a way that is consistent with the purposes, responsibilities and authority of Antara Foundation and will not take any actions that exceed the authority of such office, including signing contracts on behalf of Antara Foundation or making commitments on behalf of Antara Foundation other than those required for the normal functioning of the office. The services of the Fellowship Employee are liable to be transferred to any other office / place of work / location of Antara Foundation.

4.2 The Fellowship Employee shall be a regular, full-time fellowship employee of Antara Foundation and shall devote his/her energies and best efforts to the performance of his/her duties under this Agreement, to the exclusion of all other activities. The Fellowship Employee shall not undertake, either directly or indirectly, any other full/part time job, business, service, calling or work outside Antara Foundation without the written consent of Antara Foundation.

4.3 The Fellowship Employee shall comply with all rules, policies and procedures of Antara Foundation as adopted and modified from time to time, at Antara Foundation's sole discretion. The Fellowship Employee has read the prevailing rules, policies and procedures of Antara Foundation. The Fellowship Employee shall perform all of the Fellowship Employee's responsibilities in a way that is in complete compliance with all applicable laws. The Employee's title, reporting relationship, assignment and duties are subject to change at the discretion of Antara Foundation.

4.4 Normal office hours will be from **9.00 am** to **6.00 pm** from Monday to Friday. However, the Fellowship Employee's working hours may vary from the above, in order to meet the specific operational requirements of the work assigned to the Fellowship Employee. There will be an expectation that the Fellowship Employee will work reasonable hours to meet the needs of the job, including domestic and international travel and occasional work on weekends and holidays.

4.5 The Fellowship Employee shall be accountable for all the office property including files/records or any other document/paper, office equipment, or any other property of Antara Foundation, which may be in the Fellowship Employee's possession during the course of his/her employment with Antara Foundation.

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5. **Compensation.**

5.1 The Fellowship Employee's total cost to Antara Foundation shall be **Rs. 6,40,000 (Rupees six lakhs forty thousand only)** per annum. The fellowship employee shall receive a **one-time additional payment of Rs.60,000 on completion of 12 months**. The total cost to Antara Foundation includes Fellowship Employee's basic salary and benefits as well as appropriate allowances under Indian tax law. The Fellowship Employee shall not be entitled to payment for overtime. The Fellowship Employee will be paid on Antara Foundation's normal paydays and income tax at source at applicable rates shall be deducted by Antara Foundation. At the time of this Agreement, such payments are made at the end of each month for that month.

6. **Benefits.**

6.1 The Fellowship Employee may participate in any group benefit plans established for Antara Foundation commensurate with the Fellowship Employee's position and subject to the terms and conditions of such plans, including eligibility requirements.

6.2 During the Fellowship Employee's employment under this Agreement, the Fellowship Employee shall be entitled to paid vacation and holidays and any other fringe benefit in accordance with and subject to terms and conditions of Antara Foundation's policies, as adopted and amended from time to time. Notwithstanding anything in Antara Foundation's policies to the contrary, Fellowship Employee shall accrue, in accordance with Antara Foundation's policy, vacation at the rate of Twenty Two (22) working days per year.

6.3 Antara Foundation will reimburse the Fellowship Employee's reasonable business travel and entertainment expenses incurred during the Fellowship Employee's employment in accordance with Antara Foundation standards related to expense reimbursement.

7. **Termination.**

In the event of termination of the Fellowship Employee's employment, the Fellowship Employee's right to payment upon termination shall be governed by this Section 7.

7.1 In the event of termination of the Fellowship Employee's employment, by Antara Foundation during a term of employment, the following amounts shall be payable under the circumstances described:

7.1.1 If Antara Foundation terminates the Fellowship Employee's employment without Cause, Antara Foundation will provide one (1) month's notice in writing of such termination or payment in lieu of notice. The payment in lieu of notice will be one month's salary, including basic salary and normal allowances, in effect at the time of termination.

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7.1.2 If the Fellowship Employee terminates his/her fellowship employment at any time and for any reason the Fellowship Employee will provide one (1) month's notice in writing of such termination or forfeit payment of salary, including basic salary and normal allowances for the month.

7.1.3 If Antara Foundation terminates the Fellowship Employee's employment with Cause, as defined in this Agreement, Antara Foundation is not obligated to provide advance notice of termination or payment in lieu of notice.

7.2 "Cause", as used herein, means any willful, material breach of this Agreement by the Fellowship Employee, willful refusal or failure of the Fellowship Employee to satisfactorily perform his/her responsibilities after reasonable notice to the Fellowship Employee of, and reasonable opportunity to cure, such failure; willful refusal or failure of the Fellowship Employee to comply with policies and procedures of Antara Foundation; unethical practices; dishonesty; disloyalty; or conduct which would constitute a criminal offense.

8. **Confidentiality Agreement.**
As a condition of employment with Antara Foundation, the Fellowship Employee shall execute and deliver to Antara Foundation a standard form Antara Foundation Confidentiality Agreement.

9. **Rights of Third Parties.**
The Fellowship Employee warrants that the Fellowship Employee's entering into this Agreement and complying with all of its provisions to their fullest extent will not violate any right of any third party, including contractual rights. The Fellowship Employee shall not bring with the Fellowship Employee to the premises of Antara Foundation or disclose or use in any way in connection with the Fellowship Employee's employment with Antara Foundation any property, including without limitations, intellectual property, of any third party, unless such party has authorized such specific use or disclaimer in writing.

10. **Assignment.**
The Fellowship Employee's obligations under this Agreement are personal in nature and may not be assigned or transferred by the Fellowship Employee. Antara Foundation's obligations under this Agreement are binding upon any successor entity to Antara Foundation.

11. **Arbitration.**
11.1 Except for the right to commence judicial action to obtain injunctive relief, any controversy, claim or dispute of whatever nature arising out of or relating to the Fellowship Employee's employment with Antara Foundation or this Agreement, whether such controversy, claim or dispute is based upon statute, contract, tort, common law or otherwise, and whether such controversy, claim or dispute existed prior to or arises after the date of this Agreement (any such controversy, claim or dispute being a "Dispute"), shall be resolved in

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accordance with the procedures set forth in this Section 11. Except as noted in the previous sentence, the remedies set forth in this Section 11 shall be the sole and exclusive procedures for the resolution of any Disputes. To the fullest extent permitted by law, matters within the definition of "Disputes" shall include all matters pertaining to fellowship employment and this Agreement, including, without limitation matters pertaining to termination, compensation, discrimination and harassment.

11.2 Disputes shall be determined by arbitration in New Delhi in accordance with the Rules of Arbitration of the Indian Council of Arbitration. The arbitration will be conducted by a sole neutral arbitrator who has had both training and experience as an arbitrator of general employment matters. The arbitrator may decide any issue as to whether, or as to the extent to which, any Dispute is subject to the arbitration and other dispute resolution provisions in this Agreement. The arbitrator may award any relief permitted by law. The arbitrator must base his or her award on the provisions of this Agreement and applicable law and must render his or her award in writing which must include an explanation of the reasons for such award. The decision of the arbitrator shall be final and binding. In the event of a conflict under this Section 11 and the ICA rules, this Agreement shall govern. Nothing in this Section 11 prevents a party from seeking temporary emergency relief in court with respect to a Dispute, including without limitation a temporary restraining order or a preliminary injunction.

11.3 This Section 11 shall be interpreted in a way to be consistent with law. If any provision in this Section 11 is deemed inconsistent with law, it shall be modified to the extent required to render in enforceable and shall be so enforced.

11.4 The courts located at Delhi shall have exclusive jurisdiction to decide any matter arising out of or in relation to this Agreement.

12. Miscellaneous.

12.1 Notice under this Agreement shall be provided in writing. Delivery shall be made by personal delivery or by registered mail with return receipt or courier to the following address, unless a party notifies the other of a different address for notice:

LIG - 159 Kotra sultanababad near kamla nagar thana,in front of Joshi manglik bhawan, Bhopal, Madhya Pradesh,462003

12.2 This Agreement shall be construed in a way to be consistent with law. If any portion of this Agreement is held to be invalid or unenforceable, the remaining covenants and restrictions or portions thereof shall remain in full force and effect.

12.3 This Agreement shall be governed by the laws of India.

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12.4 Except as expressly provided in this Agreement, this Agreement contains the entire agreement of the parties as to the subject matter of this Agreement and supersedes all prior and contemporaneous agreements and understandings, including email correspondence between the Fellowship Employee and Antara Foundation. This Agreement may be altered or modified only in writing signed by the Fellowship Employee and the Founder Director or Chief Operating Officer of The Antara Foundation.

12.5 Section 6 and 8 through 11 survive any termination of this Agreement or the Fellowship Employee's employment relationship with Antara.

IN WITNESS WHEREOF, the parties have executed this Agreement effective as of the date first mentioned above.

THE ANTARA FOUNDATION

By _____
Reenu Uppal, Authorised Signatory

FELLOWSHIP EMPLOYEE:

_____

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Near Sanganer Airport, Jaipur-302029

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The Antara Foundation
Cost to the Company Annexure

Employee Name:	Ananya Shrivastava
Designation:	Fellow
Date of Joining:	1st August 2023

Salary	**Monthly**	**Yearly**
Basic Salary	24,000	2,88,000
House Rent Allowance	12,000	1,44,000
Leave Travel Allowance	-	12,000
Special Allowance	13,833	166,000
Gross Salary	**49,833**	**6,10,000**
Other Benefits		
Employers Contribution to PF	1,800	21,600
Mediclaim and Accident Insurance for employee*		8,400
Bonus on completion of 12 months		60,000
Total cost to the company		**7,00,000**

*Tentative amount mentioned. Final amount will be based on employee age and other factors.

Notes:

1. Take home monthly salary is subject to deduction of Income Tax, Provident Fund as per applicable rules
2. Leave travel allowance would be disbursed at the end of financial year or date of leaving
3. Income tax will be calculated as per Income tax slabs for financial year 2023-24.
4. Employee will declare whether he/she wants to opt for old or new tax slab.

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CONFIDENTIALITY AND NON DISCLOSURE AGREEMENT

THIS CONFIDENTIALITY AND NON DISCLOSURE AGREEMENT ("**Agreement**") is made and entered into as of **11th May, 2023** by and between The Antara Foundation ("**Antara Foundation**"), a company incorporated under section 25 of the Companies Act, 1956 having its Corporate office at **505 A&B 5th Floor, ABW Rectangle One, Saket District Centre, New Delhi 110 017**, AND **Ananya Shrivastava** resident of **LIG - 159 Kotra Sultanababad near Kamla Nagar Thana, in front of Joshi Manglik Bhawan, Bhopal, Madhya Pradesh,462003** (the "**Fellow Employee**").

Hereinafter "Antara Foundation" and the "Fellow Employee" may collectively be referred to as the "Parties" and individually as the "Party".

RECITALS

WHEREAS

A. The Fellow Employee had approached Antara Foundation for Fellowship Employment and Antara Foundation has appointed the Fellow Employee as **Fellow** and also executed a fellowship employment agreement with the Fellow Employee w.e.f. **1st August 2023.**

B. Antara Foundation has been established to promote and spread awareness about maternal and child health and to support other organizations working towards improving maternal and child health in India.

C. During the course of his/her fellowship employment with Antara Foundation, the Fellow Employee will have access to information of Antara Foundation that would be of confidential nature.

D. One of the conditions of the Fellow's fellowship employment with Antara Foundation is the execution of the Agreement by the Fellow Employee.

NOW, THEREFORE, in consideration of the foregoing and the promises and mutual covenants herein, the Parties agree as follows:

1. "**Confidential Information**" shall mean and include but not be restricted to (i) all documents, materials, memoranda, copies, reports, papers, surveys, data, graphs, charts, analyses, summaries, designs, drawings, diagrams and other information, of whatever nature and in whichever form, pertaining/ relating to/ owned or used by Antara Foundation (whether in physical/ visual/ oral/ electronic/ written and/ or

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other tangible form or otherwise) which the Fellow Employee may have access to or which may be disclosed/provided to the Fellow Employee during his/her fellowship employment with Antara Foundation; (ii) any information or material pertaining to the affairs of Antara Foundation, whether business, technical or otherwise which are not known to the public at large; (iii) information and materials developed, collected or used by Antara Foundation's fellow employees, information disclosed to Antara Foundation by its donors, clients or potential clients and information disclosed by third parties with which Antara Foundation has or may have a business relationship and (iv) all other information of Antara Foundation that the Fellow Employee shall become aware of during the course of his/her fellowship employment with Antara Foundation in connection with or by virtue of his/her fellowship employment with Antara Foundation or information which is generated, conceived, developed or produced by the Fellow Employee, whether alone or with others while performing his/her duties for Antara Foundation. Confidential Information may relate to the past, present or future operations and activities of Antara Foundation.

2. The Fellow Employee agrees and undertakes that without the specific prior written consent of Antara Foundation, the Fellow Employee shall not at any time during or after the termination of his/her fellowship employment with Antara Foundation (i) divulge, disclose or make accessible the Confidential Information that the Fellow Employee has/had access to or is/was in his/her possession to any person, firm, company or entity outside Antara Foundation or (ii) use the Confidential Information in any other business or permit any person, firm, company or entity outside Antara Foundation to examine, summarize, adapt or make copies of any documents and other information, of whatever nature and in whichever form that contain or are derived from any Confidential Information as defined hereinabove or (iii) share/post or discuss Confidential Information or any part thereof online in any form (including but not limited to email, websites, message boards, blogs or social networking websites).

3. Obligation of confidentiality as contained hereunder shall not extend to information that is public knowledge (otherwise than as a result of breach of this Agreement); or is required to be disclosed by law. In the event of the Fellow Employee being required to disclose any of the Confidential Information under any law, the Fellow Employee agrees to provide Antara Foundation with a written notice so that Antara Foundation may seek a protective order or other appropriate remedy. However, in the absence of any such protective order or remedy, if the Fellow Employee is legally compelled to disclose any Confidential Information, the Fellow Employee may disclose only that portion of the Confidential Information which is legally required to be disclosed, provided that the Fellow Employee shall exercise his/her reasonable efforts to preserve the confidentiality of the Confidential Information, including, without

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limitation, by co-operating with Antara Foundation to obtain an appropriate protective order or remedy.

The aforesaid exceptions to confidentiality obligations shall not be interpreted as grounds for disregarding the obligations of confidentiality as provided in this Agreement and the Fellow Employee in all cases shall have the burden of proving the applicability of the aforesaid exceptions to confidentiality obligations.

4. Upon cessation of the Fellow Employee's fellowship with Antara Foundation for any reason whatsoever, the Fellow Employee will promptly return to Antara Foundation all Confidential Information in the Fellow Employee's possession or under the Fellow Employee's control together with all notes, copies, extracts, records, duplicates or other work products connected to or derived from the Fellow Employee's fellowship employment with Antara Foundation, regardless of the medium in which they are contained whether written, electronic or otherwise. The Fellow Employee shall neither retain copies of any of the foregoing nor reduce the Confidential Information disclosed orally or electronically to writing or any other medium. The Fellow Employee shall continue to remain bound by the secrecy and confidentiality obligations as contained herein after the termination/cessation of fellowship employment with Antara Foundation.

5. The Fellow Employee acknowledges that Antara Foundation will suffer irreparable harm and injury if the Fellow Employee fails to comply with any of his/her undertakings and obligations as herein contained and that monetary damages will be inadequate to compensate Antara Foundation for any such breach. Accordingly Antara Foundation will in addition to any other remedies available (including damages) to it in law or in equity be also entitled to injunctive relief against the Fellow Employee from a competent court to enforce the terms of the Fellow Employee's undertakings and obligations contained herein.

6. Except for the right to commence judicial action to obtain injunctive relief, any dispute arising out of this Agreement shall be determined by arbitration in New Delhi in accordance with the Rules of Arbitration of the Indian Council of Arbitration. The arbitration will be conducted by a sole neutral arbitrator who has had both training and experience as an arbitrator to decide disputes arising out of such agreements. Nothing in this Agreement shall prevent Antara Foundation from seeking temporary emergency relief in court with respect to any breach or threatened breach by the Fellow Employee, including without limitation a temporary restraining order or a preliminary injunction. The courts located at Delhi shall have exclusive jurisdiction to decide any matter arising out of or in relation to this Agreement.

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7. In signing this Agreement, the Fellow Employee acknowledges that Antara Foundation has afforded him/her full and unrestricted opportunity of seeking independent legal advice on the Fellow Employee's obligations under this Agreement.

IN WITNESS WHEREOF, the Parties have executed this Agreement effective as of the date first mentioned above.

THE ANTARA FOUNDATION

By _____
Reenu Uppal, Authorised Signatory

FELLOWSHIP EMPLOYEE:

_____

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CONFIDENTIALITY AND NON DISCLOSURE AGREEMENT

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Hereinafter "Antara Foundation" and the "Fellow Employee" may collectively be referred to as the "Parties" and individually as the "Party".

RECITALS

WHEREAS

A. The Fellow Employee had approached Antara Foundation for Fellowship Employment and Antara Foundation has appointed the Fellow Employee as **Fellow** and also executed a fellowship employment agreement with the Fellow Employee w.e.f. 1st **August 2023.**

B. Antara Foundation has been established to promote and spread awareness about maternal and child health and to support other organizations working towards improving maternal and child health in India.

C. During the course of his/her fellowship employment with Antara Foundation, the Fellow Employee will have access to information of Antara Foundation that would be of confidential nature.

D. One of the conditions of the Fellow's fellowship employment with Antara Foundation is the execution of the Agreement by the Fellow Employee.

NOW, THEREFORE, in consideration of the foregoing and the promises and mutual covenants herein, the Parties agree as follows:

1. "**Confidential Information**" shall mean and include but not be restricted to (i) all documents, materials, memoranda, copies, reports, papers, surveys, data, graphs, charts, analyses, summaries, designs, drawings, diagrams and other information, of whatever nature and in whichever form, pertaining/ relating to/ owned or used by Antara Foundation (whether in physical/ visual/ oral/ electronic/ written and/ or

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other tangible form or otherwise) which the Fellow Employee may have access to or which may be disclosed/provided to the Fellow Employee during his/her fellowship employment with Antara Foundation; (ii) any information or material pertaining to the affairs of Antara Foundation, whether business, technical or otherwise which are not known to the public at large; (iii) information and materials developed, collected or used by Antara Foundation's fellow employees, information disclosed to Antara Foundation by its donors, clients or potential clients and information disclosed by third parties with which Antara Foundation has or may have a business relationship and (iv) all other information of Antara Foundation that the Fellow Employee shall become aware of during the course of his/her fellowship employment with Antara Foundation in connection with or by virtue of his/her fellowship employment with Antara Foundation or information which is generated, conceived, developed or produced by the Fellow Employee, whether alone or with others while performing his/her duties for Antara Foundation. Confidential Information may relate to the past, present or future operations and activities of Antara Foundation.

2. The Fellow Employee agrees and undertakes that without the specific prior written consent of Antara Foundation, the Fellow Employee shall not at any time during or after the termination of his/her fellowship employment with Antara Foundation (i) divulge, disclose or make accessible the Confidential Information that the Fellow Employee has/had access to or is/was in his/her possession to any person, firm, company or entity outside Antara Foundation or (ii) use the Confidential Information in any other business or permit any person, firm, company or entity outside Antara Foundation to examine, summarize, adapt or make copies of any documents and other information, of whatever nature and in whichever form that contain or are derived from any Confidential Information as defined hereinabove or (iii) share/post or discuss Confidential Information or any part thereof online in any form (including but not limited to email, websites, message boards, blogs or social networking websites).

3. Obligation of confidentiality as contained hereunder shall not extend to information that is public knowledge (otherwise than as a result of breach of this Agreement); or is required to be disclosed by law. In the event of the Fellow Employee being required to disclose any of the Confidential Information under any law, the Fellow Employee agrees to provide Antara Foundation with a written notice so that Antara Foundation may seek a protective order or other appropriate remedy. However, in the absence of any such protective order or remedy, if the Fellow Employee is legally compelled to disclose any Confidential Information, the Fellow Employee may disclose only that portion of the Confidential Information which is legally required to be disclosed, provided that the Fellow Employee shall exercise his/her reasonable efforts to preserve the confidentiality of the Confidential Information, including, without

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limitation, by co-operating with Antara Foundation to obtain an appropriate protective order or remedy.

The aforesaid exceptions to confidentiality obligations shall not be interpreted as grounds for disregarding the obligations of confidentiality as provided in this Agreement and the Fellow Employee in all cases shall have the burden of proving the applicability of the aforesaid exceptions to confidentiality obligations.

4. Upon cessation of the Fellow Employee's fellowship with Antara Foundation for any reason whatsoever, the Fellow Employee will promptly return to Antara Foundation all Confidential Information in the Fellow Employee's possession or under the Fellow Employee's control together with all notes, copies, extracts, records, duplicates or other work products connected to or derived from the Fellow Employee's fellowship employment with Antara Foundation, regardless of the medium in which they are contained whether written, electronic or otherwise. The Fellow Employee shall neither retain copies of any of the foregoing nor reduce the Confidential Information disclosed orally or electronically to writing or any other medium. The Fellow Employee shall continue to remain bound by the secrecy and confidentiality obligations as contained herein after the termination/cessation of fellowship employment with Antara Foundation.

5. The Fellow Employee acknowledges that Antara Foundation will suffer irreparable harm and injury if the Fellow Employee fails to comply with any of his/her undertakings and obligations as herein contained and that monetary damages will be inadequate to compensate Antara Foundation for any such breach. Accordingly Antara Foundation will in addition to any other remedies available (including damages) to it in law or in equity be also entitled to injunctive relief against the Fellow Employee from a competent court to enforce the terms of the Fellow Employee's undertakings and obligations contained herein.

6. Except for the right to commence judicial action to obtain injunctive relief, any dispute arising out of this Agreement shall be determined by arbitration in New Delhi in accordance with the Rules of Arbitration of the Indian Council of Arbitration. The arbitration will be conducted by a sole neutral arbitrator who has had both training and experience as an arbitrator to decide disputes arising out of such agreements. Nothing in this Agreement shall prevent Antara Foundation from seeking temporary emergency relief in court with respect to any breach or threatened breach by the Fellow Employee, including without limitation a temporary restraining order or a preliminary injunction. The courts located at Delhi shall have exclusive jurisdiction to decide any matter arising out of or in relation to this Agreement.

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antara*foundation*

7. In signing this Agreement, the Fellow Employee acknowledges that Antara Foundation has afforded him/her full and unrestricted opportunity of seeking independent legal advice on the Fellow Employee's obligations under this Agreement.

IN WITNESS WHEREOF, the Parties have executed this Agreement effective as of the date first mentioned above.

THE ANTARA FOUNDATION

By _____
Reenu Uppal, Authorised Signatory

FELLOWSHIP EMPLOYEE:

_____

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

1258

N Satheeshkanna

From: HR Department, Hidoc Dr. <recruitment2@hidoc.co>
Sent: 03 March 2023 07:40
To: Anindita Guha
Cc: Varun Gadia; N Satheeshkanna
Subject: Offer letter for the position Digital marketing Executive : Infedis Infotech LLP
Attachments: Employee-Benefits-3 (1) (1) (1).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 Anindita Guha ,

Greetings from Infedis infotech LLP,

Congratulations on the successful completion of various rounds of interviews and evaluation of Infedis Infotech LLP.
We are glad to offer you the position of **Digital Marketing Executive** at Infedis Infotech LLP.

The payment structure that we offer to an individual is based on the interviewer's assessment results, relevant work experience, academic background, and importantly looking at growth potential based on the above factors, We are glad to offer you the below compensation.

Your date of joining at Infedis Infotech LLP would be considered **3rd April, 2023**

Name: Anindita Guha ,
Designation: **Digital Marketing Executive**
Payment: 5,40,000 /- LPA i,e 45,000/- CTC PM
Working days: Monday to Saturday
Work Time: 10 am to 7 pm

The complete roles and responsibilities will be shared with you after joining

List of documents that needs to submit at the time of joining :

1. Passport Size Photograph, Aadhar Copy, PAN Copy
2. Photocopies of 10th, 12th, and graduation mark sheet and degree certificate
3. 3 months' salary slips, offer letter, relieving letter/experience letter from the last employer

Kindly acknowledge the mail to accept the offer.

Kindly note once the completion of your documentation if you fail to join the organisation you are liable to pay INR 10,000/- to the Infedis Infotech LLP.
If we cannot provide you a final call letter then we will pay INR 500/- as compensation.

Feel free to call in case of a query.

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

Thank you.

P.S: Our Employee's Valuable feedbacks motivate us to create great work culture at Hidoc, kindly check https://app.hidoc.co/27A5DB

Warm Regards,
Hidoc HR Team | Hidoc Dr.
Office 108, Suyog Center,
Gultekdi, Pune- 411 037.
recruitment2@hidoc.co | www.hidoc.co

https://app.hidoc.co/DF1BDE

All content sent by this email address is confidential. Under no circumstances is the content to be shared or used without permission of Infedis Infotech LLP. Thank you.

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

Anita Thapa

From: Tabrez <tabrez@hr.thumbay.com>
Sent: 17 January 2023 11:48
To: N Satheeshkanna; 'sidhiq'
Cc: 'Manvir Singh Walia'; 'Dr. Shihad'; 'Ms. Tushara Bhuvana'; Hem K. Bhargava
Subject: RE: Interested to be part of Campus placement - Thumbay Group, UAE

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,

Greetings!!

We would like to inform you, that based on the Campus interview held on 11th January 2023.

Below candidates are shortlisted as Management Trainee and we will send them provisional appointment letter within 2 d[redacted].

IIHMR Jaipur - Management Trainee			
SL NO	**NAME**	**DEPARTMENT**	**FACILITY**
1	Mr. Harish S Madival	Insurance	Thumbay Hospital, Fujairah UAE
2	Mr. Jatin Tyagi	Marketing	Thumbay Hospital, Fujairah UAE
3	Ms. Sajini Shivan Kutty	Quality	Thumbay Hospital, Fujairah UAE
4	Dr. Pratyay Banerjee	Quality	Thumbay Dental Hospital, Ajman.
5	Ms. Ankita Chouhan	Quality	Thumbay University Hospital, Ajman
6	Ms. Nandini	Quality	Thumbay Physical Therapy and Rehabilitation Hospital, Ajman.

Thanks & Regards,
Tabrez Ahmad

From: N Satheeshkanna [mailto:satheeshkanna@iihmr.edu.in]
Sent: Monday, January 16, 2023 1:31 PM
To: sidhiq
Cc: 'Manvir Singh Walia'; 'Dr. Shihad'; 'Ms. Tushara Bhuvana'; 'Tabrez Ahmad'; Hem K. Bhargava
Subject: RE: Interested to be part of Campus placement - Thumbay Group, UAE

Dear Sir,

Greetings!!!

Thanks for hiring the students from IIHMR University, Jaipur, India

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

I would like to let you know that from the below-mentioned students, **Jatin Tyagi** has not received any mail regarding the Documents sharing. Kindly let me know the proceedings further for him.

Also, the below-listed students have directly got a mail from **Zainab** regarding the documentation process. I would request you to kindly let me know their status as the students are following for the same.

- Dr. Nandini
- Dr. Pratyay Banerjee
- Ms. Ankita Chouhan

Thanks & Regards,

N. Satheeshkanna,
Asst. Manager - Placements

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

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From: sidhiq <sidhiqak@hr.thumbay.com>
Sent: 13 January 2023 01:33 PM
To: N Satheeshkanna <satheeshkanna@iihmr.edu.in>
Cc: 'Manvir Singh Walia' <manvir@thumbay.com>; 'Dr. Shihad' <dr.shihad@thumbayhospital.ae>; 'Ms. Tushara Bhuvana' <tushara@hr.thumbay.com>; 'Tabrez Ahmad' <tabrez@hr.thumbay.com>; Hem K. Bhargava <hkb@iihmr.edu.in>
Subject: RE: Interested to be part of Campus placement - Thumbay Group, UAE

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Dear Sir,

Greetings from Thumbay Group, UAE

Thank you for your wonderful hospitality & coordination, during our visit to IIHMR.

We are happy to inform you, that based on the Campus interviews held on 11th January 2023, below are the shortlisted names of candidates identified for employment with Thumbay Group Hospitals Location – Thumbay Hospital – Emirate of Fujairah

Congratulations

- Dr.Harish – Insurance
- Jatin Tyagi – Marketing
- Sajani Shivan – Quality Assurance

COMPENSATION & JOB ROLE – IIHMR

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DESIGNATION	TIMEFRAME	REMUNERATION	
Trainee	0-3 months	AED 2000 + Accommodation	
Assistant Officer	3-15 months	MBBS – AED 4800 BDS, BAMS, BHMS– AED 3800	Bachelors & Master's Degree - 3200
Based on the Performance of (3-15months) – Upgrade to the Total Remuneration & Designation will be considered			

Tentative timelines of onboarding is February 20th 2023 – March 1st 2023. Our Recruitment Team members will shortly get in touch with the candidates for the further process and discussion.

Request your acknowledgment & revert.

Thanking you

Regards,

Sidhiq. A. K
Acting In Charge
HCM Department
THUMBAY Group
P.O Box: 4184, Ajman, UAE
Mobile - 0525296366 | Telephone -97167431333, Ext - 1472
Email:-sidhiqak@hr.thumbay.com | **Web:-** www.thumbay.com

THUMBAY
Thumbay Ltd.
415555, DIFC, Dubai, United Arab Emirates
+971 4 2985555 +971 4 2989555
info@thumbay.com www.thumbay.com
thumbaygroup +Thumbay thumbay-group thumbaytv

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From: N Satheeshkanna [mailto:satheeshkanna@iihmr.edu.in]
Sent: Friday, January 6, 2023 1:30 PM
To: sidhiq
Cc: 'Manvir Singh Walia'; 'Dr. Shihad'; 'Ms. Tushara Bhuvana'; 'Tabrez Ahmad'; Hem K. Bhargava
Subject: RE: Interested to be part of Campus placement - Thumbay Group, UAE

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Near Sanganer Airport, Jaipur-302029

Dear Sir,

Greetings!!!

With reference to the job description, herewith I have enclosed the interested student's details and their CV's for your kind perusal.

1258

Anita Thapa

From: *Vinod Tejwani*
Sent: *26 September 2023 13:14*
To: *Anita Thapa*
Subject: *FW: Offer Letter- Program Officer Training & Implementation*

With Regards,

IIHMR UNIVERSITY

Vinod Tejwani
Dean- Placements & Alumni Relations

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

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From: ANKUSH KUCHEKAR <ankush.kuchekar777@gmail.com>
Sent: Saturday, February 18, 2023 6:32 PM
To: Vinod Tejwani <vinodtejwani@iihmr.edu.in>
Subject: Fwd: Offer Letter- Program Officer Training & Implementation

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 the offer letter attached for your reference.
Thanks and regards,

---------- Forwarded message ---------
From: **Vipra Datta** <vipra.datta@antarafoundation.org>
Date: Wed, 25 Jan 2023 at 2:49 PM
Subject: Offer Letter- Program Officer Training & Implementation
To: ankush.kuchekar777@gmail.com <ankush.kuchekar777@gmail.com>
CC: Chandrika Bahadur <chandrika.bahadur@antarafoundation.org>, REENU UPPAL <reenu.uppal@antarafoundation.org>, Paras Nath Sidh <pharasnath.sidh@antarafoundation.org>, Neeraj Jham <neeraj.jham@antarafoundation.org>

Dear Ankush,

We are pleased to offer you employment as **Program Officer – Training & Implementation** at the Antara Foundation to be based **in Barwani district** of Madhya Pradesh. Attached is an employment agreement, salary break-up and confidentiality agreement. We would appreciate if you could go through the documents and **revert back to us by email latest by Monday 30th Jan, 2023** with your acceptance to this offer of employment. **Your date of joining will be 1st of March, 2023**.

Besides the annual salary you will be entitled to the following:

- One time relocation upto a maximum of Rs 30,000 for self and family (includes 2nd class train,1 weeks stay, and household goods relocation).
- Mobile @ 60% of the bill amount (for 1 mobile only)
- All business travel & out of pocket expenditure on actuals

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Also request to share the following as well:-

1. PAN Card copy
2. Aadhaar or any address proof
3. Educational certificates
4. Covid Vaccination certificate

Vipra Datta

Director - HR

+91 98189 10392

505 A&B, 5th Floor, ABW Rectangle One,

District Center, Saket, New Delhi 110017

antara*foundation*

www.antarafoundation.org

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" ***Everything seems impossible until its done.***"

Dr. Ankush Kuchekar
Medical Monitor

M.Sc. Clinical Research, Dental surgeon
Clinical Development Services Agency
Translational Health Science and Technology Institute
Faridabad – 121001 (HARYANA)
Contact no.8839540673, 9907431520
ankush.kuchekar777@gmail.com

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The Antara Foundation
Cost to the Company Annexure

Employee Name:	Mr. Ankush Kuchekar
Designation:	Program Officer
Date of Joining:	March 01, 2023
Location:	Barwani
Date of Birth:	August 03, 1983
PAN No:	
Cost to the Company:	11,50,000

Salary	**Monthly**	**Yearly**
Basic Salary (a)	43,125	5,17,500
House Rent Allowance (b)	21,563	2,58,750
Leave Travel Allowance ('c)	-	21,563
Special Allowance (d)	27,068	3,24,813
Gross Salary	**91,755**	**11,22,625**
Other Benefits		
Employers Contribution to PF ('e)		21,600
Health Insurance premium **(The Group Health Insurance premium amount is Pro-Rated hence subject to change).**		5,676
Accidental death insurance **(The Accidental Insurance premium amount is Pro- Rated hence subject to change).**		99
Total Cost to the company (a+b+c+d+e)		**11,50,000**

Notes:

1. Take home monthly salary is subject to deduction of Income Tax, Provident Fund as per applicable rules
2. Leave travel allowance would be disbursed at the end of Financial year or date of leaving
3. Income tax will be calculated as per Income tax slabs for Financial year 2022-23.
4. Employee will declare whether he/she wants to opt for old or new tax slab.

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

1259

R SYSTEMS INTERNATIONAL LIMITED
Corporate Identity Number : L74899DL1993PLC053579
(CMMI Level 5, PCMM Level 5, ISO 9001:2008 & ISO 27001:2005 Company)
C-40, Sector-59, NOIDA, Distt. Gautam Budh Nagar, U.P. India-201, Phones : +91-120-4303500

Ref: RSIL-IT/LOI/05-23

09th May, 2023

Anshika Sharma
Bareilly Road old ITI opposite
Toyota Commercial Haldwani,
Nainital

Dear Anshika,

This has reference to your application and subsequent interview you had with us for a suitable opening in our organization.

1. We are pleased to offer you an appointment as **"Management Trainee- Healthcare Domain".** This offer is valid for you to join us on date decided by management, which will be communicated to you separately.

2. Your CTC will be 6.5 LPA.

3. Your appointment in the organization shall be subject to your being found medically fit by a medical practitioner appointed by the company. You will be advised on whether to undergo the medical formalities before you join the organization.

4. You shall be confirmed in the organization's regular grade on successful completion of your training cum probation period & provided you have completed your degree successfully.

5. Confirmation of your service is subject to suitable performance and on issue of confirmation letter. Your probation cum training period is liable to be extended at the sole discretion of the Company for the period deemed necessary.

6. You will be governed by the Company rules, as amended from time to time. You will be entitled to provident fund, leave and other benefits in accordance with such rules.

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

Anshika

7. As informed, your place of posting shall be at **NOIDA.** However, organization reserves the rights to transfer you to and / or utilize your services in any of the Company's offices, work sites or associated or affiliated companies located within the country or abroad.

8. Your joining will be subject to you executing an **"Employment Service Agreement"** with the Company for a period of 2.5 years from your Date of joining. As per this agreement you will be liable to refund Rs. 1, 00,000 /- (Rupees One Lac only) towards bond in case you leave the Company within 2.5 years of your Date of joining.

9. On the day of joining, you are requested to contact **Manager HR** for completion of your joining formalities and induction.

10. A detailed Appointment Letter and Employment Service Agreement setting out terms and conditions of your appointment shall be issued to you subsequent to your completing the joining formalities.

11. On the day of joining , please bring the following with you :-

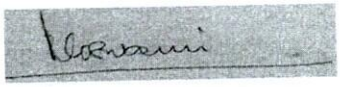
    a) Copy of all Education Certificates / Mark Sheets
    b) Copy of Passport (with original)
    c) Six passport size and two stamp size photographs (Color).
    d) Latest copy of your resume.

12. Please sign below in token of your acceptance of the terms and conditions of this letter of intent and return the duplicate copy duly signed by you to us.

The above terms and conditions are acceptable to me.

Sincerely yours,
For R SYSTEMS INTERNATIONAL LTD.,

Prem Goswami
Vice President - HR



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

Anshika

1260

N Satheeshkanna

From: Suniti Peswani <suniti@rajasthanhospital.in>
Sent: 09 March 2023 15:40
To: N Satheeshkanna
Cc: Dr Shruti Sureka; Vinod Tejwani; Placements; Sarvesh Agarwal; Maj Gen Dr Vijay Saraswat
Subject: Re: Invitation for 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 Sateeshkanna,

With reference to our telephonic conversation, I am glad to inform you that Dr. Anushka has been selected among students interviewed at IIHMR for the position of **Trainee in Quality Department** (till she completes her course). Her stipend during this period will be Rs. 35, 000/- per month.

Post completion of her MBA, she will be absorbed as a full time employee (based on her performance during her training tenure).

Kindly direct her to share her acceptance and date of joining with us at the earliest to proceed further.

Regards

Suniti Peswani
General Manager - People Operations
Mahavir Jaipuria Rajasthan Hospital, Jaipur

On Tue, Feb 28, 2023 at 11:54 AM N Satheeshkanna <satheeshkanna@iihmr.edu.in> wrote:

Dear Ma'am,

Greetings!!!

Thanks for showing interest in hiring from IIHMR University, Jaipur.

I would like to let you know that the below-listed students are available in Jaipur and they can come to the hospital premise to give their interviews. We can plan the interviews for tomorrow (01/03/2023) at the prescribed timeslots.

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

Outlook

Re: Proposal for Invitation for Hiring Talent from IIHMR University, Jaipur.

From Nigam R.D <marketingexecutive.asst@ahirc.com>

Date Fri 1/13/2023 12:31 PM

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

Cc Girinath . <girinath@ahirc.com>; Sarita Rajput <hrd@ahirc.com>; Anita Thapa <anitathapa@iihmr.edu.in>; Shivani Gupta <shivani.j21@iihmr.in>; Apoorva Sancheti <apoorva.j21@iihmr.in>; Parushni Satsangi <parushni.j21@iihmr.in>; Kongkita Buragohain <kongkita.j21@iihmr.in>

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Dear Satheeshkanna,
Greetings from Asian Heart Institute.
Congratulations!!!
Attached herewith the list of the selected candidates.You may please block them for Joining the Asian Heart Hospital,Mumbai. The Annual CTC will offer 4.2 Lakh.
Requesting you to Please confirm their date of joining for an offer letter.

Shivani Gupta
Apoorva Sancheti
Parushni Satsangi
Kongkita Buragohain

Thanks

On Tue, Jan 10, 2023 at 8:47 PM Nigam R.D <marketingexecutive.asst@ahirc.com> wrote:

> Dear Satheeshkanna,
> Greetings from Asian Heart Institute.
> Below mentioned students are shortlisted for final round of interview with our Vice-Chairman Saswat Sir or with CEO Girinath sir on **13 Jan 2023 @9:30AM onward**, kindly make sure below students adhere to time of their respective zoom interview slot mentioned:

IIHMR JAIPUR		
SL	NAME	TIME
1	SHIVANI GUPTA	9:30AM
2	APOORVA SANCHETI	9:40AM
3	PARUSHNI SATSANGI	9:50AM
4	MESHWA ASHOK PANDEY	10AM
5	SHREYASH MHATRE	10:10AM
6	PRATYAY BANERJEE	10:20AM
7	KONGKITA BURAGOHAIN	10:30AM
8	SUCHISMITA DAS	10:40AM

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Near Sanganer Airport, Jaipur-302029

Kindly coordinate and send them below zoom link for an interview on 13 Jan 2023 @9:30AM onward:

https://zoom.us/j/4266301196?pwd=d2J2WDhSd25OeG9vSEtCenZRR0E1QT09

Meeting ID: 426 630 1196
Passcode: w3awhf

Thanks
Dr Nigam

On Sat, Jan 7, 2023 at 5:41 PM N Satheeshkanna <satheeshkanna@iihmr.edu.in> wrote:

> Dear Sir / Ma'am,
>
> Greetings!!!
>
> With reference to the job description, herewith I have enclosed the interested student's details and their CV's for your kind perusal.
>
> Kindly let me know the further proceedings from your end.
>
> **Thanks & Regards,**

N. Satheeshkanna,

Asst. Manager - Placements

A: IIHMR University | 1, Prabhu Dayal Marg,

Near Sanganer Airport, Jaipur – 302029

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

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

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Tata AIG General Insurance Company Limited
Regd Office: 15th Floor, Tower A, Peninsula Business Park,
G. K. Marg, Lower Parel, Mumbai - 400 013.
Tel. No.: +91 22 66930000
www.tataaig.com
IRDA Registration No.: 108
CIN : U85110MH2000PLC128425

Great Place To Work. Certified

TATA AIG INSURANCE
WITH YOU ALWAYS

06 October 2022

Dr. Apurva Manoj Nair
135, Karol Road
Nagpur 440013
India

Dear Apurva

Subject: Offer Proposal

We, Tata AIG General Insurance Company Limited are pleased to extend you an offer proposal for the position of **MT** at **MT** in **Health Insurance** department.

Your initial place of posting would be **Goregaon.** The Company reserves right to transfer you to any location / department and / or job role in India or abroad in the future, as maybe required for the Company's business requirement.

Your annual Cost to Company will be Rs. **900,000.00** per annum. The compensation details are detailed in the 'Annexure' to this offer letter. You will be eligible for performance bonus / incentives as per the Company's policies from time to time.

This offer letter is contingent upon the successful completion of health declaration and background verification that may be conducted by the Company or any other external agency authorized to conduct the same. By accepting this offer letter, you hereby give your unconditional consent to the Company or any third party appointed / nominated by the Company to conduct background verification including but not limited to current and past employers, criminal conviction records, university / school / college records, professional and personal references and other verifying sources / authorities.

We would expect you to revert with offer acceptance within 3 working days of receipt of this offer letter and join us latest on or before 22 July 2024, beyond which the offer and this offer letter would stand withdrawn, unless a new date is by the Company in writing.

A detailed appointment letter will be issued to you upon joining and completion of requisite documents submitted by you or as may be required by the Company.

Yours Sincerely,

For **Tata AIG General Insurance Company Limited.**

Jitesh Bawa

Chief Human Resource Officer

tataaig.com | think ahead

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

ANNEXURE

Name	Apurva Manoj Nair
Designation	MT
Band	MT
Location	Goregaon
Department	Health Insurance

Pay Component (A)	**Per Annum (Rs.)**	**Remarks**
Basic Salary	297,000.00	Fully Taxable
House Rent Allowance (HRA)	148,500.00	Taxability as per applicable IT provisions on HRA
Flexi Allowance Plan (FAP)	404,574.00	Taxability as per applicable IT provisions on (FAP)
Statutory Bonus	0.00	
Total of (A)	**850,074.00**	
Statutory Benefits (B)		
Provident Fund (Employer Contribution)	35,640.00	As per the applicable law
Gratuity	14,286.00	As per the applicable law
Total Fixed Cost (A+ B)	**900,000.00**	
Target Annual Performance Bonus (C)	**270,000.00**	Performance Bonus is payable once a year, maximum up to 30% of fixed CTC based upon the individual performance & Company performance. The mentioned is at Target level Company performance
Maximum Earning Capacity (A+B+C)	**1,170,000.00**	

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Near Sanganer Airport, Jaipur-302029

Statutory Bonus shall be payable in accordance with The Payment of Bonus Act, 1965, as applicable.

*Gratuity shall be payable in accordance with The Payment of Gratuity Act, 1972, as applicable.

*Note-All of the Above Payments would be subject to tax and other deductions as per norms.

Guidelines on Annual Performance Bonus:
You will be eligible for an Annual Performance Linked Bonus Pay in the relevant performance year under review which will be based on individual performance and Company performance. Target bonus amount mentioned above will be the maximum payable and there is no guaranteed amount. Any employee earning incentives during the year or serving notice period on the date of pay-out will not be eligible for this component. Payment of Annual Performance Bonus is as per the Company policy, which is subject to change basis management discretion.

Guidelines for Flexi Allowance Plan:	
a) Each employee is entitled to exercise his / her choice of apportionment of FAP subject to total limits available against each allowance	
b). The below selection shall be taxable / non-taxable as provided for under the Income Tax act and the rule there made under and amended from time to time	
Allow / Reimb Head	Permissible Limit (in INR)
Food Coupons	Rs 15000 (or) 26400 per annum
Gift Vouchers	Rs 4999 per annum
LTA	Upto Rs. 2 Lakhs per annum
Children Hostel Allowance	Rs 300 per child per month up to a max of 2 kids
Education Allowance	Rs 100 per child per month up to a max of 2 kids
Vehicle & Fuel Maintenance (Only for Band 3 & Above Levels)	Rs 21600 per annum
Driver Salary (Only for Band 3 & Above Levels)	Rs 10800 per annum
Telephone Reimbursement	Rs 12000 or 24000 per annum
National Pension Scheme	10% of the basic Salary or 1.5 Lakhs whichever is lower

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

Other Benefits*	Cover
Group Mediclaim Insurance cover	Self, Spouse and 2 dependent children on a family floater basis.
Group Term Life Insurance cover	Two times of Annual fixed compensation less retirals or Rs.10,00,000 whichever is higher. (Retirals includes PF and Gratuity)
Group Personal Accident Insurance cover	Applicable as per the company policy.
Voluntary Parents Mediclaim Policy	An employee can cover his/her dependent Parents and/ or Parents in laws. This is a voluntary policy where the premium will be borne by the employee.

*** Please refer the Individual Policy Documents for more details**

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Outlook

Regarding Placement

From Arasavilli Aruna Durga <arasavilli.j21@iihmr.in>
Date Mon 6/5/2023 2:11 PM
To Placements <placements@iihmr.edu.in>
Cc Vinod Tejwani <vinodtejwani@iihmr.edu.in>; N Satheeshkanna <satheeshkanna@iihmr.edu.in>

Respected Sir,

This is Aruna Durga Arasavilli from Hospital Management 26, roll no -1263 , writting to you to share my placement details.
I've an offer in Medicover Hospitals, Visakhapatnam. I'll be sharing my offer letter once I receive it., please refer trail mail from Medicover.

Thanks & Regards
Aruna Durga Arasavilli
1263

From: Vara Prasad <ta@medicoverhospitals.in>
Sent: 15 May 2023 05:47 PM
To: Arasavilli Aruna Durga <arasavilli.j21@iihmr.in>
Subject: Medicover Hospitals -Offer of Employment

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. Arasavalli Aruna Durga,

Greetings from Medicover Hospital.

We are pleased to extend to you an offer for the position of **Management Trainee.** Based on your interview and assessment, we are confident that you will be a valuable addition to our team. As discussed, your total **Cost to Company will be ₹3,00,000 per annum**, subject to the terms and conditions outlined in the formal offer letter attached to this email.
Your date of joining will be 4th July 2023.

We also request you to share the following documents before/on your joining date:

- Government-issued ID proof (Aadhar and PAN Card)
- Educational qualification certificates
- Previous employment documents (Relieving Letter, Experience Letter, and last 3 months' salary slips)
- 2 passport-size photographs

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Should you have any queries or require clarifications, feel free to reach out.
We look forward to welcoming you onboard.
Warm regards,

Regards,
Varaprasad N
Medicover Hospitals, Corporate Office,
Dwaraka one, 3rd floor, Vittal Rao Nagar,Hitec City,
Hyderabad | Telangana | India
Mobile:7032968282
Email : ta@medicoverhospitals.in
URL : www.medicoverhospitals.in

1264

KIMS HOSPITALS

OFFER LETTER

To
Ms. Archna Kumar,
Lucknow.

Jan 07, 2023

Dear Ms. Archna,

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

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

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

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

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

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

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

For Krishna Institute of Medical Sciences Limited

CH Koteswara Rao
Koteswara Rao CH
Sr. Manager – HR

KRISHNA INSTITUTE OF MEDICAL SCIENCES LTD. Secunderabad

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

Krishna Institute of Medical Sciences Limited
Minister Road, Secunderabad - 500 003, Telangana, India
Phone: +91 40 4488 5000/4488 5184 | Fax: +91-40-27840980 | kimshospitals.com
CIN: L55101TG1973PLC040558

Scanned with OKEN Scanner

KIMS

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

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

A Mamatha
Prepared
Mamatha A

CH Koteswara R
Approved
CH Koteswara R

INSTITUTE OF MEDICAL SCIENCES LTD. ★ KRISHNA
Secunderabad

Accepted
Archna Kumar

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

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1265

VISIT

VISIT HEALTH PRIVATE LIMITED | CIN U72200DL2018PTC333356.
237, Okhla Industrial Area Phase III, Okhla Industrial Estate,
New Delhi, Delhi 110020

Date: March 29th,2023

Ms. Ashwika Sumant Datey, (ashwika.j21@iihmr.in)
IIHMR University | 1, Prabhu Dayal Marg, Near Sanganer Airport, Jaipur – 302029.

Dear Ashwika

Subject: Your Appointment as **"Management Trainee - Operations"** and terms & condition

With reference to your application and subsequent interview you had with us for employment in **Visit Health Private Limited ("Company")**, we have pleasure in appointing you for the position **"Management Trainee - Operations"** in our organization with effect from **April 03rd,2023** under the terms and conditions ("**Employment Agreement**").

The terms of this Employment Agreement are strictly confidential between you and the Company and any breach of confidentiality may result in withdrawal of this offer or termination of your employment. This Employment Agreement supersedes all of our prior written and oral communications with you on this subject and can only be modified by a written letter signed by the head of the human resources department of the Company or the chief executive officer of the Company or such other officer as may be authorized by the Company.

1. Place of posting

(a) You shall be based at **Noida**. Your place of work may be changed to any other location to address business / client requirement as directed by the Company.

(b) However, during your employment with the Company, your services may be transferred or loaned to any of the offices/projects/divisions/departments of the Company existing or to be set up at any location in India or abroad. It is understood that the appointment will involve travel anywhere in India or abroad. As a part of your regular schedule, you may be required to travel extensively, you will be eligible to claim travel expenses etc., as approved by the manager/reporting person.

(c) Your appointment shall commence on **April 03rd,2023.**

(d) Your appointment and continuation in employment of the Company will be subject to your being and remaining medically fit.

(e) Your manager will have the authority to change the portfolio of your responsibilities, as may be required, from time to time.

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2. **Compensation & Reporting**

Your gross stipend during the training period shall be **INR 20,000 /- (Rupees Twenty Thousand Only).** Based on performance after three months of training, you shall be confirmed as **"Assistant Manager - Operations"** Your annual CTC after confirmation including variable shall be **INR Rs 6,50,000/- (Rupees Six Lacs and Fifty Thousand Only).** The salary breakup shall be as per Annexure 1. The variable or Performance Linked Incentives shall be to a maximum of **INR 50000/-(Rupees Fifty Thousand Only)** gross per annum given equally on a six-monthly basis. To the extent any documentary proof or supporting documents are required for any payments to be made by the Company to you, the Company shall not be liable for non-payment thereof on account of your failure to submit any such documentary proof or supporting documents within the time stipulated by the Company.

(a) All the tax liabilities are to your account. Appropriate deductions for tax, professional tax, employee's contribution towards provident fund and such other applicable taxes shall be made by the Company from the compensation payable to you.

(b) Company may at its complete discretion, revise your compensation in future.

(c) Your compensation will be subject to deductions as application under provisions of Income Tax Act. 1961 and other application laws in India.

(d) The Company may modify its standard benefit package from time to time, as it may deem necessary in its sole discretion, which would thereby also modify the benefits available to you.

(e) The company reserves the right to withhold any incentive or award payment or withdraw any such payment of any time. Further, in the event wherein you leave/ quit/ resign from the services of the Company/ relieved from your services by the Company for any reasons anytime within a period of 1 (one) month of your date of joining, the Company shall not be obliged to make any payments unless the Company decides to the contrary at its sole discretion.

3. **Probation Period**

You will be on a probationary period of **1 month** from date of joining (**"Probation Period"**).

During the Probation Period, you or the Company may terminate your employment at any time and for any reason whatsoever by giving a minimum notice period of 15 (fifteen) days or by payment of 15 (fifteen) days salary (basic) in lieu of the notice period.

4. **Benefits**

You will be entitled to participate in all of the company's benefit plans as established from time to time at such times as you qualify for them or, as the case may be, as you are selected for participation in them. The Company reserves the right to amend or discontinue such benefit plans in its sole discretion and without compensation to you for such amendments or discontinuance.

5. **Work Conduct**

(a) During your employment with the Company, you shall devote your best efforts for promoting the Company's (and of any other relevant affiliate and / or business associate of the Company) business.

(b) You are required to effectively carry out all duties and responsibilities as assigned to you by the Company and shall faithfully and diligently perform these in compliance with established policies and procedures, endeavouring to the best of your ability to protect and promote the interests of the Company.

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Website
www.getvisitapp.com
Email us
hello@getvisitapp.com
Phone Number
+91-1146009900

(c) You shall not, except with the prior written consent of the Company, engage directly or indirectly in any other business, occupation or activity, whether as a principal, agent or otherwise which will be either for profits or otherwise or which is in anyways detrimental whether directly or indirectly, to the Company's interests.

(d) You will be bound by the rules, regulations, policies and orders issued by the Company from time to time in relation to your conduct, discipline rules, regulation, policies et al, as part of this contract of appointment.

(e) You shall devote yourself exclusively to the performance of your duties during normal working hours at your place of employment and at all other times that may be necessary for the proper performance of your duties except in case of illness or accident.

(f) You shall at all times keep your manager or any other person that your manager may nominate, promptly and fully informed (in writing if so requested) of your conduct of the business or affairs of the Company and provide such explanations as he/she or they may require in connection therewith.

6. Hours of work

Official work timings will be communicated to You by the Company. You may be required to work outside normal working hours and/or on other days, as may be required by the Company from you from time to time, or for you to complete your work and obligations. In such instances you will not be eligible for any additional compensation.

7. Holiday entitlement or paid holidays

You will be entitled for holidays as per the policy of the Company. Such holidays will be taken by you at times that will be determined depending upon the requirements of the business activities of the Company and depending upon the provisions of applicable laws, unless the Company and you shall otherwise specifically agree.

8. Past Record

If any declaration given or information furnished by you to the Company proves to be false or if you are found to have wilfully suppressed any material, information, you will be liable to removal from services without any notice or compensation whatsoever.

9. Training

You may be imparted training on-the-job and periodically when the training programs will be organized. The Company lays high importance when the training its employees and spends considerable resources on it. A full commitment from employee side is expected during the training period.

10. Fitness

In order to perform your duties towards the Company, you are required to keep yourself in good health and fitness both physically and mentally. The Company may subject you to medical check-up at regular intervals. If it is found on your medical check-up that you are not physically or mentally fit to perform your duties towards the Company, your services will be liable to be terminated.

11. Representation and Warranties

You hereby expressly represent and warrant to the Company that:

(a) You have duly completed all the necessary formalities in relation to the termination of your employment with your previous employer;

(b) You will not, so long as you continue to be employed with the Company, disclose or misuse any confidential information that may have been disclosed to you during the course of your employment with any of your former employers;

(c) You will not accept any commission or any kind of gratification in cash or kind from any person, firm, institution or organization have dealings with the Company and if you are offered any, will immediately report the same to the management of the Company in writing;

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(d) You confirm and undertakes that you do not have and have not brought to premises of the Company and shall not use for the business of the Company any confidential or proprietary information or trade secrets including but not limited to products, designs, methods, know-how, formulae, technologies, systems, processes, software programs, supplier list, customer lists, customer pricing and order data, projects, plans proposals, technical information or other information belonging to your former employers or associates. In this regard, you should be extremely careful not to bring to the Company any documents or other materials in any form belonging to or acquired from any prior employer or associates.

12. Termination

(a) During the Probation Period (including any extension), services may be terminated by either party by giving written notice of 15 (fifteen) days to the other party or payment in lieu of the notice period.

(b) Post expiry of the Probation Period, your employment with the Company may be terminated by either party, at will, by Company issuing 1 (one) months' notice or by Employee issuing 2 (two) months' notice or salary in lieu of notice. Provided however that, unless you have handed over your duties and responsibilities, to the satisfaction of the Company to such officer as may be designated by the Company, you will not be eligible to be released from the Company prior to the expiry of the notice period of 1 (one) month if the Company has issued the notice or 2 (**two**) months if the Employee has issued the notice. The decision of the Company in this regard shall be final and binding upon you.

(c) The Company shall be entitled to terminate your employment with immediate effect without serving a notice of termination and without being liable to pay the salary in lieu of the notice period on occurrence of any of the following events:

(i) If at any time during the course of your employment, it is found that you have made a false or an incomplete declaration with regard to your qualification / experience and other detail, your appointment will be treated void with immediate effect without any payment in lieu of notice period; or

(ii) If at any time during the course of your employment, it is found that you have committed any act of gross misconduct or serious breach of employment terms, been guilty of conduct tending to bring yourself or the Company into disrepute, been absent for a continuous period of 3 days or more without approval/information,

indulged in policy violation/fraud/financial irregularities and/or been found to demonstrate unsatisfactory job performance your employment with the Company will be terminated forthwith and you shall not be entitled to any notice period or payment in lieu thereof; or

(iii) The Company may terminate / suspend your services at its discretion at any time immediately upon written notice to you if it has been alleged and prima facie established through preliminary internal inquiry that you have committed (i) any heinous criminal act or any offense involving moral turpitude. Examples include but not limited to rape, forgery, robbery, etc. (ii) sexual harassment or (iii) other act that threatens or (iii) Gross Misconduct (iv) breach of this Employment Agreement or an act likely to damage the Company's reputation; or

(iv) If the Company is informed of any previous conviction by any court of law involving moral turpitude; or

(v) Your performance is not as per the agreed terms in the sole judgement of the Company.

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13. No conflict of Interest

(a) You represent and warrant that you have not entered into any previous or contemporaneous agreements which may be in conflict with the terms and conditions of Employment Agreement, or which preclude you from fully performing your job responsibilities for the Company.

(b) You represent that your performance of all the terms of this Employment Agreement and as an employee of the Company does not and will not breach any agreement to keep in confidence or in trust prior to your employment by the Company to use any confidential or proprietary information. In case of any objection from your previous employer, you shall be solely and fully responsible for the same, and shall hold Company harmless.

14. Confidentiality

(a) All information regarding the affairs or business matters of the Company (and of any other relevant affiliate and/or business associate of the Company) including but not limited to concepts, working methods, client portfolios, strategies, inventions, research, products, designs, methods, know-how, customer list, supplier list, marketing and business plans, prototypes, data, customer pricing and order data, projects, plans, proposals, market knowledge, projects, potential project, financial information, technical information and all such other information which is deemed to be confidential in the context of the business of the Company that comes to your knowledge by reasons of your employment is deemed to be confidential and considered a trade secret.

(b) You shall be required to maintain strict confidentiality of such information and data that may come to your possession or knowledge by virtue of the engagement, use it only as may be required in the normal course of your work and shall not disclose or divulge any information or data, without prior consent of an authorized officer of the Company.

(c) You shall at all times keep the details of your salary and employment benefits at the Company strictly confidential and shall not disclose such details to any other person within the Company or outside the Company.

(d) You shall use the Company name, Logos trademarks or other identifiers strictly in the manner permitted by the Company's policies or for the purposes of provision of Services delegated to you to the extent required.

(e) You shall at all times, whether during or the termination of your employment act with utmost fidelity and shall not disclose or divulge any such confidential information to third parties or make use of such information for your own benefit or for the benefit of any third party, either during the term of your employment or thereafter.

(f) This clause applies during the employment and continues even after expiry or termination of employment. Failure to adhere to this clause will invite legal action by the Company and you shall indemnify and hold Company harmless for any losses incurred by Company for any breach of confidentiality obligation.

15. Proprietary Information

All rights in and to any copyrightable material, including but not limited to computer programs, analyst report, research report, databases, client profile report which has/may have originated pursuant to or in connection with the business of the Company in writing, shall be the sole and exclusive property of the Company, its successors, assigns or other

legal representative and that you shall have no Intellectual Property Right over the same. Neither during your employment with the Company nor thereafter for a period of 3 (three) years shall you, directly or indirectly, use for you or another, or disclose to another (an unauthorized person), any Proprietary information (whether acquired learned, obtained or developed by you alone or in conjunction with others) of the Company or others, except as such

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disclosure or use may be required in connection with your employment with the Company or may be consented to in writing by the Company. Any work done, by an employee of Visit Health Private Limited ("VISIT"), for VISIT and the output there-from shall be the property of VISIT in perpetuity.

16. Assignment of Developments

(a) If at any time during your employment with the Company, you shall (either alone or with others) make, conceive, discover or reduce to practice any invention, modification, discovery, design, development, improvement, process, software program, work of authorship, documentation, formulae, data, technique, know-how, secret or intellectual property right whatsoever or any interest therein (whether or not patentable or registrable under copyright or similar statutes or subject to analogous protection) (herein called "**Developments**") that relates to the business of the Company or any of the products or services being developed, manufactured or sold by the Company or that may be used in relation therewith, such Developments and the benefits thereof shall immediately become the sole and absolute property of the Company and its assigns, and you shall promptly disclose to the Company of each such Development and you hereby agree to assign any rights that you may have or acquire in the Development and you hereby agree to assign any rights that you may have or acquire in the Developments and benefits and/or rights resulting there from to the Company and its assigns without further compensation and shall communicate, without cost or delay, and without publishing the same, all available information relating thereto to the Company.

(b) Upon the request of the Company, you shall execute and deliver all the documents and do other acts which are or may be necessary to document such transfer or to enable the Company to file and prosecute applications for and to acquire, maintain, extend and enforce any and all patents, trademark registrations or copyrights under Indian law of foreign law with respect to any such Developments. In the event the Company is unable for any reason, after reasonable effort, to secure your signature on any document needed in connection with the actions specified in this clause, you hereby irrevocably designate and appoint the Company and its duly authorized officers and agents as your agent and attorneys

in fact, which appointment is coupled with an interest, to act for and in your behalf to execute, verify and file any such documents and to do all other lawfully permitted acts to further the purposes of this clause with the same legal force and effect as if executed by you. You hereby waive any and all claims, of whatsoever nature against the Company.

17. Deductions

During your employment or in the event of any termination the Company is entitled to deduct any amount due from you to the Company from actual total compensation including but not limited to:

i. Any debt or advance for the time being owed by you to the Company;
ii. Any deduction related to leave or holiday taken in excess of entitlement as at the date of termination of employment: and
iii. Any deduction with respect to expenses incurred by the Company or the cost of repairing damage to the Company's property caused by you (and of recovering the same)

18. Return of Company Property

(a) You shall promptly upon request by the Company and in any event upon the expiry or termination of your employment return and surrender to Company laptop and other assigned assets, all such confidential information

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(b) including without limitation, data, information, files, books, magazines, reports, documents, manuals, any knowledge database in whatever form including but not limited to electronically held data that concerns the business of the Company which may have been prepared by you or come into your possession custody or control in the course of your employment.

(c) You shall not keep any copies of these items in any form whatsoever.

(d) Violation of this clause may invite legal action.

19. Information Security and Misuse of Company Resources

(a) You recognize and are aware that the Company's computers including emails sent to you and by you may and telephone networks are monitored and you are not entitled to privacy protection. You hereby agree that at no time will you use any of the Company's resources for any benefit derived personally or to your family or any others. The term "resources" include property, premises, computer resources (software & hardware), and equipment, documentation, records, paper, and information systems.

(b) You further have a responsibility to the Company to immediately report, without exception, irregular business practices on the part of any other employees that may come to your notice.

(c) If such monitoring discloses breach of any law or Company policies, disciplinary action may follow including termination of the employment.

20. License

As an employee of the Company, you understand that it is your responsibility to read and be aware of any special licensing agreement that may pertain to any vendor package assigned to you for use. You also recognize that it is your professional responsibility neither to participate in nor to encourage any violation of copyright provisions for vendor software.

21. Interaction with our Customers

During your employment with us and for a further period of 1 (one) year from the date of separation from our Company, you will not seek employment nor act as an agent or a representative of any firm soliciting business with our customers in general and the customers you are doing project for in particular. That 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.

22. Non-competition and Non-Solicitation

In the event of your separation from Company for whatever reason:

(a) You hereby agree and undertake that You shall not enter into a contract or accept an obligation that is contrary to Your obligations under this Agreement during the term of Your employment with the Company and for a period of 2 (two) years after the termination of Your employment.

(b) You hereby agree and undertake that You shall not take up employment with or enter into any commercial arrangement agreement or understanding directly or indirectly with any entity or company or any person or any firm or association which competes directly/indirectly with the business of the Company during the term of Your employment with the Company and for a period of 2 (two) years after the termination of Your employment.

(c) You hereby agree and undertake that You will not directly or indirectly, own, manage, operate, control, finance or participate in the ownership, management, operation, control or financing of or be associated in any manner with any entity or company or any person or any firm or association which competes directly/indirectly with the business of the Company during Your employment with the Company and for a period of 2 (two) years after the termination of Your employment with the Company.

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(d) You hereby agree and undertake that the salary paid to You under this Agreement is sufficient consideration for the undertaking the obligations as set out herein and for the performance by You of Your duties and obligations under this. You also acknowledge and understand that the limitations as to time and the limitations of the character or nature placed in this Clause are reasonable and fair and will not preclude You from earning a livelihood, nor will they unreasonably impose limitations on Your ability to earn a living. You agree and acknowledge that You have given careful consideration to the restraints imposed upon You under this Agreement and have executed this Agreement of Your own free will.

(e) You agree that for a period of 2 (two) years after your separation from the Company, you will not endeavour to solicit or entice away any person who is an employee of the Company or who was in its employment up to 2 years preceding your severance.

23. Disclosure of Information

You confirm that you have disclosed all your as well as your relatives' business interests in the Company whether or not they are similar to or in conflict with the business (es) or the activities of the Company and all circumstances in respect of which there is, or there might be perceived, a conflict of interest between the Company and you or any immediate relatives. You agree to immediately disclose, to the Company any such interests or circumstances which may arise during your employment.

24. Indemnity

You shall indemnify and keep indemnified the Company against any/all claim, liability, loss, damage, and/or litigation, arising incurred and/or suffered by the Company, the board of directors of the Company or any employee of the Company on account of wilful default or negligence on your behalf in the conduct of the affairs of the Company or on account of breach of the terms and conditions of this Employment Agreement.

25. General Clauses

(a) You hereby undertake that you will not, directly or indirectly, whether to directors, consultants, customers, suppliers, employees, bankers, advisors, of the Company in any capacity or manner, make, express, transmit, speak, write, verbalize or otherwise communicate in any way (or cause, further, assist, solicit, encourage, support or participate in any of the foregoing), any remark, comment, message, information, declaration, communication or other statement of any kind, whether verbal, in writing, electronically transferred or otherwise, that might reasonably be construed to be disparaging of, or derogatory or critical of, or negative toward, the Company or any of its directors, officers, affiliates, shareholders, subsidiaries, employees, agents or representatives or which would reasonably be expected to lead to unwanted or unfavourable publicity to the Company.

(b) You shall upon reasonable notice, furnish such information and render proper assistance to the Company as it may reasonably require in connection with any litigation in which, it is, or may become, a party either during or after or in connection with your employment with the Company including post termination of your employment if so, required by the Company.

(c) Your appointment is contingent upon Medical Fitness Certificate satisfactory reference background checks, including verification of your application materials education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e., you do not have any non- competes obligation or other restrictive clauses with any previous employer).

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Website
www.getvisitapp.com
Email us
hello@getvisitapp.com
Phone Number
+91-1146009900

(d) You will be governed by the Company's policies during the course of your employment. It will be obligatory on your part to ensure compliance to the applicable statuses, regulations and requirements laid down by the Company and other regulatory and statutory bodies. Violation of the terms and conditions mentioned herein would attract disciplinary and/or legal action, including immediate termination.

(e) Notification rights of the Company: In the event that you leave the Company; you hereby consent to notification by the Company to your new employer about your obligations under this Employment Agreement.

(f) The Company reserves the right to amend the policies from time to time. You are advised to keep yourself updated on these policies and abide by the same.

26. Miscellaneous

(a) This Employment Agreement constitutes the entire agreement between the parties hereto on the subject matter hereof.

(b) If any part of this Employment Agreement is held by any court or authority of competent jurisdiction as void or without effect it shall be limited to that extent and be binding on the Parties hereto at the relevant time as a severable part hereof with nothing to affect the rest of this Agreement.

No alteration to or amendment of or change in this Employment Agreement shall be valid unless it is reduced to writing and is signed by each of the parties.

(c) All notices to be given under this Agreement shall be in writing and shall be sent to the address mentioned in this Employment Agreement, or any other address the recipient may designate from time to time. Notices may be delivered personally, by first class pre-paid letter. Notices shall be considered to have been received: (a) by post - 48 hours after the date of mailing; or (b) by email – immediately on transmission, provided a confirmatory copy is sent by first class pre-paid post or by hand by the end of the next business day.

(d) Termination of this Employment Agreement shall not affect those provisions hereof that by their nature are intended to survive such termination.

27. Jurisdiction and Governing Law

This Employment Agreement shall be governed by and constituted and enforced in accordance with the internal laws of India and the courts in Delhi shall have exclusive jurisdiction to settle any dispute arising out of or in connection with this Employment Agreement.

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

Website
www.getvisitapp.com
Email us
hello@getvisitapp.com
Phone Number
+91-1146009900

We take this opportunity to congratulate you on your selection and look forward to a long and mutually beneficial professional association. You're are joining us at an exciting phase of your journey or building a world class firm and we are counting on you to help us get there.

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

Sincerely yours,

For Visit Health Private Limited

For Visit Health Private Limited

Chetan Anand

Director

Chetan Anand

Co-Founder COO & CFO

Signed and accepted by:

I hereby accept and agree to the terms and conditions of this employment contract and any amendments, additions hereto. I also promise to adhere and abide by the policies and regulations of the Company as mentioned and amended from time to time.

Name:

Date:

Place:

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

Annexure 1

For the Training Period :

1.1 In consideration of the Services to be rendered by the Consultant / Trainee to the Company, the Company shall pay the Consultant a fixed fee of **INR 20,000/- (Indian Twenty Thousand Only)** gross monthly, during the Term ("Fixed Fees") subject to the applicable deduction under the applicable laws, in consideration for the Services rendered by the Consultant.

1.2 The Fees payable under this Agreement are subject to applicable tax deductions.

1.3 The Parties hereby agree that payment of the Fees and any other amount payable by the Company hereunder shall be made directly to the Consultant's account, as applicable, by cheque/ demand draft/ RTGS/electronic transfer in the account of the Consultant.

	Salary Breakup After Confirmation		
Sl. No.	**Components**	**Per Month**	**Annual**
	Basic Salary	23,290	2,79,482
	HRA	11,645	1,39,741
	Other Allowances	11,645	1,39,741
	PF	1,800	21,600
A	**TOTAL GROSS**	**48,380**	**5,80,563**
	Variable (PLI)		50000
	Deductions		
	PF - Employee Contribution	1,800	21,600
	PF - Employer Contribution	1,800	21,600
	TDS - as per Investments		
B	TOTAL DEDUCTIONS	3,600	43,200
	TOTAL NET = A- B	44,780	5,37,363
	Other Annual Benefits		
	Group Medical Policy		6,000
	Gratuity		13,437
	Fixed + Other Annual benefits		**6,00,000**
	Fixed + Other Annual Benefits+Variable		**6,50,000**
	Earnings shall be subject to all the statutory Deductions as applicable to any salary earned including Income Tax, Professional Tax, and any other 'Employee's deduction towards Social Security schemes. Kindly note that Company reserves the right to change the amounts in individual components or add/delete components.		

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

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KIMS HOSPITALS

OFFER LETTER

Jan 07, 2023

To
Ms. Avantika Raj Singh,
Uttarakhand.

Dear Ms. Avantika,

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

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

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

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

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

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

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

For Krishna Institute of Medical Sciences Limited

CH. Koteswara Rao

Koteswara Rao CH
Sr. Manager – HR

KRISHNA INSTITUTE OF MEDICAL SCIENCES LTD. Secunderabad

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

Krishna Institute of Medical Sciences Limited
Minister Road, Secunderabad - 500 003, Telangana, India
Phone: +91 40 4488 5000/4488 5184 | Fax: +91-40-27840980 | kimshospitals.com
CIN: L55101TG1973PLC040558

Scanned with OKEN Scanner

KIMS

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

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

A. Mamatha
Prepared
Mamatha A

CH Kotal
Approved
CH Koteswara Rao

KRISHNA INSTITUTE OF MEDICAL SCIENCES LTD. ★ Secunderabad

Accepted
Avantika

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

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KIMS HOSPITALS

OFFER LETTER

To
Mr. Avinash Paul Yangcho Kuchipudi,
Guntur.

Jan 07, 2023

Dear Mr. Avinash Paul,

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

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

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

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

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

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

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

For Krishna Institute of Medical Sciences Limited

CH. Koteswara Rao

Koteswara Rao CH
Sr. Manager – HR

KRISHNA INSTITUTE OF MEDICAL SCIENCES LTD. Secunderabad

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

Krishna Institute of Medical Sciences Limited
Minister Road, Secunderabad - 500 003, Telangana, India
Phone: +91 40 4488 5000/4488 5184 | Fax: +91-40-27840980 | kimshospitals.com
CIN: L55101TG1973PLC040558

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KIMS

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

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

A. Mamatha
Prepared
Mamatha A

CH. Koteswara Rao
Approved
CH Koteswara Rao

KRISHNA INSTITUTE OF MEDICAL SCIENCES LTD. Secunderabad

Accepted
Avinash Paul

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

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THE MISSION HOSPITAL DURGAPUR | FUTURISTIC TECHNOLOGY. BRILLIANT MINDS.

LETTER OF INTENT

Ref: TMH/LOI/39

Dated: 09.12.2022

Mr. Aviral Jha
MIG-16 St-10A Mukut Nagar Durg
Chhattisgarh, 491001

Dear **Mr. Aviral**,

With reference to your application and subsequent interview you had with us, we are pleased to inform you that you have been selected (Subject to pre-employment Medical Fitness and submission of all relevant documents) for the position of **"Management Trainee"** in our Hospital.

You are advised to join on or before **01.07.2023**. After this date this offer letter will stand withdrawn.

You will be paid a Stipend of **Rs. 35000/-** per month. Moreover you will be eligible for statutory benefits as per law.

Please note that the Management Traineeship is for a period of **"1 (one) year"** commencing from your date of joining.

Your services are liable to be transferred within the company or to any of its associates, or sister concerns, or its subsidiary at any place in India or abroad, whether existing or which may come up in future at any time at the sole discretion of the Management.

This is a provisional Offer Letter only; exact terms and conditions will be mentioned in formal Appointment Letter, which will be issued on your joining of this organization.

You would be required to give one-month notice period or one month salary in lieu of notice period before discontinuing your service from our hospital.

Wishing you all the best.

For The Mission Hospital,

Ramesh Lall
President-HR & Admin.

I have read, understood and accepted the terms & condition of this offer. I am willing to start my dissertation on or before 01.07.2023

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

Name :
Signature :

Date:

Gmail

Baljot Kaur <baljotkaur10299@g...

Letter of Intent as a Assistant Project & Operation Manager -SCCC Punjab at Cankids

Thu, 24 Aug at 1:02 PM

Nusrat Parween <managerhr@cankidsindia.org>
To: Baljot Kaur <baljotkaur10299@gmail.com>
Cc: Scpunjab <scpunjab@cankidsindia.org>, Human Resource Department <hrd@cankidsindia.org>, Nasim Ahamad <gmnorth@cankidsindia.org>, Sonal Sharma <sonalsharma@cankidsindia.org>

HR/CK/2023/LI/515

To,

Ms. Baljot Kaur,
Address: 2709, Sector-69, SAS Nagar (Mohali), Punjab
Mob:7402955550, **E-mail:** baljotkaur10299@gmail.com

Subject: - Letter of Intent as an Assistant Project & Operation Manager -SCCC Punjab at Cankids

Dear Ms. Baljot Kaur,

This is in reference to the interview you had with us for the position of **Assistant Project & Operation Manager** at **SCCC Punjab** at Cankids unit in the Department of **NOP** CanKids...KidsCan. We are pleased to inform you that you have been selected for the same. Accordingly, we are sending our Letter of Intent to you along with the terms & conditions which are detailed hereinunder-

Your date of joining is **26th August 2023.**

Your employment will be initially on a Fixed Term Contract for a period of two (2) Years, from the date of your joining, on completion of which, your employment and contract between us will cease and come to an end automatically, without any necessity of our giving you any notice or notice pay and without any liability on our part to pay you any retrenchment or other compensation or other amounts whatsoever. However, based on your performance and the need of the Project, your contract may be reviewed for further extension. This is, however, not obligatory on the part of the organization.

You will be paid **Rs 4,68,000/- Annual CTC (Rupees Four Lakh Sixty Eight Thousand only).** Break up of your CTC as mentioned below.

Salary Component	CTC	
	Per Month	Per Annum
Basic	26520	318240
House Rent Allowance	7956	95472
Allowance	2724	32688
Sub Total [A] :	**37200**	**446400**
Employee Contribution		
PF	1800	21600
ESIC	0	0
PT	0	0
Sub Total [B] :	**1800**	**21600**
Net Payable [A-B]	**35400**	**424800**
Employer Contribution		
PF	1800	21600

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ESIC	0	0
Sub Total [C]	1800	21600
CTC [A+C]	39000	468000

You will be on the performance review for a period of three months during which period your performance will be closely watched by your reporting manager. During this period, your services can be terminated by giving you seven days' notice.
However, in the event of unforeseen circumstances, your services may be terminated by either of us by giving each other one month written notice.

A detailed fixed-term employment contract will be issued to you on the successful completion of your orientation period. On your joining, we would like you to sign our Conduct and Confidentiality Code and Non-Disclosure Agreement (NDA).
Looking forward to a long & successful career with us. We are confident that your contribution will be a vital aspect of the support we offer to children with cancer and their families across the country.
We congratulate you on your selection and welcome you to CanKids...KidsCan family.

We would request you complete your joining formalities and submit the following documents to Human Resource Team on the day of your joining:

1) Education certificates
2) Pan card copy
3) Aadhar card copy
4) Cancelled cheque/copy of Passbook
5) 2 Passport size photographs
6) Present and Permanent address proof

Please confirm your acceptance of this offer by sending a signed copy of the same.

With Thanks and Regards
[Quoted text hidden]

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

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Rhea
Healthcare Private Limited

motherhood
women & children's hospital

5th January 2022

Ms. Bhagyashree S,
IIHMR, Jaipur

LETTER OF INTENT FOR THE MANAGAMENT TRAINEE PROGRAM

Dear Bhagyashree,

Congratulations!

With reference to your application and the subsequent selection process, we are pleased to include you as part of our "**Management Trainee**" program. The Management Trainee program is specially designed for young talent. You will experience challenging functional stints that will enhance your learning.

On joining, you shall be designated as **'Management Trainee'** in **'Rhea Healthcare Pvt Ltd'**.

The terms and conditions of the offer are given below.

1. You will initially report for an Orientation & Induction in Bangalore.

2. You are expected to join the Management Trainee Program on **5-June-2023**, failing which we will presume that you have no interest in working with us. Accordingly, this offer will be treated as cancelled and withdrawn. The Business hours begin from **09:30 am** onwards.

3. You will be in training for an initial period of **Twelve months.** Based on assessment of your performance during the training period, you may be considered for absorption into the regular cadre of the Company at the sole discretion of the management. Your absorption shall be only by way of written communication issued by appropriate officials in this regard.

4. This letter of intent is conditional and subject to your clearance of the **Pre-employment Medical Examination** by a Medical Officer designated by the company and submission of background verification related documents.

5. Please return the duplicate copy of this letter duly signed indicating your acceptance.

6. Please submit the following at the time of your joining:
   - Documentary evidence of date of birth
   - Attested copies of all educational qualifications (**SSC, HSC, Degree/Diploma**)
   - Four passport size photographs
   - Blood group proof
   - PAN Card copy

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J. Prabhu Dayal Marg
Near Sanganer Airport, Jaipur-302029

- Aadhar Card Copy
- Pre-employment Application Form (if not submitted already)

Please note that all the above documents and information provided by you form the basis of your representation and our offer and the same shall be subject to verification as may be required by the Company from time to time.

You will be required to produce your latest qualification certificate within 90 days from the date of joining.

7. You will be on training for a period of 12 months in the first instance, subject to extension(s), if deemed necessary, at the sole discretion of the Management.

8. This is not a regular letter of appointment but a letter of intent inviting you to be a part of the organization. The formal letter of appointment will be issued at the time of your joining.

9. On completion of your training and based on your performance, you will be deployed in any unit of the Motherhood Hospitals, Pan India, subject to the positions available at that point of time.

10. The Compensation and Benefits Program applicable to your Band is a Cost to Company of Rs 6,00,000/- Only (Six Lakhs Only) including Rs. 50,000/- as Annual Performance Variable Pay. You will not be eligible for Annual Performance Variable Pay during your training period. We reiterate that your compensation is a confidential matter between you and the Company and we reaffirm that the Company shall view any breach of confidentiality with the utmost seriousness.

Please return the duplicate copy of this letter duly signed indicating your acceptance of our terms and conditions, as stated above within seven days of receipt of this letter of intent.

We once again would like to thank you for your interest in seeking a career with us and hope you will have a fruitful and successful career with us.

Yours sincerely,

For Rhea Healthcare Pvt Ltd

A L Jayanthi
Head - HR

I accept the offer as outlined above,

Signature: _____ Date: _____

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

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HEALTHARK

Dear Bhagyashree Kelkar, **Date: 23rd Jan 2023**

Sub: Offer Letter

Thank you for exploring career opportunities with **Healthark Wellness Solutions LLP** (referred to as "Healthark Insights" subsequently in the document). You have successfully completed our selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Consultant.** Your CTC salary including all the benefits will be **Rs. 7,21,382** as per the terms and conditions set out herein in **Annexure - I**

Kindly Accept the Offer Letter within one day of receipt of the offer. Also, you are hereby requested to join us starting by **6th Mar, 2023.**

Compensations and benefits:

1. **Working Hours**

   You will be working for 5 days a week [Monday to Friday fulltime]. However, we may occasionally schedule additional sales events, seminars or meetings during the weekend. The regular working hours will be 10:00 a.m. to 7:00 p.m. All employees will be required to work in shifts and/or extended hours as permitted by law. You may be required to work beyond your existing working hours depending upon the business requirements/exigencies from time to time.

2. **Compensation Structure/Salary Benefits**

   The Compensation structure and salary components are subject to change as per the company's policy from time to time as its sole discretion.

3. **Probation Period**

   We will keep you on a three-month probation period during which we will gauge your performance and upon completion, both the parties will mutually agree if the employment should be made permanent or not.

4. **Alternative Occupation/Employment**

   Either during the period of your probation or during the period of your employment as a confirmed employee of Healthark Insights you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of Healthark Insights.

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

HEALTHARK

5. **Confidentiality Agreement**

As part of the joining formalities, you are required to sign a confidentiality agreement, which aims to protect the intellectual property rights and business information of Healthark Insights and its clients.

6. **Intellectual Property Rights**

That all the intellectual property rights relating to the work done or created by you including all material development, seminars and presentations, designing of marketing material, development of website, lecture notes etc. during the course of this contract with the company solely and exclusively vest with the company in perpetuity and the company shall have the sole and exclusive right to utilize any or all of them. The Intellectual Property in relation to this clause shall also cover the intellectual properties of Company's clients/vendors/contractors/employees etc

7. **Notice Period**

You will be required to give at least Three-months notice period failing which you are required to pay equivalent salary amount as a compensation to the company. Furthermore, Healthark Insights reserves the right to ask the candidate to complete your notice period.

8. **Submission of Documents**

At the time of joining, photocopy of the following documents should be submitted:

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

We look forward to having you in our team.

Sincerely,
Dr. Purav Gandhi
Founder & CEO
Healthark Insights

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

HEALTHARK

Appendix – I

Components	Amount Per Month (INR)	Amount Per Annum (INR)
A. Fixed		
Basic	18,333	2,20,000
HRA	9,167	1,10,000
Special Allowance	14,167	1,70,000
Retention Bonus *		1,00,000
**Total Fixed Compensation ** **		**6,00,000**
B. Variable		
Performance-linked bonus ***		1,00,000
Total Variable Compensation		**1,00,000**
C. Other		
Medical Insurance Premium ****		10,800
Gratuity *****		10,582
Total Other Components		**21,382**
Total Cost to Company (CTC)		**7,21,382**

* One-time component payable to the employee at the completion of 2 years with the company

** Currently, we do not deduct PF but the same may be deducted in future from the offered CTC when applicable as per Government rules; Tax Deducted at Source (TDS) and / or Professional Tax will be deducted from the offered CTC as per Government rules

*** Payable at the end of each year as per company's performance management process based on individual's and company's performance

**** Current medical cover is INR 5 lacs with insurer's terms & conditions. Cost of medical insurance could change depending on Insurance regulations & company's insurance partner

***** Gratuity is payable as per the provisions of the Payment of Gratuity Act 1972

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

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Global Health Limited

LETTER OF INTENT

Dr. Bharat Singh Rathore
IIHMR, Jaipur

Date: 19-Dec-22

Dear Dr. Bharat,
Congratulations! We are pleased to offer you a position at Medanta, The Medicity on the following terms:

1.	Designation	Management Trainee
2.	Total all inclusive fixed CTC	- Rs. 20,000/- (Rupees Twenty Thousand Only) per month as stipend during Dissertation period. - Rs 12,00,000/-(Rupees Twelve Lakhs Only per annum) upon degree being awarded(post completion of course, dissertation & feedback from Medanta mentor) - You will be a "Management Trainee" for a period of 1 year (this excludes Dissertation period). Upon successful completion of 1 year you will be eligible for your appraisal & change in designation
4.	Date of joining	1-Mar-23 or earlier, if possible.
5.	Current posting	Gurgaon

Please note this offer is subject to you being found medically fit. You will be governed by the general terms and conditions of the organization as published in the appointment letter which will be given to you post joining.

LIST OF DOCUMENTS REQUIRED FOR JOINING

1	Certificates & mark sheets of class 10th, 12th, Graduation, PG or any other professional course	2 Copies of each
2	Registration certificate from respective Clinical/Nursing/Pharmacy Council (as applicable)	
3	Internship completion certificate	
	Mandatory for Doctors: All documents mentioned in 1&2 above has to be notarized or attested by a Gazetted Officer	
4	PAN CARD or Acknowledgement receipt if "PAN applied for" (30% tax will be deducted in absence of PAN Card, Irrespective of CTC)	
5	Address Proof (Passport / Voter card / Driving license)	
6	Appointment Letter and salary slip from the last employer	
7	Relieving Letter/Resignation acceptance from the last employer	
8	Experience Certificate from all previous employers	
9	Other Documents • 5 Passport Size photographs • 1 Family Photograph for ESI Card (if applicable) • Copy of Vehicle Registration Certificate (RC) incase parking facility is required	

Please return the duplicate copy of this letter duly signed as acknowledgement in case offer is acceptable to you. We look forward to your being part of Medanta, The Medicity.

Yours faithfully,
For GLOBAL HEALTH LTD

MANOJ GUPTA
SENIOR VICE PRESIDENT & HEAD – HUMAN RESOURCES

I Accept.....

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

PrimEra

Dos Pou Sto

EMPLOYMENT OFFER

17-May-2023
Bhavya Gupta,
Hyderabad

Dear **Bhavya,**

With reference to your application for employment and subsequent interview you had with us, we are pleased to offer you employment as **"Project Coordinators"** in PrimEra Medical Technologies Pvt. Ltd.

1. **Date and place of Joining:**

You are expected to join on **03-July-2023 as** *agreed between both the parties*. 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.**

2. **Salary**:

Your CTC will be INR **700000**/- (**Rupees Seven Lakh Only**) per Annum, including Gross Salary of INR **678400/-** per annum, the breakup of which will be as provided in Annexure A and subject to applicable taxes, payment of provident fund and other statutory deductions. .
However, the structure of your compensation may be altered / changed from time to time in line with the compensation policy and practices of the Company.

3. **Offer Validity**:

This offer of employment is valid for 24 hours from the date of intimation to you 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.

Kindly, refer to enclosed Annexure A for the terms and conditions of the offer.

With best wishes and looking forward to a mutually fruitful association.

Authorized Signatory
Name: Sridevi Menon
Designation: **Human Resource Manager**
Date: **17-May-2023**

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

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ART FERTILITY CLINICS

Science Assisting Nature

Date: 01-Jul-2023

Name: Biswadeep Kumbhakar

Address: 171,MAMRA,SUKANTA PALLY

Appointment Letter

Dear Biswadeep,

We have pleasure in appointing you as **Relationship Manager** based at **Jubilee Hills - Hyderabad**, effective **01-Jul-2023**, on the following terms and conditions:

1. **Placement & Compensation**
   You will be placed in the appropriate band / responsibility level of the Company, and will be entitled to compensation (salary and other applicable benefits) as detailed in *Annexure "A"* subject to applicable taxes. Compensation will be governed by the rules of the Company on the subject, as applicable and/or amended hereafter.

2. **Posting & Transfer**
   Your initial posting will be at **Jubilee Hills - Hyderabad**. However, your services are liable to be transferred, at the sole discretion of Management, in such other capacity as the company may determine, to any department / section, location, associate, sister concern or subsidiary, at any place in India or abroad, whether existing today or which may come up in future. In such a case, you will be governed by the terms and conditions of the service applicable at the new placement location.

3. **Full time employment**
   Your position is a full time employment with the Company and you shall devote yourself exclusively to the business and interests of the company. You will not take up any other work for remuneration (part time or otherwise) or work in an advisory capacity or be interested directly or indirectly (except as shareholder / debenture holder), in any other trade or business during your employment with the company, without permission in writing of the Board of Directors of the Company. You will also not seek membership of any local or public bodies without first obtaining specific permission from the Management.

4. **Probation**

   You will be on probation for a period of six months. The period of probation can be extended at the discretion of the Management and you will continue to be on probation till an order of confirmation has been issued in writing.

5. **Background Verification**

   Your employment by the Company is conditional upon and subject to completion of background verification of your employment application and documents submitted by you.
   If any of the details are found to be incorrect or falsified at any point of time during your employment, Company reserves the right to terminate your employment without any notice.

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

Registered Office:
ART Fertility Clinics
(A Brand of Global Fertility Solutions Pvt. Ltd.)
E-14, 1st Floor, Defence Colony,
New Delhi-110024
CIN: U85100DL2020FTC362985

hello@artfertilityclinics.com
www.artfertilityclinics.com

If any declaration given, or information furnished by you, to the company proves to be false, or if you are found to have wilfully suppressed any material information, in such cases, you will be liable to removal from services without any notice.

6. **Confidentiality**

You will not, at any time, during the employment or after, without the consent of the Board of Directors or the Senior Management disclose or divulge or make public, except on legal obligations, any information regarding the Company's affairs or business or administration or research carried out, whether the same is confided to you or becomes known to you in the course of your service or otherwise.

7. **Intellectual Property**

If you conceive any new or advanced method of improving designs/ processes/ formulae/ systems, etc. in relation to the business/ operations of the Company, such developments will be fully communicated to the company and will be, and remain, the sole right/ property of the Company.

8. **Responsibilities & Duties**

Your work in the organization will be subject to the rules and regulations of the organization as laid down in relation to conduct, discipline and other matters. You will always be alive to responsibilities and duties attached to your office and conduct yourself accordingly. You must effectively perform to ensure results.

9. **Retirement and Termination**

The retirement age is **58 years.** You will retire from the employment of the Company at the end of the month in which you attain **58** years of age. An extension may, however, be given at the discretion of the management. You may be retired earlier if found medically unfit.

If you absent yourself without sanctioned leave or remain absent beyond the period of leave originally granted or subsequently extended, you shall be considered as having voluntarily abandoned your service without giving notice unless you resume your duties within 4 (four) days from the commencement of such absence and provide explanation to the satisfaction of the management for such absence.

Your services are liable to be terminated without any notice or salary in lieu thereof in case of misconduct, breach of code of conduct including loss of confidence arising out of reasonable suspicion of misconduct, disloyalty, commission of act involving moral turpitude and act of indiscipline.

During the probationary period and any extension thereof, your services may be terminated on either side by giving 15 days of notice from either side. Upon confirmation the services can be terminated from either side by giving one month (30 days) notice or salary in lieu thereof.

Upon termination of employment, you will immediately hand over to the Company all correspondence, specifications, formulae, books, documents, market data, cost data, drawings, affects or records belonging to the Company or relating to its business and shall not retain or make copies of these items.
Upon termination of employment, you will also return all company property, which may be in your possession.

10. **Medical Fitness**

This appointment is subject to your being, and remaining, medically fit.

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

ART FERTILITY CLINICS

Science Assisting Nature

11. Non-Competition/ Non-Solicitation Restrictions

During the term of this appointment, you shall not directly or indirectly engage in any capacity or participate in any business/activity which conflicts with your obligations to the Company; nor shall you solicit, endeavour to solicit, influence any person directly or indirectly to direct his or its purchase of the Company's product and/or services to himself or any person in competition with the business of the Company.

You shall also not during the term of your appointment and for a period of 6 months post termination of this appointment, solicit or attempt to influence any person employed or engaged by the Company (whether as an employee, consultant, advisor or in any other manner) to terminate or otherwise cease such employment or engagement with the Company or become the employee of or directly or indirectly offer services in any form or manner to himself or any person who is a competitor of the Company.

12. Arbitration

All disputes, differences and/or claims, arising out of this agreement, whether during its subsistence or thereafter, shall be settled by arbitration in accordance with the provisions of the Arbitration and Conciliation Act, 1996 or any other statutory modification or re-enactment for the time being in force. Any notice to you shall be in writing and will be sent at the address specified by you.

13. Governing Law & Jurisdiction

This appointment shall be governed and construed by and in accordance with the laws of the India and any action brought under this Agreement will, subject to the Arbitration Clause referred to above, be brought in the court of appropriate jurisdiction located in New Delhi, India.

Please confirm your acceptance of the appointment on the above terms and conditions by signing and returning this letter for our records.

Yours faithfully,

For **Global Fertility Solutions Private Limited**

Amit Toppo

Head-HR

I have read the terms and conditions of this letter of appointment and confirm my acceptance of the same.

(Signature and Date)

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

Registered Office:
ART Fertility Clinics
(A Brand of Global Fertility Solutions Pvt. Ltd.)
E-14, 1st Floor, Defence Colony,
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CIN: U85100DL2020FTC362985

hello@artfertilityclinics.com
www.artfertilityclinics.com

ART FERTILITY CLINICS
Science Assisting Nature

ANNEXURE 'A' : COMPENSATION DETAILS (Salary & applicable benefits)

Name	**Biswadeep Kumbhakar**
Date of Joining	**01-Jul-2023**
Location	**Jubilee Hills - Hyderabad**
Designation	**Relationship Manager**
CTC(Per Annum)	**480012.00**

Component	**Amount (in INR p.a.)**	**Amount (in INR monthly)**
Basic	192000	16000
House Rent Allowance	96000	8000
Bonus	15996	1333
Special Allowance	145176	12098
MONTHLY GROSS *	**449172**	**37431**
Provident Fund	21600	1800
Gratuity	9240	770
CTC (Fixed)	**480012**	**40001**
TOTAL CTC (Per Annum)	**480012**	

Explanatory Notes:

1. It is expected that individual compensation package would not be shared with other employees.
2. The above compensation structure is subject to change without affecting emoluments adversely.
3. Medical Benefit: Over and above your CTC – you are eligible for Medical insurance as applicable.
4. Applicable tax would be borne by the employee.
5. Gratuity is payable as per the Provisions of Payment of The Gratuity Act.
6. Performance Linked Bonus - payable annually on achievement of KRAs (As per Company Policy).

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www.artfertilityclinics.com

(1225)

Health Insurance
Aditya Birla Health Insurance Co. Limited
(A subsidiary of Aditya Birla Capital Ltd.)

ADITYA BIRLA CAPITAL
PROTECTING INVESTING FINANCING ADVISING

Dr. Brigid Francis
IIHMR

Dear **Dr. Brigid**,

Congratulations on your selection with Aditya Birla Health Insurance Co. Ltd.!

With reference to your application and subsequent selection process, we are pleased to confirm your selection to join the **"Aditya Birla Health Insurance Co. Ltd."** as **Management Trainee.**

You are joining a team of young enthusiasts who strive to give their best each day. We look forward to see you grow and develop into an astute professional who along with commitment towards work, exhibit care, concern and compassion towards fellow employees. We hope that you find your work to be meaningful, challenging and equally rewarding.

We wish to see you grow both personally and professionally while you commit yourself to enhancing lives of the customers entrusted in your care.

A detailed letter of appointment will be issued to you on your joining. We would expect you to join us latest by **19th June 2023**. In the event of you not being able to join on or before the joining date as mentioned, please intimate the undersigned in writing, failing which this offer will be deemed void.

Kindly note that this offer is valid subject to submission of all required documentation, feedback from your Business School and satisfactory results of your pre-employment medical examination as well as satisfactory results.

Initially you will be on probation for a period of 12 months from the date of your joining us and your confirmation thereafter would be in writing and would depend on your satisfactory performance else you would continue in Probation. During the probation either party may terminate the service by giving 30 Days notice or payment in lieu of Notice.

Kindly send the acceptance of this offer letter and the **Annexure A** as an acknowledgement and have it sent to us within 2 days of receipt of this offer.

We wish you a great learning and enriching experience.
Happy Learning!

Best Wishes,

Ankesh Amin
Head – HR, Training & Admin

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

Annexure "A"

Name	: Dr. Brigid Francis	Unit	: Aditya Birla Wellness Co. Pvt. Ltd
Date of Joining	: 19/06/2023	Function	: Ops - Health Management - DRM
Job Band	: MT	Location of Posting	: Thane
Designation	: Management Trainee	Performance Review Year	: April to March
Fucntional Designation	: Management Trainee	Compensation Review Year	: July to June

	Per MONTH	Per ANNUM	Remarks
Salary		**2,45,000**	
Basic Salary	20,417	2,45,000	This is paid on a monthly basis. Retirement benefits are linked to it.
Allowances/ Reimbursements		**2,91,316**	
Leave Travel Allowance		10,000	This covers reimbursement for travel on leave within India. It is governed by the IT Act where one can take tax exemptions twice in a block of four years.
Education Allowance	100	1,200	This is paid on a monthly basis.
Special Allowance	21,943	2,63,316	This is paid on a monthly basis. This does not have any link to retirement benefits.
Statutory Bonus		16,800	
Guaranteed Cash		**5,36,316**	
Retirement Benefits		**41,185**	
Employers Contribution to Provident Fund (12% of Basic)	2,450	29,400	The employer contributes to the extent of 12% of basic salary.
Gratuity (15 days Basic)		11,785	This is governed by the Payment of Gratuity Act.
Fixed Compensation w/o housing		**5,77,500**	
Housing		**1,22,500**	
HRA	10,208	1,22,500	This is calculated @ 50% of Basic Salary. This amount is paid as a part of the monthly salary
Fixed Compensation		**7,00,000**	
Variable Pay		1,05,000	This is a performance linked pay plan as applicable to your role. This amount is the target pay on achievement of 100% of the target set for individual, function and organization. The amount indicated here is for a performance period of 12 months, Apr-March. The actual payout will vary due to performance levels and period worked in the performance period.
Cost to Company		**8,05,000**	
Benefits/ Perks not Valued			
Mobile Phone		Yes	Rental and official calls (For VIL subscriptions only).
Hospitalization Insurance		Yes	As per company's GMC policy - Sum Insured is Rs 5 Lacs p.a. for self and dependents. This is a Co-Pay policy
Accident Insurance		Yes	As per company's GPA policy - Sum Insured is Rs 50 Lacs. This is borne by the company.
Term Insurance		Yes	As per company's GTL (Nischint) policy - Sum Insured is Rs 10 Lacs. Coverage as per company's policy.

Notes:
- Taxes as applicable, to be borne by the incumbent, as per prevailing tax laws.

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Near Sanganer Airport, Jaipur-302029

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IPA International Pediatric Association

Every Child · Every Age · Everywhere

IPA Officers and Executives

President
Naveen Thacker, India

Executive Director
Aman Pulungan, Indonesia

President-Elect
Joseph Haddad, Lebanon

Treasurer
Jonathan Klein, USA

Coordinator of Development
Adamos Hadjipanayis, Cyprus

IPA Executive Committee
(also members of Standing Committee)

Naveen Thacker, India
Aman Pulungan, Indonesia
Joseph Haddad, Lebanon
Enver Hasanoglu, Türkiye
Jonathan D Klein, USA
Adamos Hadjipanayis, Cyprus
Camilla Kingdon, UK

IPA Standing Committee

Iqbal Ahmad Memon (APPA)
M. Ashraf Sultan, Pakistan (APPA)
Nitin Kapur, Australia (APPA)
Santosh T Soans, India (APPA)
Sara Helen Goza, US (AAP)
Catherine Farrel, Canada (CPS)
Carlos G A Rivera, Mexico (ALAPE)
Marcela María Fama Pereira (ALAPE)
Dipesalema Joel, Botswana (UNAPSA)
John Adabie Appiah, Ghana (UNAPSA)
Massimo Pettoello-Mantovani, Italy (EPA/UNEPSA)
Stefano del Torso, Italy (EAP/PS-UEMS)
Koray Boduroglu, Türkiye (UNPSTR)
Erkin Rahimov, Azerbaijan (UNPSTR)
Basim Al-Zoubi, Jordan (UAPS)
Hassan Afilal, Morocco (UAPS)
Amy Gray, Australia (IPALA)
Barbara Rubio, Spain (ISSOP)
María del Carmen Calle Dávila, Peru (IAAH)
Rajeshwar Dayal, India (ISTP)
Sameh Shehata, Egypt (WOFAPS)

Administrative Office:
9804 Voss Road Marengo II.
60152 USA II
Admin Email id: adminoffice@ipa-world.org

07-09-2023

Dear Dr Charvi Jain,

We are pleased to offer you a contractual appointment of Project Manager, with International Pediatric Association (IPA). The position will allow you to work from Gandhidham, Gujarat, India. You will be working under the guidance of Dr. Naveen Thacker, President, IPA, and will be directly reporting to him.

Below mentioned is your job profile:

1. The Project manager will be responsible for communications and coordination related to the project. Most of the communication will be by email.
2. To manage relations and communications with stakeholders
3. To provide all the support to the organization with research and data analysis work
4. To facilitate various national/international events (meetings, webinars, & workshops)
5. To prepare and submit reports/minutes of meeting
6. To develop a detailed plan to monitor and track the progress of the project.
7. To report and escalate to upper management as and when needed
8. To create and maintain a comprehensive project documentation
9. To perform any other duties assigned by senior management as per the need ofthe projects

We are happy to offer you the monthly consolidated remuneration of Rs. 40,000/- which includes internet and mobile charges. Please send your acceptance to this offer letter indicating the joining date so that a formal appointment letter can be extended to you as well.

Sincerely,

NThacker

Dr. Naveen Thacker
President, IPA

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

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PORTEA
HOME MEDICAL CARE SERVICES

15th September 2023

Bangalore

Offer Letter

Dear Chetana C,

Based on your application and subsequent discussions we had with you, we are pleased to offer you employment in our organization as **Team Leader – Operations.**

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

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

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

Let's together create a healthier and happier world!

Sincerely yours,

For Portea Medical Limited

Mr. Darshith Satheesh
Head - HR

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

080 3355 4554

Healthvista India Ltd. 69/B, 1st Cross, 1st Stage, Domlur Layout, [Next to Domlur Post Office], Bangalore-560071

PORTEA
HOME MEDICAL CARE SERVICES

Terms and conditions:

1. You will join us on or before **18th September, 2023.**
2. You will be on probation for a period of six months from the date of joining and your confirmation would be dependent on satisfactory completion of your Probation period.
3. You will be based at **Bangalore HO.** You are however, liable to be transferred to any of our establishments in India, or to any subsidiary or associate company whether now existing or still to be formed. Such transfer / deputation will be in accordance with the company's rules for the time being in force.
4. Your annual Cost to Company will be **4,00,000 (Four Lakh Only)**. This is subject to usual statutory and / or other taxes, which may be imposed from time to time by the Government, or any public body authorized to do so.
5. You will be entitled to allowances as detailed in the annexure to this letter. You will also be covered by Provident Fund and other schemes of the company as applicable to your category that are in force at present and / or may be amended from time to time. These shall also be subject to taxes as applicable under relevant laws.
6. The employment offer is valid for next one week from this date of offer. If the company does not receive any confirmation from you within the stipulated time this offer shall lapse automatically and then there shall be no further communication from the company in furtherance of this offer of employment.
7. You will be required to give 60 days' notice to terminate this appointment after confirmation. The Notice period during probation will be 30 days. The last working day would be decided at the sole discretion of the Management and in the event of being relieved within the above number of days, the remaining part of notice period days would be adjusted against the existing leave balance or an equivalent of basic salary and HRA. The Company, however will have the right to terminate your appointment forthwith on account of misconduct, including but not limited to, fraudulent, dishonest or undisciplined conduct, or breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's or Client's property or breach of the confidentiality obligations. In all other cases, the Company will have the right to terminate the appointment by giving 60 days' notice or payment of basic salary and HRA in lieu of notice.
8. Any revisions of your compensation package, promotions, and your continued employment with the Company are all subject to you meeting the performance levels applicable to you from time to time. Your performance may be informally discussed with you by your manager/s on a regular basis.

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

080 3355 4554

Healthvista India Ltd. 69/B, 1st Cross, 1st Stage, Domlur Layout, [Next to Domlur Post Office], Bangalore-560071

PORTEA
HOME MEDICAL CARE SERVICES

CTC ANNEXURE

Compensation Structure		
Name	Chetana C	
Total Annual CTC (Rs.) :	400000	
Total Fixed Income (Rs.) :	400000	
Monthly CTC	33333	
Particulars	**Monthly**	**Annual**
Basic	13333	159996
HRA	6667	80004
Conveyance	1600	19200
Fixed Visit Allowance	0	0
Special Allowance	10133	121600
Gross Salary	**31733**	**380800**
Deductions		
PF	1600	19200
PT	200	2400
ESI	0	0
Total Deductions	**1800**	**21600**
Company Contributions		
PF	1600	19200
ESI	0	0
Gratuity *(As per the Act)*	0	0
Sub total	**1600**	**19200**
Fixed CTC	**33333**	**400000**
Total CTC	**33333**	**400000**

You will be covered under Group Medical Insurance up to Rs.1 Lac.

For Portea Medical Limited

Mr. Darshith Satheesh

Head - HR

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

080 3355 4554

Healthvista India Ltd. 69/B, 1st Cross, 1st Stage, Domlur Layout, [Next to Domlur Post Office], Bangalore-560071

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Rajasthan Grameen Ajeevika Vikas Parishad (RGAVP)
(III floor, B Block, UdyogBhawan, Jaipur, Phone – 0141- 2388643)

F. 2(77)RD/RGAVP/YPs/2014/ 874 Jaipur, dated: 23.01.2023

Director,
Indian Institute of Health Management Research
1, Prabhudayal Marg,
Near Sanganer Airport,
Jaipur - 302029

Subject: Campus Placement of Young Professionals at IIHMR Jaipur to Rajasthan Gramin Ajeevika Vikas Parishad, Jaipur

Dear Sir,

In reference to above, we are pleased to inform you that following students of your institution have been selected as Young Professionals in RGAVP, Jaipur after subsequent interviews held on January 02.01.2023. These YPs shall be given a monthly remuneration of Rs 30,000. They shall be given TA DA as per RGAVP rules. The detailed conditions of their service shall be shared with them in the contract document.

S. No.	Name of Selected Candidate
1	Gitil Tiriya
2	Lokanath Majhi
3	Saundarya Yadav
4	Daisy Choudhary
5	Navneet Kaur

Please direct all concerned to report to RGAVP, Jaipur Office at Udyog Bhawan, C-Scheme, Tilak Marg, Jaipur (Rajasthan) by 10th Feb 2023.

With Regards

SPM (Admin.)
RGAVP

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

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KIMS HOSPITALS

OFFER LETTER

To
Ms. Deepshikha Singh,
Jharkhand.

Jan 07, 2023

Dear Ms. Deepshikha,

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

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

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

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

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

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

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

For Krishna Institute of Medical Sciences Limited

Koteswara Rao CH
Sr. Manager – HR

KRISHNA INSTITUTE OF MEDICAL SCIENCES LTD. Secunderabad

Registrar
The IIHMR University
1, Prabhu Dayal Marg
Near Sitapura Industrial Area, Jaipur-302029

Krishna Institute of Medical Sciences Limited
Minister Road, Secunderabad - 500 003, Telangana, India
Phone: +91 40 4488 5000/4488 5184 | Fax: +91-40-27840980 | kimshospitals.com
CIN: L55101TG1973PLC040558

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KIMS

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

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

A Mamatha
Prepared
Mamatha A

CH Koteswara Rao
Approved
CH Koteswara Rao

KRISHNA INSTITUTE OF MEDICAL SCIENCES LTD. Secunderabad

Accepted
Deepshikha Singh

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

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Orbees

Orbees Business Solutions Pvt. Ltd.

Q1, B1, B2, B3, 6th Floor, Cyber Towers, Hitec City, Madhapur, Hyderabad – 500 081. CIN: U72200TG2006PTC049670
Tel: +91 - 040 - 2311 4722, Fax: +91 - 040 - 2311 4723. info@orbees.com | www.orbees.com | www.orbeesmedical.com

24th November 2022
Hyderabad

To,

Ms. Deepti Kiran
Chuna wali gali, opposite to church lane, Hariharganj,
Fatehpur, Uttar Pradesh - 212 601.

Dear **Ms. Kiran**

This has reference to the discussion you had with us during the campus interviews conducted by Orbees on 16th November 2022.

we are pleased to offer you paid internship followed by full-time employment in our organization. You will be designated as **Senior Analyst** after the internship period and your gross annual compensation will be Rs. 8,00,000/- per annum (rupees eight lakh only). 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 tentative joining for the internship will be in the month of February 2023. 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.**

Rakesh Valluru
Manager – Operations

Deepti Kiran

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

N Satheeshkanna

From: Piyush Upadhyay <piyushupadhyay.n@metropolisindia.com>
Sent: 22 December 2022 20:39
To: N Satheeshkanna
Cc: Meghna Telikicherla; SheetalWaghmare
Subject: Metropolis On campus :: IIHMR :: Recommended Students for Young Manager Programme

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 Satheesh ,

It was a pleasure to conduct campus placement drive in IIHMR, and thank you and your team for great hospitality extended. Out of the entire lot we have selected five students whose name are as below :

1. Mr. Rahul Chaudhari
2. Ms Naina Tyagi
3. Ms Dhriti
4. Ms Simran Chandwani.
5. Mr. Sultan

The Annual CTC will be offer Rs. 600000/-, We will get in touch with you for further updates. Needless to mention that the students were at par in their performances, we had a tough time to select the above lucky ones .

On behalf of metropolis limited extend warm regards to the student who we're not able to qualify.

regards

Piyush Upadhyay- SBU Head -HR | +91 9821593726 | Metropolis India
Integrity is in our veins | Empathy is in our blood | Accuracy is in our DNA

Taking Life Up A NOTCH

From: N Satheeshkanna [mailto:satheeshkanna@iihmr.edu.in]
Sent: 21 December 2022 14:27
To: Piyush Upadhyay <piyushupadhyay.n@metropolisindia.com>
Subject: [EXTERNAL]RE: Group Discussion Evaluation Sheet.xlsx

**** This is an EXTERNAL email. Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email. ****

Dear Sir,

Greetings!!!

As desired, herewith I have enclosed the student's details for your kind perusal.

Thanks & Regards,

IIHMR UNIVERSITY

N. Satheeshkanna,
Asst. Manager - Placements

Registrar
The IIHMR University
1, 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: Piyush Upadhyay <piyushupadhyay.n@metropolisindia.com>
Sent: 21 December 2022 09:25 AM
To: N Satheeshkanna <satheeshkanna@iihmr.edu.in>
Subject: Group Discussion Evaluation Sheet.xlsx

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Pls take print

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

1282

जन HOSPITAL

(A UNIT OF LEVEL 5 HEALTH LLP)
NAYA GOAN ROAD PALI (RAJ.)
Website: www.janhospital.com, Email: janhospitalpali@gmail.com
Mob: +91-7378-299299, Phone: 02932-299299, 299122

Date: 26-07-2023

To,

Dr. Digvijay Rathore,
MBA HHM,
IIHMR University, Jaipur.

Subject: Offer letter.

Dear Sir,

We are happy to inform you that you are appointed as full time **Hospital Manager - Marketing** at our 100 beds Multispecialty Hospital **"Jan Hospital, Pali"** from immediate effect on a consolidated salary package of 55,000/- per month. Your appointment will be considered from the date of joining. Your

Thanking you.

(DEVI LAL SANKHLA)
Designated Partner
Jan Hospital Pal
(A unit of Level 5 Health LLP)

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

Sri Balaji
Action Medical Institute
Multi Speciality Hospital

Date-24-04-2023

SBAMI/HR/MAL/2023/9499

Dr. Diksha Sethi
H No. 59,Sector-3,
Trikuta Nagar,Jammu,
Jammu & Kashmir-188020

Appointment Letter

Dr. Diksha,

This has reference to your application and subsequent discussion in connection with your appointment for the position of **Assistant Administrative Officer.** *In this regard, we are pleased to appoint you as* **Assistant Administrative Officer** *in the Department of* **Medical Administration** *with effect from* **24-04-2023**. You would be on a CTC of **Rs. 33,000/-per month** *(Rupees Thirty Three Thousand only)*per month as per details mentioned in Annexure A.

The appointment is subject to the following terms and condition: -

1. That you are appointed on contractual basis for a fixed period of one year as agreed upon during the discussions held with you. Your appointment would automatically come to an end on the expiry of the fixed period and no notice or notice pay or retrenchment compensation would be payable to you by the management. However, the tenure of your appointment may be further extended depending upon your performance at the sole discretion of the administration. Since your appointment is being made for a specified period, you will neither have any right or lien on a job held by you. Also you would not claim regular employment even if there is such a vacancy for the post held by you or otherwise. In case you continue to work even after the specified fixed period without any letter of extension, it would not be deemed that you became a regular or permanent employee.

2. You would initially be on probation for a period of six months. The probation period can further be extended, if your work, conduct, or performance is not found satisfactory. You would continue to be a probationer until you have been communicated in writing that you have successfully completed period of the probation to the satisfaction of the appropriate authority.

   During the period of probation the organization reserves the right to terminate your services without notice or salary and also without assigning any reason thereof. However, in case of your decision to resign, the same is to be with one month notice period or one month salary in lieu thereof. You can avail maximum of one leave during the notice period.

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Near Sanganer Airport, Jaipur-302029

3. You would be governed by the service conditions/ rules of **Sri Balaji Action Medical Institute** as amended from time to time. In all matters not specifically provided such as leaves, EPF, ESI and other legal benefits, you would be subject to the rules and regulations of the Institute, which are applicable to your category of employees.

4. Your working hours would be eight and half hours including half an hour break. However, you may be required to work in shift duties as per the duty roaster. You would comply with time office procedures in observing timings and weekly holidays and leave applicable to you as per rules and regulations of the Institute. In case you absent yourself from duty continuously for a period of 10 days, you would be deemed to have repudiated the above stated obligation. Such automatic discontinuation would be deemed as a repudiation of the terms of employment by you and not as termination of service by the Institute.

5. You would be required to deposit your one month's CTC or Rs 25000/- whichever is lesser as security. The amount of security would be deducted in ten equal monthly installments. The security would be refunded to you if you serve one month notice period. It would be forfeited if you leave service without serving the requisite notice period and proportionate deduction would be made if the period of notice falls short of required notice period of one month(This is applicable for contract of one year and above).

6. Your appointment is being made on the basis of your particulars such as qualifications, experiences etc as mentioned in your application for employment and in case any information given by you is found false or incorrect, your appointment would be deemed void-ab-initio and liable for termination without any notice or wages in lieu thereof.

7. You are required to perform your duties efficiently, diligently and to the best of your ability and generally to carry out duties and work as assigned to you from time to time. You would obey and comply with all lawful orders and directions given by the management and would punctually attend to your duties at the place or places where you are posted.

8. You would at all times maintain absolute integrity and devotion to duty and conduct yourself in a manner conducive to the best interests, credit and prestige of the Institute.

9. You would at all times conduct yourself soberly temperately and show proper respect and civility to all persons in authority over you and to all your colleagues and subordinates. You would conduct yourself graciously while dealing with the guests/ visitors and patients and would not conduct yourself in a manner, which may amount to a breach of discipline or which may otherwise offend the patients/visitors. In short you would do nothing, which may adversely affect the reputation of the Institute.

Registrar
The IIHMR University
1, Pr[illegible]u Dayal [illegible]
Near Sanganer Airport, Jaipur-302029

SBAMI/HR/MAL/2023/9499

Dr. Diksha Sethi

10. You would inform any change in your postal address within two days of the change, otherwise all communications sent to you at the address available in the official records would be deemed to have been served. You would be solely responsible for the consequences of not informing the Institute about the change and the Institute would have no liability arising out of it.

11. You would not, during the period of your employment with the Institute, work directly or indirectly in any trade or business either as employee, employer or partner or in any other capacity with or without remuneration without the express consent of the Institute obtained in writing.

12. Your place of posting would initially be at New Delhi. However, you can be transferred according to exigencies of work and solely at the discretion of the management from one place to another, from one department to another, from Institute to another unit whether existing at present in the NCT of Delhi or out of NCT of Delhi or to be set up or taken over or acquired at a later date in the NCT of Delhi or at any place in India. In case you are transferred out of Delhi, you would be given 3 days time for reporting besides traveling expenses. It would be your responsibility to make arrangement for your residential accommodation/ other arrangements. However the wages, grade if any, continuity of service and other conditions of services would remain same and would not be adversely affected by such transfer.

13. This appointment would be effective from the date of your joining the duties.

14. We look forward to having you as a member of our organization and wishing you all the best.

The above terms and conditions of this Appointment Letter are broadly as per our discussions held during interview. We sincerely hope that you would accept this appointment and sign the duplicate copy and return the same to H.R Dept.

Sincerely yours,

Dr. Anand Bansal
Medical Director

Accepted & Agreed By:

Name:

Signature & Date:

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

SBAMI/HR/MAL/2023/9499

ANNEXURE - 'A'

Sri Balaji Action Medical Institute

Name	Dr. Diksha Sethi
Designation	Assistant Administrative Officer
Department	Medical Administration
Employee ID	9499

Salary Breakup		
	Per Month	Per Annum
Basic	23,100	277,200
HRA	6,600	79,200
Conveyance	2,190	26,280
Gratuity*	1,110	13,320
CTC	33,000	396,000

* Gratuity Shall be payable as per payment of Gratuity Act as amended from time to time.

Dr. Anand Bansal
Medical Director

Accepted and agreed by:

Name:

Signature & Date

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

(1284)

cloudnine

Letter of Intent/Expression of interest

CONFIDENTIAL

23rd March, 2023

Dear Ms. Dinky Makhija,

Congratulations! You've landed on Cloudnine!

We are delighted to offer you the position of "Asst. Manager - Operations "in the "Operations" department.

On Cloudnine, we are continually scouring the country for bright, young talent who can infuse our brand with new blood, energy and spirit. We are a community of vibrant minds and kindred souls. And we'd love for you to be a part of it. We found that your experience and outlook meshes well with the skill sets we are looking for in this role, and we look forward to the value that you can add to our organization.

As and on Cloudnine, our organizational fabric is seamed together by four intrinsic values: Customer Centricity, Respect, Innovation and Integrity. We pride ourselves on being an organization that is equally outward and inward looking, channeling the energies harbored within us to our customers and well-wishers.

Our brand is also deep-seated in a guiding trinity we've christened the 3 C's: comprehensive care, clinical excellence and celebration. These principles lead the Cloudnine way beautifully, marrying superior care with little flashes of delight. Just as surely as the 3Cs are exemplified towards guests, they are mirrored towards employees. Our organization is rooted in superlative employee satisfaction and care, and the celebration of milestones big and small. Our work is tightly tethered to passion and play, and we love what we do. We cherish each day, and we want you to do the same.

There's only one step left before we embark on this brand-new, exciting journey. By accepting this offer letter, you can take your first step on Cloudnine. We promise you a treasure trove of new experiences that will keep you on Cloudnine for a long time to come.

You are requested to join us on or before 01st June, 2023

For any questions, please feel free to respond to this email and I'll be happy to address them for you.

Thanking you,
With best wishes,
For Cloudnine
(A unit of Kids Clinic India Ltd.)

Sofia Joseph
Head HR

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

cloudnine

Name	Dinky Makhija
Designation	Asst. Manager - Operations
Date of offer	23 March 2023
Date of Joining	1 June 2023
Employee ID	
Fresher/EPF Exempted	**Yes**

Earnings		
Components	**Monthly**	**Annualised**
Basic+DA	16,220	194,640
HRA	8,110	97,320
Special Allowance	15,399	184,788
Gross Earnings	**39,729**	**476,748**

Explanation of components	
Basic+DA	This is paid in compliance with the Minimum wages Act & Payment of wages Act
HRA	Paid towards House Rent. Tax exemption available under prevaling IT laws
Special allowance	Balancing amount to achieve target gross earnings
Gross Salary	This is a sum of the different components (Basic+HRA+Conveyance+PA)

Retirals		
Components	**Monthly**	**Annualised**
ESI Contribution (employer)	0	0
PF Contribution (employer)	0	0
Meritorious Contribution	780	9,360
Retirals	**780**	**9,360**

ESI	Coverage under the ESI Act, 1948. Subject to provisions of the Act.
PF	Coverage under the EPF Scheme, 1952. Subject to provisions of the EPF and Miscellaneous Act, 1952
Meritorious Contribution	Payable as per policy

Advance Statutory Bonus	**1,352**	**16,224**

Advance Statutory Bonus	Coverage under the Bonus Act, 1965, Subject to provisions of the Act. Monthly Advance Statutory Bonus paid against Annual Statutory Bonus amount.

Performance Linked Pay	**3,973**	**47,676**
Incentives	**0**	**0**

Performance Linked Pay	Payable as per policy
Incentives	Payable as per policy

Cost to Company	**45,834**	**550,008**

* these components are not encashable.
Income Tax will be as per the latest applicable slabs in force

TAKE HOME salary (excluding Performance Linked Pay, Incentives and Health Insurance Deductions) per month (BEFORE INCOME TAX) **40,881**

Plus

Health Insurance Coverage for Self and Family & Accident Insurance Coverage for Self as per policy. Deductions made

Special Allowance may be allocated to reimbursement options detailed below.

Reimbursement Options	Annual Limit
Food Coupons	Rs. 30,000

With best regards
For Cloudnine
(A unit of Kids Clinic India Limited)

The Registrar
MR University
Dayal Marg
Airport, Jaipur-302029

1285

KIMS HOSPITALS

OFFER LETTER

Jan 07, 2023

To
Ms. Divya Singh,
Maharashtra.

Dear Ms. Divya,

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

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

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

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

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

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

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

For Krishna Institute of Medical Sciences Limited

CH. Koteswara Rao

Koteswara Rao CH
Sr. Manager – HR

KRISHNA INSTITUTE OF MEDICAL SCIENCES LTD. Secunderabad

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

Krishna Institute of Medical Sciences Limited
Minister Road, Secunderabad - 500 003, Telangana, India
Phone: +91 40 4488 5000/4488 5184 | Fax: +91-40-27840980 | kimshospitals.com
CIN: L55101TG1973PLC040558

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KIMS

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

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

Prepared
Mamatha A

Approved
CH Koteswara Rao

KRISHNA INSTITUTE OF MEDICAL SCIENCES LTD. Secunderabad

Accepted
Divya Singh

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

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1286

Global Health Limited

LETTER OF INTENT

Ms. Divya Khandwai
IIHMR, Jaipur

Date: 7-Dec-22

Dear
Congratulations! We are pleased to offer you a position at Medanta, The Medicity on the following terms:

1.	Designation	**Management Trainee**
2.	Compensation	- Rs. 20,000/- (Rupees Twenty Thousand only) per month as stipend during dissertation period - Rs. 6,00,000/- (Rupees Six Lakhs per annum) upon degree being awarded (post completion of course, dissertation & feedback from Medanta mentor)
4.	Date of joining	1-Mar-23 or earlier, if possible.
5.	Current posting	Gurgaon

Please note this offer is subject to you being found medically fit. You will be governed by the general terms and conditions of the organization as published in the appointment letter which will be given to you post joining.

LIST OF DOCUMENTS REQUIRED FOR JOINING

1	Certificates & mark sheets of class 10th, 12th, Graduation, PG or any other professional course	2 Copies of each
2	Registration certificate from respective Clinical/Nursing/Pharmacy Council (as applicable)	
3	Internship completion certificate	
Mandatory for Doctors: All documents mentioned in 1&2 above has to be notarized or attested by a Gazetted Officer		
4	**PAN CARD** or Acknowledgement receipt if **"PAN applied for"** (30% tax will be deducted in absence of PAN Card, Irrespective of CTC)	
5	Address Proof (Passport / Voter card / Driving license)	
6	Appointment Letter and salary slip from the last employer	
7	Relieving Letter/Resignation acceptance from the last employer	
8	Experience Certificate from all previous employers	
9	Other Documents • 5 Passport Size photographs • 1 Family Photograph for ESI Card (if applicable) • Copy of Vehicle Registration Certificate (RC) incase parking facility is required	

Please return the duplicate copy of this letter duly signed as acknowledgement in case offer is acceptable to you.
We look forward to your being part of Medanta, The Medicity.

Yours faithfully,
For **GLOBAL HEALTH LTD**

MANOJ GUPTA
SENIOR VICE PRESIDENT & HEAD – HUMAN RESOURCES

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

I Accept

(1287)

Placements

From:	*Rawatkar, Ateet <arawatkar@deloitte.com>*
Sent:	*15 September 2022 20:08*
To:	*Priyanka Peter; N Satheeshkanna; Placements*
Cc:	*Pillay, Kanchan; Menon, Hari; Singhi, Nidhi; USI Consulting Campus TA*
Subject:	*Confirmation of Verbal Offers || IIHMR Jaipur*
Attachments:	*Deloitte USI Consulting_IIHMR Jaipur_VOE.xlsx*

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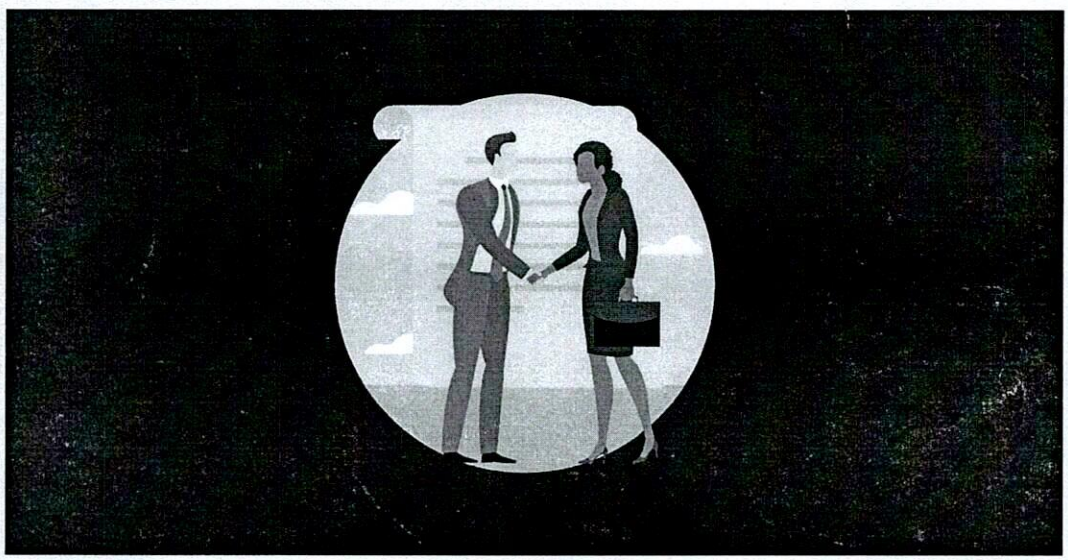
Deloitte Consulting | September 2022



Shortlisted candidates

Confirmation

Dear Team,

Thank you for participating in the 2022 Campus Recruitment by **Deloitte Consulting.**

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

On behalf of our organisation, we would like to thank you for all your support and collaboration.

As a follow-up to the **13** offers communicated verbally, we have attached the complete list of students selected from your institution. Please fill in the required information in the given format by downloading the document and send it back to us by 16th September 2022.

We will be reaching out to each of these selected candidates for key information/documents to release the offer.

We look forward to receiving further details from your end. Please feel free to write to us if you have any questions.

Please reach out to us if you have any queries.

Best regards,

Campus Team

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v.E.1

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

S.No	Full Name	Offer Acceptance	Title/Designation
Example	*John Peter*	*Accept/Reject*	*Analyst*
1	Nikita Singh		Analyst
2	Sahana Mohan		Analyst
3	Isha Phadke		Analyst
4	Rupali Maheshwari		Analyst
5	Pradipta Bhattacharya		Analyst
6	Divya Swamy		Analyst
7	Shreya Damle		Analyst
8	Kopal Bansal		Analyst
9	Faizan Kadiwala		Analyst
10	Manisha Sharma		Analyst
11	Yash Nagpal		Analyst
12	Yash Kalyani		Analyst
13	Glory Samal		Analyst

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

Placements

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

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Deloitte.

Deloitte Consulting | September 9, 2022

Eligibility criteria and profile details

Dear Team,

Thank you for your time.

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

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

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

Eligibility Criteria:

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

Link to our Job Description & more on profile:	Please refer attached JD- ***Deloitte USI Consulting_Healthcare JD.pdf"***
Registration Link:	Click Here

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

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

Important dates for the process:

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

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

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

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Please feel free to contact us if you have any questions.

Kind regards,
Campus Team

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Placements

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

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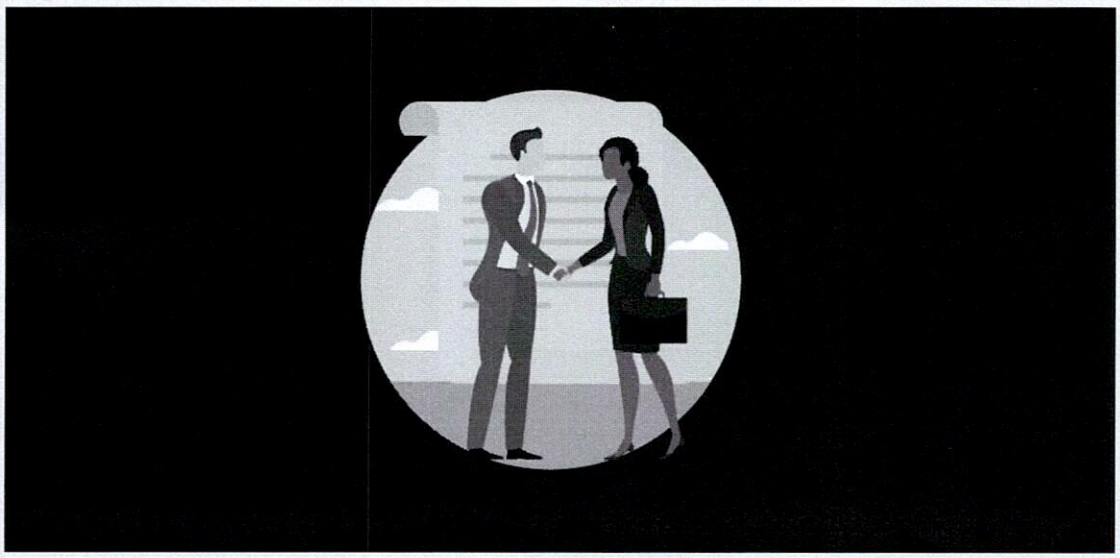
Deloitte.

Deloitte Consulting | September 9, 2022



Eligibility criteria and profile details

Dear Team,

Thank you for your time.

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

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

Eligibility Criteria:

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

Link to our Job Description & more on profile:	Please refer attached JD- ***Deloitte USI Consulting_Healthcare JD.pdf"***
Registration Link:	Click Here

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

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

Important dates for the process:

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

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Kind regards,
Campus Team

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1988

Health Insurance
Aditya Birla Health Insurance Co. Limited
(A subsidiary of Aditya Birla Capital Ltd.)

ADITYA BIRLA CAPITAL
PROTECTING INVESTING FINANCING ADVISING

Dr. Gagandeep Kaur
IIHMR

Dear **Dr. Gagandeep**,

Congratulations on your selection with Aditya Birla Health Insurance Co. Ltd.!

With reference to your application and subsequent selection process, we are pleased to confirm your selection to join the **"Aditya Birla Health Insurance Co. Ltd."** as **Management Trainee.**

You are joining a team of young enthusiasts who strive to give their best each day. We look forward to see you grow and develop into an astute professional who along with commitment towards work, exhibit care, concern and compassion towards fellow employees. We hope that you find your work to be meaningful, challenging and equally rewarding.

We wish to see you grow both personally and professionally while you commit yourself to enhancing lives of the customers entrusted in your care.

A detailed letter of appointment will be issued to you on your joining. We would expect you to join us latest by **19th June 2023**. In the event of you not being able to join on or before the joining date as mentioned, please intimate the undersigned in writing, failing which this offer will be deemed void.

Kindly note that this offer is valid subject to submission of all required documentation, feedback from your Business School and satisfactory results of your pre-employment medical examination as well as satisfactory results.

Initially you will be on probation for a period of 12 months from the date of your joining us and your confirmation thereafter would be in writing and would depend on your satisfactory performance else you would continue in Probation. During the probation either party may terminate the service by giving 30 Days notice or payment in lieu of Notice.

Kindly send the acceptance of this offer letter and the **Annexure A** as an acknowledgement and have it sent to us within 2 days of receipt of this offer.

We wish you a great learning and enriching experience.
Happy Learning!

Best Wishes,

Ankesh Amin
Head – HR, Training & Admin

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Annexure "A"

Name	: Dr. Gagandeep Kaur	Unit	: Aditya Birla Wellness Co. Pvt. Ltd
Date of Joining	: 19/06/2023	Function	: Ops - Underwriting - Retail
Job Band	: MT	Location of Posting	: Thane
Designation	: Management Trainee	Performance Review Year	: April to March
Fucntional Designation	: Management Trainee	Compensation Review Year	: July to June

	Per MONTH	Per ANNUM	Remarks
Salary		**2,45,000**	
Basic Salary	20,417	2,45,000	This is paid on a monthly basis. Retirement benefits are linked to it.
Allowances/ Reimbursements		**2,91,316**	
Leave Travel Allowance		10,000	This covers reimbursement for travel on leave within India. It is governed u IT Act where one can take tax exemptions twice in a block of four years.
Education Allowance	100	1,200	This is paid on a monthly basis.
Special Allowance	21,943	2,63,316	This is paid on a monthly basis. This does not have any link to retirement benefits.
Statutory Bonus		16,800	
Guaranteed Cash		**5,36,316**	
Retirement Benefits		**41,185**	
Employers Contribution to Provident Fund (12% of Basic)	2,450	29,400	The employer contributes to the extent of 12% of basic salary.
Gratuity (15 days Basic)		11,785	This is governed by the Payment of Gratuity Act.
Fixed Compensation w/o housing		**5,77,500**	
Housing		**1,22,500**	
HRA	10,208	1,22,500	This is calculated @ 50% of Basic Salary. This amount is paid as a part of the monthly salary
Fixed Compensation		**7,00,000**	
Variable Pay		1,05,000	This is a performance linked pay plan as applicable to your role. This amount is the target pay on achievement of 100% of the target set for individual, function and organization. The amount indicated here is for a performance period of 12 months, Apr-March. The actual payout will vary due to performance levels and period worked in the performance period.
Cost to Company		**8,05,000**	
Benefits/ Perks not Valued			
Mobile Phone		Yes	Rental and official calls (For VIL subscriptions only).
Hospitalization Insurance		Yes	As per company's GMC policy - Sum Insured is Rs 5 Lacs p.a. for self and dependents. This is a Co-Pay policy
Accident Insurance		Yes	As per company's GPA policy - Sum Insured is Rs 50 Lacs. This is borne by the company.
Term Insurance		Yes	As per company's GTL (Nischint) policy - Sum Insured is Rs 10 Lacs. Coverage as per company's policy.

Notes:
- Taxes as applicable, to be borne by the incumbent, as per prevailing tax laws.

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Tata AIG General Insurance Company Limited
Regd Office: 15th Floor, Tower A, Peninsula Business Park,
G. K. Marg, Lower Parel, Mumbai - 400 013.
Tel. No.: +91 22 66930000
www.tataaig.com
IRDA Registration No.: 108
CIN : U85110MH2000PLC128425

Great Place To Work. Certified

TATA AIG INSURANCE
WITH YOU ALWAYS

06 October 2022

Dr. Gaurav Paul
Shree Ganesh Apartment
Siliguri, WB-440013
India

Dear Gaurav

Subject: Offer Proposal

We, Tata AIG General Insurance Company Limited are pleased to extend you an offer proposal for the position of **MT** at **MT** in **Health Insurance** department.

Your initial place of posting would be **Peninsula.** The Company reserves right to transfer you to any location / department and / or job role in India or abroad in the future, as maybe required for the Company's business requirement.

Your annual Cost to Company will be Rs. **900,000.00** per annum. The compensation details are detailed in the 'Annexure' to this offer letter. You will be eligible for performance bonus / incentives as per the Company's policies from time to time.

This offer letter is contingent upon the successful completion of health declaration and background verification that may be conducted by the Company or any other external agency authorized to conduct the same. By accepting this offer letter, you hereby give your unconditional consent to the Company or any third party appointed / nominated by the Company to conduct background verification including but not limited to current and past employers, criminal conviction records, university / school / college records, professional and personal references and other verifying sources / authorities.

We would expect you to revert with offer acceptance within 3 working days of receipt of this offer letter and join us latest on or before 22 July 2024, beyond which the offer and this offer letter would stand withdrawn, unless a new date is by the Company in writing.

A detailed appointment letter will be issued to you upon joining and completion of requisite documents submitted by you or as may be required by the Company.

Yours Sincerely,

For **Tata AIG General Insurance Company Limited.**

Jitesh Bawa

Chief Human Resource Officer

tataaig.com | think ahead

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ANNEXURE

Name	Gaurav Paul
Designation	MT
Band	MT
Location	Peninsula
Department	Health Insurance

Pay Component (A)	**Per Annum (Rs.)**	**Remarks**
Basic Salary	297,000.00	Fully Taxable
House Rent Allowance (HRA)	148,500.00	Taxability as per applicable IT provisions on HRA
Flexi Allowance Plan (FAP)	404,574.00	Taxability as per applicable IT provisions on (FAP)
Statutory Bonus	0.00	
Total of (A)	**850,074.00**	
Statutory Benefits (B)		
Provident Fund (Employer Contribution)	35,640.00	As per the applicable law
Gratuity	14,286.00	As per the applicable law
Total Fixed Cost (A+ B)	**900,000.00**	
Target Annual Performance Bonus (C)	**270,000.00**	Performance Bonus is payable once a year, maximum up to 30% of fixed CTC based upon the individual performance & Company performance. The mentioned is at Target level Company performance
Maximum Earning Capacity (A+B+C)	**1,170,000.00**	

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Statutory Bonus shall be payable in accordance with The Payment of Bonus Act, 1965, as applicable.

*Gratuity shall be payable in accordance with The Payment of Gratuity Act, 1972, as applicable.

*Note-All of the Above Payments would be subject to tax and other deductions as per norms.

Guidelines on Annual Performance Bonus:
You will be eligible for an Annual Performance Linked Bonus Pay in the relevant performance year under review which will be based on individual performance and Company performance. Target bonus amount mentioned above will be the maximum payable and there is no guaranteed amount. Any employee earning incentives during the year or serving notice period on the date of pay-out will not be eligible for this component. Payment of Annual Performance Bonus is as per the Company policy, which is subject to change basis management discretion.

Guidelines for Flexi Allowance Plan:	
a) Each employee is entitled to exercise his / her choice of apportionment of FAP subject to total limits available against each allowance	
b). The below selection shall be taxable / non-taxable as provided for under the Income Tax act and the rule there made under and amended from time to time	
Allow / Reimb Head	Permissible Limit (in INR)
Food Coupons	Rs 15000 (or) 26400 per annum
Gift Vouchers	Rs 4999 per annum
LTA	Upto Rs. 2 Lakhs per annum
Children Hostel Allowance	Rs 300 per child per month up to a max of 2 kids
Education Allowance	Rs 100 per child per month up to a max of 2 kids
Vehicle & Fuel Maintenance (Only for Band 3 & Above Levels)	Rs 21600 per annum
Driver Salary (Only for Band 3 & Above Levels)	Rs 10800 per annum
Telephone Reimbursement	Rs 12000 or 24000 per annum
National Pension Scheme	10% of the basic Salary or 1.5 Lakhs whichever is lower

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Other Benefits*	Cover
Group Mediclaim Insurance cover	Self, Spouse and 2 dependent children on a family floater basis.
Group Term Life Insurance cover	Two times of Annual fixed compensation less retirals or Rs.10,00,000 whichever is higher. (Retirals includes PF and Gratuity)
Group Personal Accident Insurance cover	Applicable as per the company policy.
Voluntary Parents Mediclaim Policy	An employee can cover his/her dependent Parents and/ or Parents in laws. This is a voluntary policy where the premium will be borne by the employee.

*** Please refer the Individual Policy Documents for more details**

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Neta Scientific

LAB SUPPLIES AND SOLUTIONS

Independent Contractor Conditional Job Offer

February 22, 2023

Gauri Sanjay Rane

Dear Gauri,

It is with great pleasure that Neta Scientific, Inc. offers you the contractor role of Supplier Fulfilment Specialist. You will be reporting to Kayla McDonald and your start date is scheduled for **March 1st, 2023.**

This is a contractor position that is NOT eligible for overtime or benefits. You will be scheduled to work between the hours of 8:00am and 5:00pm US Eastern Standard Time. We are offering you a rate of $1,000.00 (USD) gross/monthly and will be paid monthly via international wire on the last business day of the month.

In addition, your compensation includes the following (these details are for information purposes and are subject to any policy or plan changes) options:

Company issued computer - after satisfactory completion of six (6) months.

Reimbursement for Internet service - $20.00/month.

Five (5) paid leave days per contract year:

- 3 Planned leaves (PL) and 2 Sick leaves (SL).
- To be eligible for Paid leaves, the minimum tenure required with Neta is three months.
- To be eligible for Planned leaves, you would need to inform us 30 days in advance
- Paid leaves are subject to approval.
- Paid leaves must be used during the contract year and are not eligible for carryover or cash payout.

We as a team need to make sure the benefit provided by Neta is utilized in the correct manner by making sure work and productivity is not affected.

In any situation we determine paid leaves are misused and affecting the day-to-day work will lead to ineligibility.

An annual bonus up to 10% of annual gross wages ($1,200.00 USD) based on performance in the following areas (criteria to be determined):

- Please see Essential Functions

This job offer is contingent upon the following:

- Signing of our Independent Contractor Agreement

Please indicate your acceptance of our offer by signing below and returning one scanned copy of the letter via email, with your original signature, to dragan.karajovic@netascientific.com. no later than **February 24th, 2022**. If you have any questions about this offer, please contact Dragan Karajovic (VP of Business Development) via email at dragan.karajovic@netascientific.com.

Sincerely, Dragan Karajovic (VP Business Development) Date: 2-22-2023 Signature: Dragan Karajovic

I have read and understood the provisions of this offer of employment, and I accept the above independent contractor conditional job offer. I understand that my employment with Neta Scientific, Inc. is as an independent contractor and bound by the Independent Contractor Agreement.
This offer shall remain open until February 24th, 2023. Any acceptance postmarked after this date will be considered invalid.

Date: 2-23-2023 Signature: Rane Gauri Sanjay Rane

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DocuSign Envelope ID: AE918F44-588E-4044-B03D-803A4C88B7A4

Deloitte.

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Deloitte Tower, Survey No. 41, Gachibowli Village, Ranga Reddy District, Hyderabad - 500032, Telangana, India

Tel: +91 040 67621000
www.deloitte.com

Nov 29, 2023

Ms. Glory Samal
Plot No. 535/4495, Ward No. - 09, Po - Kapaleswar, Ps - Choudwar,
Cuttack, 754071
India

Subject: Offer of Employment

Dear Glory Samal:

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 **January 8, 2024**.

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

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

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

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

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

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

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

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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.

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

Sincerely,

For Deloitte Consulting India Private Limited
Best regards,

DocuSigned by:
Pooja Madnani
2B8F65B8ECE5489...

By: _____
Signature

Authorized Signatory

Acceptance

I, **Glory Samal**, hereby accept the terms and conditions of this employment offer.

Please sign and date your Acceptance

DocuSigned by:
Glory Samal
1BC7A9B266E4422...

_____ Nov 29, 2023

Signature Date

Sealed By: DS DELOITTE CONSULTING INDIA PRIVATE LIMITED 10
Sealed Time: 2023.11.29 11:28:37 -08:00

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Annexure A

Ms. Glory Samal **Analyst**

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

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

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

Contd/-....

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Annexure A

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

	[1a]*Communication Expenses*	[1b]*Fuel Expenses*
Employee Level - Analyst	*Only one Post paid mobile, one Land Phone and One internet connection bill(s) can be claimed.*	*Petrol / Driver / Insurance / Repairs & Maintenance*
	Rs./₹ 3,000/- per month	**Rs./₹ 7,500/-** per month

[1a] The internet/telephone/mobile bills should be in the Employee's name.

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

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

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

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

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

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

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

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

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

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

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

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

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

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Deloitte.

Glory Samal **Hyderabad**

Annexure B

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

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

PRELIMINARY MATTERS

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

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

PROTECTION OF OUR BUSINESS

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

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

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

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

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

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

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

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

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

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

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

10. Ownership of *Works*.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

OTHER POST- *EMPLOYMENT* OBLIGATIONS

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

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

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

OUR ENFORCEMENT RIGHTS AND REMEDIES IN THE EVENT OF A BREACH

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

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

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

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

MISCELLANEOUS

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

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

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

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

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

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

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

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

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

DocuSigned by:
For Deloitte Consulting India Private Limited
Pooja Madnani
2B8F65B8ECE5489...
Pooja Madnani
Talent

Authorized Signatory

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

DocuSigned by:
Glory Samal
1BC7A9B266E4422...

Glory Samal

Signature | Name

Sealed By: DS DELOITTE CONSULTING INDIA PRIVATE LIMITED 10
Sealed Time: 2023.11.29 11:28:37 -08:00

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EXHIBIT A

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

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

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

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

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

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

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

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

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

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

Independence – National Office (Independence) of Deloitte LLP.

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

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

PCAOB – the United States Public Company Accounting Oversight Board.

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

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

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

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

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

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

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

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

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

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

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

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EXHIBIT B

Pre-existing Creations; Pre-existing Agreements or Arrangements

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

[If yes, please enter details below]

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

Title	**Date**	**Brief Description**

DocuSigned by:
Glory Samal
1BC7A9B266E4422...

Signature

Nov 29, 2023

Date

Glory Samal

Name (Print)

ACCEPTED AND AGREED TO:
Deloitte Consulting India Private Limited

DocuSigned by:
Pooja Madnani
2B8F65B8ECE5489...

Pooja Madnani
Talent

Its: Authorized Signatory

Nov 29, 2023

Date

Sealed By: DS DELOITTE CONSULTING INDIA PRIVATE LIMITED 10
Sealed Time: 2023.11.29 11:28:37 -08:00

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

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EXHIBIT C

Proceedings

[none, unless otherwise specified]

	Yes, I do have *Proceedings* to report
X	No, I do not have *Proceedings* to report

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

DocuSigned by:
Glory Samal
1BC7A9B266E4422...

Signature	Name	Date
	Glory Samal	Nov 29, 2023

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EXHIBIT D

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

[none, unless otherwise specified]

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

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

Name of Client	Specified Kind of Services(s) Permitted

ACCEPTED AND AGREED TO:

Deloitte Consulting India Private Limited

DocuSigned by:
Pooja Madnani
2B8F65B8ECE5489...

Pooja Madnani

Talent

Its: Authorized Signatory

Nov 29, 2023
Date

I have read and understood the above policy terms.

DocuSigned by:
Glory Samal
1BC7A9B266E4422...

Signature	Glory Samal Name	Nov 29, 2023 Date

Sealed By: DS DELOITTE CONSULTING INDIA PRIVATE LIMITED 10
Sealed Time: 2023.11.29 11:28:37 -08:00

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

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Terms and Conditions of Service

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

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

Terms of Service

1. COMPLIANCE WITH INDEPENDENCE, ETHICS AND OTHER REQUIREMENTS

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

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

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

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

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

---

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

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

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3. HARRASSMENT POLICY

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

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4. WORKING HOURS, HOLIDAYS, LEAVES AND MATERNITY BENEFITS

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

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

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

5. RETIREMENT AGE

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

6. TRANSFERS

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

7. NOTICE PERIOD FOR TERMINATION OF SERVICES

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

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

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

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

8. MISCONDUCT

Misconduct may include but is not limited to:

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

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

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

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

Glory Samal
1BC7A9B266E4422...

Signature

Glory Samal

Name

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

DocuSign Envelope ID: AE918F44-588E-4044-B03D-803A4C88B7A4

Deloitte.

Nov 29, 2023

Ms. Glory Samal

Plot No. 535/4495, Ward No. - 09, Po - Kapaleswar, Ps - Choudwar,

Cuttack, 754071

India

Training Agreement

Dear Glory Samal:

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

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

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

Sincerely,
For **Deloitte Consulting India Private Limited**

DocuSigned by:
Pooja Madnani
2B8F65B8ECE5489...

By: _____
Signature

Authorized Signatory

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Near Sanganer Airport, Jaipur-302029

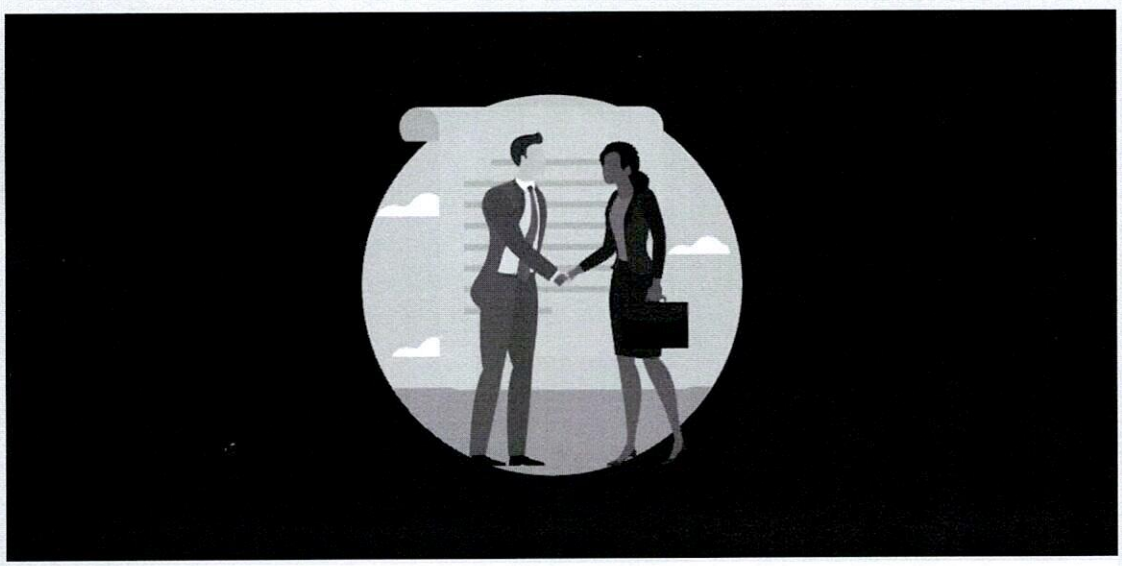
Placements

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

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

Deloitte.

Deloitte Consulting | September 9, 2022



Eligibility criteria and profile details

Dear Team,

Thank you for your time.

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

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

Eligibility Criteria:

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

Link to our Job Description & more on profile:	Please refer attached JD- ***Deloitte USI Consulting_Healthcare JD.pdf"***
Registration Link:	Click Here

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

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

Important dates for the process:

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

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

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

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Please feel free to contact us if you have any questions.

Kind regards,
Campus Team

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

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No representations, warranties or undertakings (express or implied) are given as to the accuracy or completeness of the information in this communication, and none of DTTL, its member firms, related entities, employees or agents shall be liable or responsible for any loss or damage whatsoever arising directly or indirectly in connection

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v.E.1

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Placements

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

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

Deloitte.

Deloitte Consulting | September 9, 2022

Eligibility criteria and profile details

Dear Team,

Thank you for your time.

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

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

Eligibility Criteria:

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

Link to our Job Description & more on profile:	Please refer attached JD- ***Deloitte USI Consulting_Healthcare JD.pdf"***
Registration Link:	Click Here

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

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

Important dates for the process:

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

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

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

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Please feel free to contact us if you have any questions.

Kind regards,
Campus Team

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

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1292

Birla Fertility & IVF

BFIP/HR/LOI/Emp/2022/229

Date 1 Dec 2022

Gunjan Raghav
Sector MU-1, Greater Noida,
Uttar Pradesh- 201310

Dear **Gunjan,**

Based on our discussions, we are pleased to offer you the position of **Management Trainee** at Job Level 2 with Birla Fertility & IVF.

Your compensation details are mentioned in Annexure A. You will be on probation initially for a period of 3 months from the date of your joining. Probationary period shall be deemed to have been extended till such time as your services are confirmed in writing. Statutory deductions apply as per income tax rules. Your next salary revision would be subsequent to you achieving the performance deliverables in April 2024.

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

We would like you to join us at the earliest possible. Your date of joining should not be later than Thursday, 15-Jun-23. We look forward to a long and mutually rewarding relationship.

Please share the accepted copy of the offer for records.

Best Regards,

Prerna

Prerna
Vice President, HR
Birla fertility & IVF
(A Unit of CK Birla Healthcare Pvt. Ltd.)

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Birla Fertility & IVF

BFIP/HR/LOI/Emp/2022/229

Annexure A Compensation Details | CK Birla Healthcare Private Limited			
Name		Gunjan Raghav	
Designation		Management Trainee	
Company		CK Birla Healthcare Private Limited	
Date Of Joining		15-Jun-23	
S. No.	Component	Calculation (PM)	Calculation (PA)
MONTHLY PAYMENTS (A) :			
1	Basic	₹ 15,000	₹ 180,000
2	HRA	₹ 7,500	₹ 90,000
3	Special Allowance	₹ 39,281	₹ 471,368
4	Statutory Bonus	₹ 1,275	₹ 15,300
	TOTAL (A) - 1 to 4	**₹ 63,056**	**₹ 756,668**
RETIRALS (B):			
5	PF (Employer Contribution)	₹ 1,950	₹ 23,400
6	Gratuity (4.81% of Basic pay)	₹ 722	₹ 8,664
7	ESIC (Employer Contribution)	₹ 0	₹ 0
8	Labour Welfare Fund (Employer Contribution)	₹ 50	₹ 600
	TOTAL (B) - 5 to 8	**₹ 2,722**	**₹ 32,664**
OTHERS (C):			
9	Group Mediclaim Insurance Premium (GMC)*	₹ 825	₹ 9,905
10	Personal Accident Insurance Premium (GPA)	₹ 15	₹ 174
11	Group Term Life Insurance Premium (GTL)	₹ 49	₹ 589
	TOTAL (C) - 9 to 11	**₹ 889**	**₹ 10,668**
	Total C.T.C (A+B+C)	**₹ 66,667**	**₹ 800,000**

Notes:
*GMC: The Group Medical Insurance Premium covers your family as per the eligiblity of policy coverage.

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KARKINOS

EMPLOYMENT AGREEMENT

This Employment Agreement ("Agreement") is entered into on this 31st May 2023 and is effective from 1st June 2023.

BY AND BETWEEN:

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

AND

Gurmilan Kour, currently residing- H.NO. 165, Sec 13 Nanak Nagar, Jammu, J & K
(Hereinafter referred to as "Employee" which expression shall, unless repugnant to the context or meaning thereof, be deemed to include the employee's successors, legal heirs and permitted assigns), of the OTHER PART

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

WHEREAS:

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

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

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

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1. Definitions and interpretations

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

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

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

2. Employment

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

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

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

2.4. There will be No paid leaves during probation and during serving notice period.

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

2.6. During the course of the employment, the Employee shall perform such duties, functions and responsibilities as the Board shall from time to time determine and entrusted to the employee. The Employee shall provide their services in accordance with the directions of **State Head - Operations Madhya Pradesh**.

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

3. Time to be devoted to Employment; Leave Entitlement

3.1. During the course of the employment, the Employee shall devote all of their professional and

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the Company (ii) solicit or render services to or for a client of the Company (whether present or future) (iii) interfere with the Company's business (iv) employ any present or former employee of the company.

Further, the Employee hereby acknowledges that the type and periods of restriction imposed in the provisions of this Article 6 are fair and reasonable and are reasonably required in order to protect and maintain the legitimate business interests and the goodwill associated with the Business.

7. Confidentiality/ NDA

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

7.1.1. any such Confidential Information; or

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

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

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

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

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

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business time, attention and energies to the business and affairs of the Company.

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

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

4. Remuneration

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

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

5. Invention Assignment Rights

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

6. Non-Competition and Non-Solicitation

6.1. The Employee hereby undertakes that during the term of employment with the Company and for a further period of 1 (one) year from the date employee ceases to be in the employment of the Company ("**Non-Compete Period**"), the employee shall not, as an individual, partner, employee, consultant, shareholder, member, or in association with any Person, except on behalf of the Company, in any manner, directly or indirectly, during the Non-Compete Period: (i) Compete with

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

8. Termination of Employment

8.1. The Employee's employment may be terminated for Cause immediately upon notice to the Employee. For the purpose of this Agreement, "Cause" shall mean: (i) a charge sheet being filed against the Employee (ii) gross negligence or misconduct by the Employee (iii) breach of terms of employment or company policy by the Employee (iv) Employee declared as insolvent under law (v) acts or omissions by the Employee that are grounds for summary termination of employment (vi) abandonment of continuous absence for a period greater than 5 days without notice to Company.

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

9 Obligations upon Termination

Obligations of the Company

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

Obligations of Employee

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

10. Representations and Warranties

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

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

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

10.1.3. the execution of this Agreement by the employee and performance of the employee's obligations, responsibilities and duties hereunder shall not result in the breach of any of the employee's obligations, covenants or undertakings (including any professional, statutory, contractual or fiduciary duties or obligations) to any other Person.

11. Remedies

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

12. Governing Law and Dispute Resolution

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

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

13. Miscellaneous

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

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

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

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

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

13.6. Save and except as otherwise provided in this Agreement, the waiver of any default or breach

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under this Agreement by any Party shall not constitute a waiver of the right to terminate this Agreement or otherwise exercise rights or remedies for any subsequent default of a similar nature or under any other terms and conditions of this Agreement.

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

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

For Karkinos Healthcare Private Limited., Through its authorized signatory R Venkataramanan Name: R. Venkataramanan Designation: Founder/ CEO Date: 31st May 2023	Employee: Gurmilan Kour Gurmilan Kour Name: Gurmilan Kour Designation: Management Trainee Date: 31st May 2023

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SCHEDULE A

Details of Remuneration

ANNEXURE 1:

The annual compensation details are as follows:

SALARY COMPUTATION		
Components	**Per Annum**	**Per Month**
Basic	289,200	24,100
Hra	144,600	12,050
Special Allowance	144,600	12,050
Gross Salary	**578,400**	**48,200**
Total CTC	**600,000**	**50,000**
Deductions		
Provident Fund	21,600	1,800
Professional Tax	2,400	200
Total Deductions	**24,000**	**2,000**
Net Pay	**554,400**	**46,200**
Employer Contribution to PF	21,600	1,800

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COMMUNITY EMPOWERMENT LAB

Ref: CEL/HCAP/202307/004

Date: 15-Jul-2023

To,
Dr. Gyanu Dev
IIHMR, Jaipur

Sub: Offer Letter

Dear Dr. Gyanu,

It is our pleasure to extend the following offer letter to you on behalf of Community Empowerment Lab (CEL), further to the interview and discussions you have had with us.

We are pleased to offer you a position as "**Program Associate**". You will be based at CEL's Kanpur Nagar office, you will play an important role in PSBI-IR study and other in-depth work with our organization need for initial period. This involve collaborate with cross-functional teams to support study teams to achieve the objectives. You will travel occasionally to other locations in order to effectively carry out your duties.

Term of Consultancy:

This is a full-time offer with the date of Joining from 20th July, 2023. The first 6 months of your consultancy will be a probationary period. Based on your satisfactory performance in the probation period the contract will be extended.

Consultancy Fees:
Your fee is fixed/deliverables based at a gross consultancy fee of **INR 5,50,000/- per annum**. Your fees will be disbursed to your bank account within 7 working days upon submission of the approved invoice.

Taxes:
CEL will make deductions for Income Tax and other statutory deductions from your fees, as per Income Tax rules and provisions, and deposit the same with the concerned Treasury/Department.

Reimbursements:
CEL shall reimburse you for all reasonable expenses incurred in the proper performance of your duties hereunder against prior approval and production of written evidence of such expenses to the reasonable satisfaction of your CEL manager/ approving authority, and in accordance with CEL's travel & business expenditure policy.

General:
On joining the organization, you shall abide by the rules and regulations of the organization as

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may be in force from time to time. You will be required to maintain utmost secrecy in respect to proprietary, confidential data information, documents and the organization's Human assets profile. Regular performance reviews will be done to benchmark your performance against company standards.

We welcome you on board. At the time of joining, the Human Capital team will give you a detailed consultancy agreement. We would expect you to join on 20th July, 2023 in keeping with our discussions with you, otherwise this offer will stand withdrawn automatically within ONE week of the joining date, or it stands canceled in case of any deviations in information provided by you.

It's our pleasure to welcome you to CEL. We sincerely hope that you will look favorably upon this offer. We at CEL look forward to working with you.

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

With best wishes,
For Community Empowerment Lab

Vinay Pratap Singh
Director – Research Management

AGREED AND ACCEPTED:

DATE OF ACCEPTANCE:

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Near Sanganer Airport, Jaipur-302029

ART FERTILITY CLINICS

Science Assisting Nature

Date: 01-Jul-2023

Name: Hafsah Mahendinawaz Kureshi

Address: 303/304 B-Wing, Nutan Nagar, Valsad, Gujrat

Appointment Letter

Dear Hafsah Mahendinawaz Kureshi,

We have pleasure in appointing you as **Relationship Manager** based at **Jubilee Hills - Hyderabad**, effective **01-Jul-2023**, on the following terms and conditions:

1. **Placement & Compensation**
   You will be placed in the appropriate band / responsibility level of the Company, and will be entitled to compensation (salary and other applicable benefits) as detailed in *Annexure "A"* subject to applicable taxes. Compensation will be governed by the rules of the Company on the subject, as applicable and/or amended hereafter.

2. **Posting & Transfer**
   Your initial posting will be at **Jubilee Hills - Hyderabad**. However, your services are liable to be transferred, at the sole discretion of Management, in such other capacity as the company may determine, to any department / section, location, associate, sister concern or subsidiary, at any place in India or abroad, whether existing today or which may come up in future. In such a case, you will be governed by the terms and conditions of the service applicable at the new placement location.

3. **Full time employment**
   Your position is a full time employment with the Company and you shall devote yourself exclusively to the business and interests of the company. You will not take up any other work for remuneration (part time or otherwise) or work in an advisory capacity or be interested directly or indirectly (except as shareholder / debenture holder), in any other trade or business during your employment with the company, without permission in writing of the Board of Directors of the Company. You will also not seek membership of any local or public bodies without first obtaining specific permission from the Management.

4. **Probation**

   You will be on probation for a period of six months. The period of probation can be extended at the discretion of the Management and you will continue to be on probation till an order of confirmation has been issued in writing.

5. **Background Verification**

   Your employment by the Company is conditional upon and subject to completion of background verification of your employment application and documents submitted by you.
   If any of the details are found to be incorrect or falsified at any point of time during your employment, Company reserves the right to terminate your employment without any notice.

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Registered Office:
ART Fertility Clinics
(A Brand of Global Fertility Solutions Pvt. Ltd.)
E-14, 1st Floor, Defence Colony,
New Delhi-110024
CIN: U85100DL2020FTC362985

hello@artfertilityclinics.com
www.artfertilityclinics.com

If any declaration given, or information furnished by you, to the company proves to be false, or if you are found to have wilfully suppressed any material information, in such cases, you will be liable to removal from services without any notice.

6. **Confidentiality**

You will not, at any time, during the employment or after, without the consent of the Board of Directors or the Senior Management disclose or divulge or make public, except on legal obligations, any information regarding the Company's affairs or business or administration or research carried out, whether the same is confided to you or becomes known to you in the course of your service or otherwise.

7. **Intellectual Property**

If you conceive any new or advanced method of improving designs/ processes/ formulae/ systems, etc. in relation to the business/ operations of the Company, such developments will be fully communicated to the company and will be, and remain, the sole right/ property of the Company.

8. **Responsibilities & Duties**

Your work in the organization will be subject to the rules and regulations of the organization as laid down in relation to conduct, discipline and other matters. You will always be alive to responsibilities and duties attached to your office and conduct yourself accordingly. You must effectively perform to ensure results.

9. **Retirement and Termination**

The retirement age is **58 years.** You will retire from the employment of the Company at the end of the month in which you attain **58** years of age. An extension may, however, be given at the discretion of the management. You may be retired earlier if found medically unfit.

If you absent yourself without sanctioned leave or remain absent beyond the period of leave originally granted or subsequently extended, you shall be considered as having voluntarily abandoned your service without giving notice unless you resume your duties within 4 (four) days from the commencement of such absence and provide explanation to the satisfaction of the management for such absence.

Your services are liable to be terminated without any notice or salary in lieu thereof in case of misconduct, breach of code of conduct including loss of confidence arising out of reasonable suspicion of misconduct, disloyalty, commission of act involving moral turpitude and act of indiscipline.

During the probationary period and any extension thereof, your services may be terminated on either side by giving 15 days of notice from either side. Upon confirmation the services can be terminated from either side by giving one month (30 days) notice or salary in lieu thereof.

Upon termination of employment, you will immediately hand over to the Company all correspondence, specifications, formulae, books, documents, market data, cost data, drawings, affects or records belonging to the Company or relating to its business and shall not retain or make copies of these items.
Upon termination of employment, you will also return all company property, which may be in your possession.

10. **Medical Fitness**

This appointment is subject to your being, and remaining, medically fit.

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Near Sanganer Airport, Jaipur-302029

ART FERTILITY CLINICS

Science Assisting Nature

11. Non-Competition/ Non-Solicitation Restrictions

During the term of this appointment, you shall not directly or indirectly engage in any capacity or participate in any business/activity which conflicts with your obligations to the Company; nor shall you solicit, endeavour to solicit, influence any person directly or indirectly to direct his or its purchase of the Company's product and/or services to himself or any person in competition with the business of the Company.

You shall also not during the term of your appointment and for a period of 6 months post termination of this appointment, solicit or attempt to influence any person employed or engaged by the Company (whether as an employee, consultant, advisor or in any other manner) to terminate or otherwise cease such employment or engagement with the Company or become the employee of or directly or indirectly offer services in any form or manner to himself or any person who is a competitor of the Company.

12. Arbitration

All disputes, differences and/or claims, arising out of this agreement, whether during its subsistence or thereafter, shall be settled by arbitration in accordance with the provisions of the Arbitration and Conciliation Act, 1996 or any other statutory modification or re-enactment for the time being in force. Any notice to you shall be in writing and will be sent at the address specified by you.

13. Governing Law & Jurisdiction

This appointment shall be governed and construed by and in accordance with the laws of the India and any action brought under this Agreement will, subject to the Arbitration Clause referred to above, be brought in the court of appropriate jurisdiction located in New Delhi, India.

Please confirm your acceptance of the appointment on the above terms and conditions by signing and returning this letter for our records.

Yours faithfully,

For **Global Fertility Solutions Private Limited**

Amit Toppo

Head-HR

I have read the terms and conditions of this letter of appointment and confirm my acceptance of the same.

(Signature and Date)

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

Registered Office:

ART Fertility Clinics

(A Brand of Global Fertility Solutions Pvt. Ltd.)

E-14, 1st Floor, Defence Colony,

New Delhi-110024

CIN: U85100DL2020FTC362985

hello@artfertilityclinics.com

www.artfertilityclinics.com

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ANNEXURE 'A' : COMPENSATION DETAILS (Salary & applicable benefits)

Name	**Hafsah Mahendinawaz Kuresh**
Date of Joining	**01-Jul-2023**
Location	**Jubilee Hills - Hyderabad**
Designation	**Relationship Manager**
CTC(Per Annum)	**480012.00**

Component	Amount (in INR p.a.)	Amount (in INR monthly)
Basic	192000	16000
House Rent Allowance	96000	8000
Bonus	15996	1333
Special Allowance	145176	12098
MONTHLY GROSS *	**449172**	**37431**
Provident Fund	21600	1800
Gratuity	9240	770
CTC (Fixed)	**480012**	**40001**
TOTAL CTC (Per Annum)	**480012**	

Explanatory Notes:

1. It is expected that individual compensation package would not be shared with other employees.
2. The above compensation structure is subject to change without affecting emoluments adversely.
3. Medical Benefit: Over and above your CTC – you are eligible for Medical insurance as applicable.
4. Applicable tax would be borne by the employee.
5. Gratuity is payable as per the Provisions of Payment of The Gratuity Act.
6. Performance Linked Bonus - payable annually on achievement of KRAs (As per Company Policy).

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CIN: U85100DL2020FTC362985

hello@artfertilityclinics.com

www.artfertilityclinics.com

Anita Thapa

From: Tabrez <tabrez@hr.thumbay.com>
Sent: 17 January 2023 11:48
To: N Satheeshkanna; 'sidhiq'
Cc: 'Manvir Singh Walia'; 'Dr. Shihad'; 'Ms. Tushara Bhuvana'; Hem K. Bhargava
Subject: RE: Interested to be part of Campus placement - Thumbay Group, UAE

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Dear Sir,

Greetings!!

We would like to inform you, that based on the Campus interview held on 11th January 2023.

Below candidates are shortlisted as Management Trainee and we will send them provisional appointment letter within 2 d

IIHMR Jaipur - Management Trainee			
SL NO	**NAME**	**DEPARTMENT**	**FACILITY**
1	Mr. Harish S Madival	Insurance	Thumbay Hospital, Fujairah UAE
2	Mr. Jatin Tyagi	Marketing	Thumbay Hospital, Fujairah UAE
3	Ms. Sajini Shivan Kutty	Quality	Thumbay Hospital, Fujairah UAE
4	Dr. Pratyay Banerjee	Quality	Thumbay Dental Hospital, Ajman.
5	Ms. Ankita Chouhan	Quality	Thumbay University Hospital, Ajman
6	Ms. Nandini	Quality	Thumbay Physical Therapy and Rehabilitation Hospital, Ajman.

Thanks & Regards,
Tabrez Ahmad

From: N Satheeshkanna [mailto:satheeshkanna@iihmr.edu.in]
Sent: Monday, January 16, 2023 1:31 PM
To: sidhiq
Cc: 'Manvir Singh Walia'; 'Dr. Shihad'; 'Ms. Tushara Bhuvana'; 'Tabrez Ahmad'; Hem K. Bhargava
Subject: RE: Interested to be part of Campus placement - Thumbay Group, UAE

Dear Sir,

Greetings!!!

Thanks for hiring the students from IIHMR University, Jaipur, India

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

I would like to let you know that from the below-mentioned students, **Jatin Tyagi** has not received any mail regarding the Documents sharing. Kindly let me know the proceedings further for him.

Also, the below-listed students have directly got a mail from **Zainab** regarding the documentation process. I would request you to kindly let me know their status as the students are following for the same.

- Dr. Nandini
- Dr. Pratyay Banerjee
- Ms. Ankita Chouhan

Thanks & Regards,

N. Satheeshkanna,
Asst. Manager - Placements

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

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From: sidhiq <sidhiqak@hr.thumbay.com>
Sent: 13 January 2023 01:33 PM
To: N Satheeshkanna <satheeshkanna@iihmr.edu.in>
Cc: 'Manvir Singh Walia' <manvir@thumbay.com>; 'Dr. Shihad' <dr.shihad@thumbayhospital.ae>; 'Ms. Tushara Bhuvana' <tushara@hr.thumbay.com>; 'Tabrez Ahmad' <tabrez@hr.thumbay.com>; Hem K. Bhargava <hkb@iihmr.edu.in>
Subject: RE: Interested to be part of Campus placement - Thumbay Group, UAE

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Dear Sir,

Greetings from Thumbay Group, UAE

Thank you for your wonderful hospitality & coordination, during our visit to IIHMR.

We are happy to inform you, that based on the Campus interviews held on 11th January 2023, below are the shortlisted names of candidates identified for employment with Thumbay Group Hospitals Location – Thumbay Hospital – Emirate of Fujairah

Congratulations

- Dr.Harish – Insurance
- Jatin Tyagi – Marketing
- Sajani Shivan – Quality Assurance

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COMPENSATION & JOB ROLE – IIHMR

DESIGNATION	TIMEFRAME	REMUNERATION	
Trainee	0-3 months	AED 2000 + Accommodation	
Assistant Officer	3-15 months	MBBS – AED 4800 BDS, BAMS, BHMS– AED 3800	Bachelors & Master's Degree - 3200
Based on the Performance of (3-15months) – Upgrade to the Total Remuneration & Designation will be considered			

Tentative timelines of onboarding is February 20th 2023 – March 1st 2023. Our Recruitment Team members will shortly get in touch with the candidates for the further process and discussion.

Request your acknowledgment & revert.

Thanking you

Regards,

Sidhiq. A. K
Acting In Charge
HCM Department
THUMBAY Group
P.O Box: 4184, Ajman, UAE
Mobile - 0525296366 | Telephone -97167431333, Ext - 1472
Email:-sidhiqak@hr.thumbay.com | **Web:-** www.thumbay.com

Thumbay Ltd.
415555, DIFC, Dubai, United Arab Emirates
+971 4 2985555 +971 4 2989555
info@thumbay.com www.thumbay.com
thumbaygroup +Thumbay thumbay-group thumbaytv

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From: N Satheeshkanna [mailto:satheeshkanna@iihmr.edu.in]
Sent: Friday, January 6, 2023 1:30 PM
To: sidhiq
Cc: 'Manvir Singh Walia'; 'Dr. Shihad'; 'Ms. Tushara Bhuvana'; 'Tabrez Ahmad'; Hem K. Bhargava
Subject: RE: Interested to be part of Campus placement - Thumbay Group, UAE

Dear Sir,

Greetings!!!

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

With reference to the job description, herewith I have enclosed the interested student's details and their CV's for your kind perusal.

1298

Placements

From:	*Rawatkar, Ateet <arawatkar@deloitte.com>*
Sent:	*15 September 2022 20:08*
To:	*Priyanka Peter; N Satheeshkanna; Placements*
Cc:	*Pillay, Kanchan; Menon, Hari; Singhi, Nidhi; USI Consulting Campus TA*
Subject:	*Confirmation of Verbal Offers || IIHMR Jaipur*
Attachments:	*Deloitte USI Consulting_IIHMR Jaipur_VOE.xlsx*

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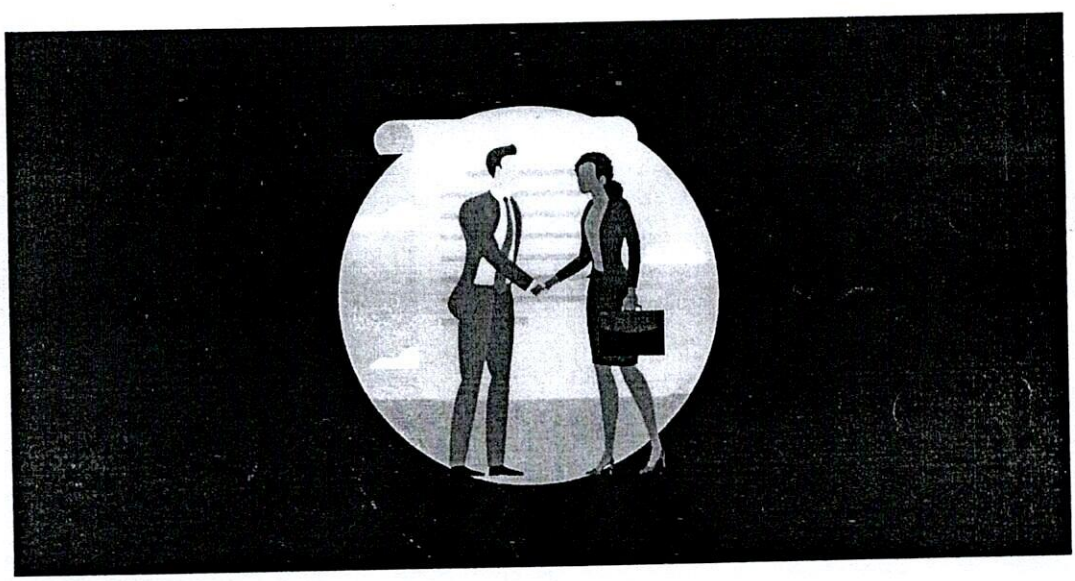

Shortlisted candidates

Confirmation

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Dear Team,

Thank you for participating in the 2022 Campus Recruitment by Deloitte Consulting.

On behalf of our organisation, we would like to thank you for all your support and collaboration.

As a follow-up to the **13** offers communicated verbally, we have attached the complete list of students selected from your institution. Please fill in the required information in the given format by downloading the document and send it back to us by 16th September 2022.

We will be reaching out to each of these selected candidates for key information/documents to release the offer.

We look forward to receiving further details from your end. Please feel free to write to us if you have any questions.

Please reach out to us if you have any queries.

Best regards,

Campus Team

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S.No	Full Name	Offer Acceptance	Title/Designation
Example	*John Peter*	*Accept/Reject*	*Analyst*
1	Nikita Singh		Analyst
2	Sahana Mohan		Analyst
3	Isha Phadke		Analyst
4	Rupali Maheshwari		Analyst
5	Pradipta Bhattacharya		Analyst
6	Divya Swamy		Analyst
7	Shreya Damle		Analyst
8	Kopal Bansal		Analyst
9	Faizan Kadiwala		Analyst
10	Manisha Sharma		Analyst
11	Yash Nagpal		Analyst
12	Yash Kalyani		Analyst
13	Glory Samal		Analyst

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Placements

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

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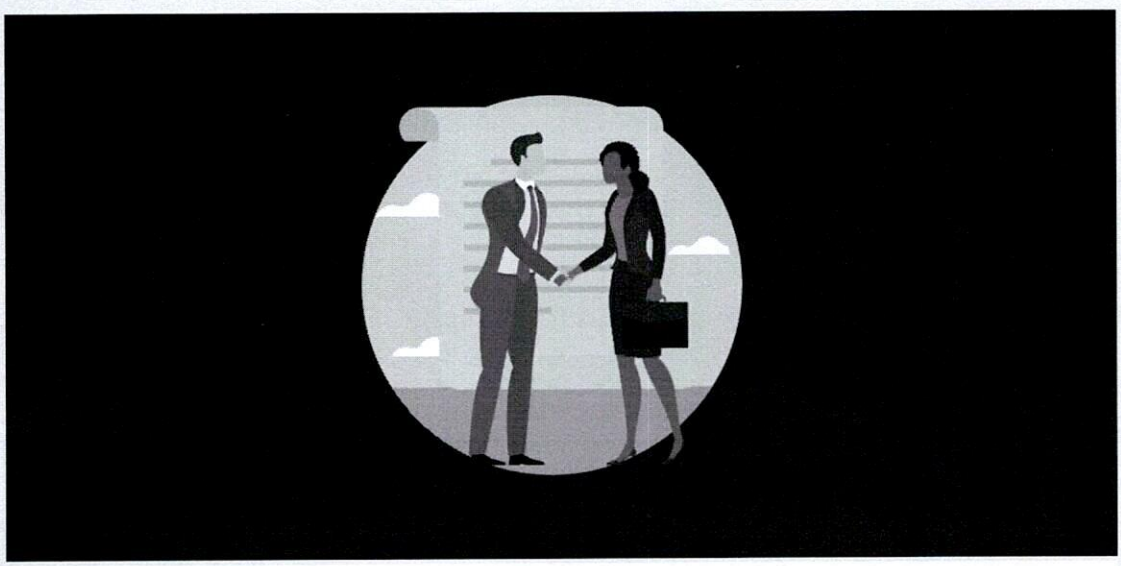
Deloitte Consulting | September 9, 2022



Eligibility criteria and profile details

Dear Team,

Thank you for your time.

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

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Jaipur-302029

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

Eligibility Criteria:

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

Link to our Job Description & more on profile:	Please refer attached JD- ***Deloitte USI Consulting_Healthcare JD.pdf"***
Registration Link:	Click Here

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

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

Important dates for the process:

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

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

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

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Please feel free to contact us if you have any questions.

Kind regards,
Campus Team

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From:	*Rawatkar, Ateet <arawatkar@deloitte.com>*
Sent:	*09 September 2022 20:29*
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Cc:	*Pillay, Kanchan; Menon, Hari; Singh, Shraddha; Ghosh, Arnab; N Satheeshkanna; Placements*
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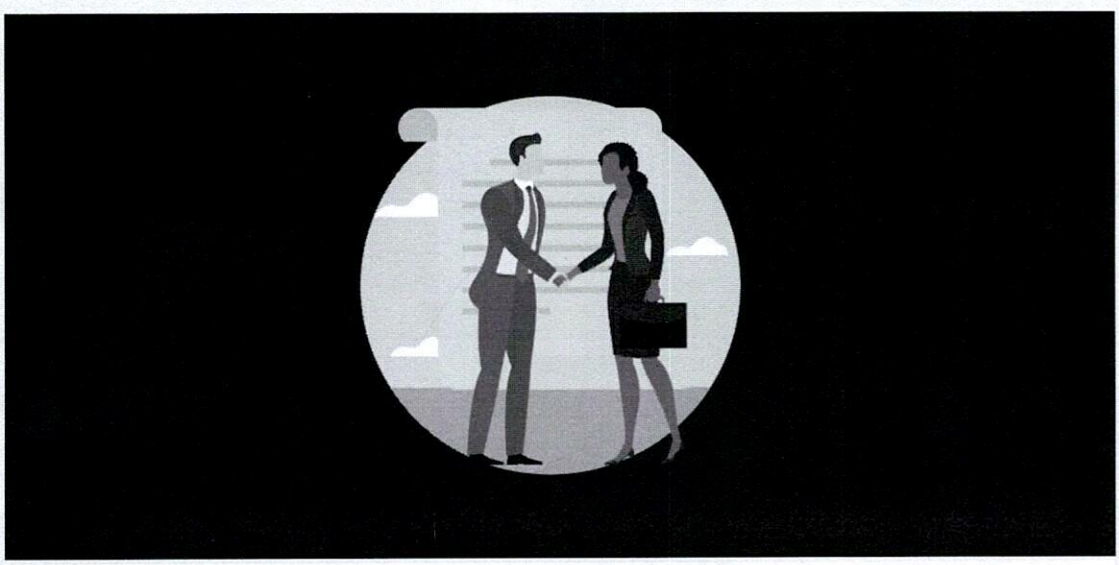

Eligibility criteria and profile details

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

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

Eligibility Criteria:

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- 2023 Graduates only
- No active backlogs

Link to our Job Description & more on profile:	Please refer attached JD- ***Deloitte USI Consulting_Healthcare JD.pdf"***
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3. Students should have laptop/desktop with functional web-cam capability and stable and secure internet connectivity.

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Please feel free to contact us if you have any questions.

Kind regards,
Campus Team

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1299

VISIT

VISIT HEALTH PRIVATE LIMITED | CIN U72200DL2018PTC333356.
237, Okhla Industrial Area Phase III, Okhla Industrial Estate,
New Delhi, Delhi 110020

Date: March 29th,2023

Ms. Isha Shrivastava, (ishashrivastava.j21@iihmr.in)
IIHMR University | 1, Prabhu Dayal Marg, Near Sanganer Airport, Jaipur – 302029

Dear Isha,

Subject: Your Appointment as **"Management Trainee - Operations"** and terms & condition

With reference to your application and subsequent interview you had with us for employment in **Visit Health Private Limited ("Company")**, we have pleasure in appointing you for the position **"Management Trainee - Operations"** in our organization with effect from **April 03rd,2023** under the terms and conditions ("**Employment Agreement**").

The terms of this Employment Agreement are strictly confidential between you and the Company and any breach of confidentiality may result in withdrawal of this offer or termination of your employment. This Employment Agreement supersedes all of our prior written and oral communications with you on this subject and can only be modified by a written letter signed by the head of the human resources department of the Company or the chief executive officer of the Company or such other officer as may be authorized by the Company.

1. **Place of posting**

(a) You shall be based at **Noida**. Your place of work may be changed to any other location to address business / client requirement as directed by the Company.

(b) However, during your employment with the Company, your services may be transferred or loaned to any of the offices/projects/divisions/departments of the Company existing or to be set up at any location in India or abroad. It is understood that the appointment will involve travel anywhere in India or abroad. As a part of your regular schedule, you may be required to travel extensively, you will be eligible to claim travel expenses etc., as approved by the manager/reporting person.

(c) Your appointment shall commence on **April 03rd,2023.**

(d) Your appointment and continuation in employment of the Company will be subject to your being and remaining medically fit.

(e) Your manager will have the authority to change the portfolio of your responsibilities, as may be required, from time to time.

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2. **Compensation & Reporting**

Your gross stipend during the training period shall be **INR 20,000 /- (Rupees Twenty Thousand Only).** Based on performance after three months of training, you shall be confirmed as **"Assistant Manager - Operations"** Your annual CTC after confirmation including variable shall be **INR Rs 6,50,000/- (Rupees Six Lacs and Fifty Thousand Only).** The salary breakup shall be as per Annexure 1. The variable or Performance Linked Incentives shall be to a maximum of **INR 50000/-(Rupees Fifty Thousand Only)** gross per annum given equally on a six-monthly basis. To the extent any documentary proof or supporting documents are required for any payments to be made by the Company to you, the Company shall not be liable for non-payment thereof on account of your failure to submit any such documentary proof or supporting documents within the time stipulated by the Company.

(a) All the tax liabilities are to your account. Appropriate deductions for tax, professional tax, employee's contribution towards provident fund and such other applicable taxes shall be made by the Company from the compensation payable to you.

(b) Company may at its complete discretion, revise your compensation in future.

(c) Your compensation will be subject to deductions as application under provisions of Income Tax Act. 1961 and other application laws in India.

(d) The Company may modify its standard benefit package from time to time, as it may deem necessary in its sole discretion, which would thereby also modify the benefits available to you.

(e) The company reserves the right to withhold any incentive or award payment or withdraw any such payment of any time. Further, in the event wherein you leave/ quit/ resign from the services of the Company/ relieved from your services by the Company for any reasons anytime within a period of 1 (one) month of your date of joining, the Company shall not be obliged to make any payments unless the Company decides to the contrary at its sole discretion.

3. **Probation Period**

You will be on a probationary period of **1 month** from date of joining ("**Probation Period**").

During the Probation Period, you or the Company may terminate your employment at any time and for any reason whatsoever by giving a minimum notice period of 15 (fifteen) days or by payment of 15 (fifteen) days salary (basic) in lieu of the notice period.

4. **Benefits**

You will be entitled to participate in all of the company's benefit plans as established from time to time at such times as you qualify for them or, as the case may be, as you are selected for participation in them. The Company reserves the right to amend or discontinue such benefit plans in its sole discretion and without compensation to you for such amendments or discontinuance.

5. **Work Conduct**

(a) During your employment with the Company, you shall devote your best efforts for promoting the Company's (and of any other relevant affiliate and / or business associate of the Company) business.

(b) You are required to effectively carry out all duties and responsibilities as assigned to you by the Company and shall faithfully and diligently perform these in compliance with established policies and procedures, endeavouring to the best of your ability to protect and promote the interests of the Company.

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(c) You shall not, except with the prior written consent of the Company, engage directly or indirectly in any other business, occupation or activity, whether as a principal, agent or otherwise which will be either for profits or otherwise or which is in anyways detrimental whether directly or indirectly, to the Company's interests.

(d) You will be bound by the rules, regulations, policies and orders issued by the Company from time to time in relation to your conduct, discipline rules, regulation, policies et al, as part of this contract of appointment.

(e) You shall devote yourself exclusively to the performance of your duties during normal working hours at your place of employment and at all other times that may be necessary for the proper performance of your duties except in case of illness or accident.

(f) You shall at all times keep your manager or any other person that your manager may nominate, promptly and fully informed (in writing if so requested) of your conduct of the business or affairs of the Company and provide such explanations as he/she or they may require in connection therewith.

6. Hours of work

Official work timings will be communicated to You by the Company. You may be required to work outside normal working hours and/or on other days, as may be required by the Company from you from time to time, or for you to complete your work and obligations. In such instances you will not be eligible for any additional compensation.

7. Holiday entitlement or paid holidays

You will be entitled for holidays as per the policy of the Company. Such holidays will be taken by you at times that will be determined depending upon the requirements of the business activities of the Company and depending upon the provisions of applicable laws, unless the Company and you shall otherwise specifically agree.

8. Past Record

If any declaration given or information furnished by you to the Company proves to be false or if you are found to have wilfully suppressed any material, information, you will be liable to removal from services without any notice or compensation whatsoever.

9. Training

You may be imparted training on-the-job and periodically when the training programs will be organized. The Company lays high importance when the training its employees and spends considerable resources on it. A full commitment from employee side is expected during the training period.

10. Fitness

In order to perform your duties towards the Company, you are required to keep yourself in good health and fitness both physically and mentally. The Company may subject you to medical check-up at regular intervals. If it is found on your medical check-up that you are not physically or mentally fit to perform your duties towards the Company, your services will be liable to be terminated.

11. Representation and Warranties

You hereby expressly represent and warrant to the Company that:

(a) You have duly completed all the necessary formalities in relation to the termination of your employment with your previous employer;

(b) You will not, so long as you continue to be employed with the Company, disclose or misuse any confidential information that may have been disclosed to you during the course of your employment with any of your former employers;

(c) You will not accept any commission or any kind of gratification in cash or kind from any person, firm, institution or organization have dealings with the Company and if you are offered any, will immediately report the same to the management of the Company in writing;

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(d) You confirm and undertakes that you do not have and have not brought to premises of the Company and shall not use for the business of the Company any confidential or proprietary information or trade secrets including but not limited to products, designs, methods, know-how, formulae, technologies, systems, processes, software programs, supplier list, customer lists, customer pricing and order data, projects, plans proposals, technical information or other information belonging to your former employers or associates. In this regard, you should be extremely careful not to bring to the Company any documents or other materials in any form belonging to or acquired from any prior employer or associates.

12. Termination

(a) During the Probation Period (including any extension), services may be terminated by either party by giving written notice of 15 (fifteen) days to the other party or payment in lieu of the notice period.

(b) Post expiry of the Probation Period, your employment with the Company may be terminated by either party, at will, by Company issuing 1 (one) months' notice or by Employee issuing 2 (two) months' notice or salary in lieu of notice. Provided however that, unless you have handed over your duties and responsibilities, to the satisfaction of the Company to such officer as may be designated by the Company, you will not be eligible to be released from the Company prior to the expiry of the notice period of 1 (one) month if the Company has issued the notice or 2 **(two)** months if the Employee has issued the notice. The decision of the Company in this regard shall be final and binding upon you.

(c) The Company shall be entitled to terminate your employment with immediate effect without serving a notice of termination and without being liable to pay the salary in lieu of the notice period on occurrence of any of the following events:

(i) If at any time during the course of your employment, it is found that you have made a false or an incomplete declaration with regard to your qualification / experience and other detail, your appointment will be treated void with immediate effect without any payment in lieu of notice period; or

(ii) If at any time during the course of your employment, it is found that you have committed any act of gross misconduct or serious breach of employment terms, been guilty of conduct tending to bring yourself or the Company into disrepute, been absent for a continuous period of 3 days or more without approval/information,

indulged in policy violation/fraud/financial irregularities and/or been found to demonstrate unsatisfactory job performance your employment with the Company will be terminated forthwith and you shall not be entitled to any notice period or payment in lieu thereof; or

(iii) The Company may terminate / suspend your services at its discretion at any time immediately upon written notice to you if it has been alleged and prima facie established through preliminary internal inquiry that you have committed (i) any heinous criminal act or any offense involving moral turpitude. Examples include but not limited to rape, forgery, robbery, etc. (ii) sexual harassment or (iii) other act that threatens or (iii) Gross Misconduct (iv) breach of this Employment Agreement or an act likely to damage the Company's reputation; or

(iv) If the Company is informed of any previous conviction by any court of law involving moral turpitude; or

(v) Your performance is not as per the agreed terms in the sole judgement of the Company.

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13. No conflict of Interest

(a) You represent and warrant that you have not entered into any previous or contemporaneous agreements which may be in conflict with the terms and conditions of Employment Agreement, or which preclude you from fully performing your job responsibilities for the Company.

(b) You represent that your performance of all the terms of this Employment Agreement and as an employee of the Company does not and will not breach any agreement to keep in confidence or in trust prior to your employment by the Company to use any confidential or proprietary information. In case of any objection from your previous employer, you shall be solely and fully responsible for the same, and shall hold Company harmless.

14. Confidentiality

(a) All information regarding the affairs or business matters of the Company (and of any other relevant affiliate and/or business associate of the Company) including but not limited to concepts, working methods, client portfolios, strategies, inventions, research, products, designs, methods, know-how, customer list, supplier list, marketing and business plans, prototypes, data, customer pricing and order data, projects, plans, proposals, market knowledge, projects, potential project, financial information, technical information and all such other information which is deemed to be confidential in the context of the business of the Company that comes to your knowledge by reasons of your employment is deemed to be confidential and considered a trade secret.

(b) You shall be required to maintain strict confidentiality of such information and data that may come to your possession or knowledge by virtue of the engagement, use it only as may be required in the normal course of your work and shall not disclose or divulge any information or data, without prior consent of an authorized officer of the Company.

(c) You shall at all times keep the details of your salary and employment benefits at the Company strictly confidential and shall not disclose such details to any other person within the Company or outside the Company.

(d) You shall use the Company name, Logos trademarks or other identifiers strictly in the manner permitted by the Company's policies or for the purposes of provision of Services delegated to you to the extent required.

(e) You shall at all times, whether during or the termination of your employment act with utmost fidelity and shall not disclose or divulge any such confidential information to third parties or make use of such information for your own benefit or for the benefit of any third party, either during the term of your employment or thereafter.

(f) This clause applies during the employment and continues even after expiry or termination of employment. Failure to adhere to this clause will invite legal action by the Company and you shall indemnify and hold Company harmless for any losses incurred by Company for any breach of confidentiality obligation.

15. Proprietary Information

All rights in and to any copyrightable material, including but not limited to computer programs, analyst report, research report, databases, client profile report which has/may have originated pursuant to or in connection with the business of the Company in writing, shall be the sole and exclusive property of the Company, its successors, assigns or other

legal representative and that you shall have no Intellectual Property Right over the same. Neither during your employment with the Company nor thereafter for a period of 3 (three) years shall you, directly or indirectly, use for you or another, or disclose to another (an unauthorized person), any Proprietary information (whether acquired learned, obtained or developed by you alone or in conjunction with others) of the Company or others, except as such

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disclosure or use may be required in connection with your employment with the Company or may be consented to in writing by the Company. Any work done, by an employee of Visit Health Private Limited ("VISIT"), for VISIT and the output there-from shall be the property of VISIT in perpetuity.

16. Assignment of Developments

(a) If at any time during your employment with the Company, you shall (either alone or with others) make, conceive, discover or reduce to practice any invention, modification, discovery, design, development, improvement, process, software program, work of authorship, documentation, formulae, data, technique, know-how, secret or intellectual property right whatsoever or any interest therein (whether or not patentable or registrable under copyright or similar statutes or subject to analogous protection) (herein called "**Developments**") that relates to the business of the Company or any of the products or services being developed, manufactured or sold by the Company or that may be used in relation therewith, such Developments and the benefits thereof shall immediately become the sole and absolute property of the Company and its assigns, and you shall promptly disclose to the Company of each such Development and you hereby agree to assign any rights that you may have or acquire in the Development and you hereby agree to assign any rights that you may have or acquire in the Developments and benefits and/or rights resulting there from to the Company and its assigns without further compensation and shall communicate, without cost or delay, and without publishing the same, all available information relating thereto to the Company.

(b) Upon the request of the Company, you shall execute and deliver all the documents and do other acts which are or may be necessary to document such transfer or to enable the Company to file and prosecute applications for and to acquire, maintain, extend and enforce any and all patents, trademark registrations or copyrights under Indian law of foreign law with respect to any such Developments. In the event the Company is unable for any reason, after reasonable effort, to secure your signature on any document needed in connection with the actions specified in this clause, you hereby irrevocably designate and appoint the Company and its duly authorized officers and agents as your agent and attorneys

in fact, which appointment is coupled with an interest, to act for and in your behalf to execute, verify and file any such documents and to do all other lawfully permitted acts to further the purposes of this clause with the same legal force and effect as if executed by you. You hereby waive any and all claims, of whatsoever nature against the Company.

17. Deductions

During your employment or in the event of any termination the Company is entitled to deduct any amount due from you to the Company from actual total compensation including but not limited to:

i. Any debt or advance for the time being owed by you to the Company;
ii. Any deduction related to leave or holiday taken in excess of entitlement as at the date of termination of employment: and
iii. Any deduction with respect to expenses incurred by the Company or the cost of repairing damage to the Company's property caused by you (and of recovering the same)

18. Return of Company Property

(a) You shall promptly upon request by the Company and in any event upon the expiry or termination of your employment return and surrender to Company laptop and other assigned assets, all such confidential information

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(b) including without limitation, data, information, files, books, magazines, reports, documents, manuals, any knowledge database in whatever form including but not limited to electronically held data that concerns the business of the Company which may have been prepared by you or come into your possession custody or control in the course of your employment.

(c) You shall not keep any copies of these items in any form whatsoever.

(d) Violation of this clause may invite legal action.

19. Information Security and Misuse of Company Resources

(a) You recognize and are aware that the Company's computers including emails sent to you and by you may and telephone networks are monitored and you are not entitled to privacy protection. You hereby agree that at no time will you use any of the Company's resources for any benefit derived personally or to your family or any others. The term "resources" include property, premises, computer resources (software & hardware), and equipment, documentation, records, paper, and information systems.

(b) You further have a responsibility to the Company to immediately report, without exception, irregular business practices on the part of any other employees that may come to your notice.

(c) If such monitoring discloses breach of any law or Company policies, disciplinary action may follow including termination of the employment.

20. License

As an employee of the Company, you understand that it is your responsibility to read and be aware of any special licensing agreement that may pertain to any vendor package assigned to you for use. You also recognize that it is your professional responsibility neither to participate in nor to encourage any violation of copyright provisions for vendor software.

21. Interaction with our Customers

During your employment with us and for a further period of 1 (one) year from the date of separation from our Company, you will not seek employment nor act as an agent or a representative of any firm soliciting business with our customers in general and the customers you are doing project for in particular. That 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.

22. Non-competition and Non-Solicitation

In the event of your separation from Company for whatever reason:

(a) You hereby agree and undertake that You shall not enter into a contract or accept an obligation that is contrary to Your obligations under this Agreement during the term of Your employment with the Company and for a period of 2 (two) years after the termination of Your employment.

(b) You hereby agree and undertake that You shall not take up employment with or enter into any commercial arrangement agreement or understanding directly or indirectly with any entity or company or any person or any firm or association which competes directly/indirectly with the business of the Company during the term of Your employment with the Company and for a period of 2 (two) years after the termination of Your employment.

(c) You hereby agree and undertake that You will not directly or indirectly, own, manage, operate, control, finance or participate in the ownership, management, operation, control or financing of or be associated in any manner with any entity or company or any person or any firm or association which competes directly/indirectly with the business of the Company during Your employment with the Company and for a period of 2 (two) years after the termination of Your employment with the Company.

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1, Prabhu Dayal Marg
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Website
www.getvisitapp.com
Email us
hello@getvisitapp.com
Phone Number
+91-1146009900

(d) You hereby agree and undertake that the salary paid to You under this Agreement is sufficient consideration for the undertaking the obligations as set out herein and for the performance by You of Your duties and obligations under this. You also acknowledge and understand that the limitations as to time and the limitations of the character or nature placed in this Clause are reasonable and fair and will not preclude You from earning a livelihood, nor will they unreasonably impose limitations on Your ability to earn a living. You agree and acknowledge that You have given careful consideration to the restraints imposed upon You under this Agreement and have executed this Agreement of Your own free will.

(e) You agree that for a period of 2 (two) years after your separation from the Company, you will not endeavour to solicit or entice away any person who is an employee of the Company or who was in its employment up to 2 years preceding your severance.

23. Disclosure of Information

You confirm that you have disclosed all your as well as your relatives' business interests in the Company whether or not they are similar to or in conflict with the business (es) or the activities of the Company and all circumstances in respect of which there is, or there might be perceived, a conflict of interest between the Company and you or any immediate relatives. You agree to immediately disclose, to the Company any such interests or circumstances which may arise during your employment.

24. Indemnity

You shall indemnify and keep indemnified the Company against any/all claim, liability, loss, damage, and/or litigation, arising incurred and/or suffered by the Company, the board of directors of the Company or any employee of the Company on account of wilful default or negligence on your behalf in the conduct of the affairs of the Company or on account of breach of the terms and conditions of this Employment Agreement.

25. General Clauses

(a) You hereby undertake that you will not, directly or indirectly, whether to directors, consultants, customers, suppliers, employees, bankers, advisors, of the Company in any capacity or manner, make, express, transmit, speak, write, verbalize or otherwise communicate in any way (or cause, further, assist, solicit, encourage, support or participate in any of the foregoing), any remark, comment, message, information, declaration, communication or other statement of any kind, whether verbal, in writing, electronically transferred or otherwise, that might reasonably be construed to be disparaging of, or derogatory or critical of, or negative toward, the Company or any of its directors, officers, affiliates, shareholders, subsidiaries, employees, agents or representatives or which would reasonably be expected to lead to unwanted or unfavourable publicity to the Company.

(b) You shall upon reasonable notice, furnish such information and render proper assistance to the Company as it may reasonably require in connection with any litigation in which, it is, or may become, a party either during or after or in connection with your employment with the Company including post termination of your employment if so, required by the Company.

(c) Your appointment is contingent upon Medical Fitness Certificate satisfactory reference background checks, including verification of your application materials education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e., you do not have any non- competes obligation or other restrictive clauses with any previous employer).

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1, Prabhu Dayal Marg
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(d) You will be governed by the Company's policies during the course of your employment. It will be obligatory on your part to ensure compliance to the applicable statuses, regulations and requirements laid down by the Company and other regulatory and statutory bodies. Violation of the terms and conditions mentioned herein would attract disciplinary and/or legal action, including immediate termination.

(e) Notification rights of the Company: In the event that you leave the Company; you hereby consent to notification by the Company to your new employer about your obligations under this Employment Agreement.

(f) The Company reserves the right to amend the policies from time to time. You are advised to keep yourself updated on these policies and abide by the same.

26. Miscellaneous

(a) This Employment Agreement constitutes the entire agreement between the parties hereto on the subject matter hereof.

(b) If any part of this Employment Agreement is held by any court or authority of competent jurisdiction as void or without effect it shall be limited to that extent and be binding on the Parties hereto at the relevant time as a severable part hereof with nothing to affect the rest of this Agreement.

No alteration to or amendment of or change in this Employment Agreement shall be valid unless it is reduced to writing and is signed by each of the parties.

(c) All notices to be given under this Agreement shall be in writing and shall be sent to the address mentioned in this Employment Agreement, or any other address the recipient may designate from time to time. Notices may be delivered personally, by first class pre-paid letter. Notices shall be considered to have been received: (a) by post - 48 hours after the date of mailing; or (b) by email – immediately on transmission, provided a confirmatory copy is sent by first class pre-paid post or by hand by the end of the next business day.

(d) Termination of this Employment Agreement shall not affect those provisions hereof that by their nature are intended to survive such termination.

27. Jurisdiction and Governing Law

This Employment Agreement shall be governed by and constituted and enforced in accordance with the internal laws of India and the courts in Delhi shall have exclusive jurisdiction to settle any dispute arising out of or in connection with this Employment Agreement.

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We take this opportunity to congratulate you on your selection and look forward to a long and mutually beneficial professional association. You're are joining us at an exciting phase of your journey or building a world class firm and we are counting on you to help us get there.

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

Sincerely yours,
For Visit Health Private Limited

For Visit Health Private Limited

Chetan Anand
Director

Chetan Anand
Co-Founder COO & CFO
Signed and accepted by:

I hereby accept and agree to the terms and conditions of this employment contract and any amendments, additions hereto. I also promise to adhere and abide by the policies and regulations of the Company as mentioned and amended from time to time.

Name:
Date:
Place:

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Annexure 1

For the Training Period :

1.1 In consideration of the Services to be rendered by the Consultant / Trainee to the Company, the Company shall pay the Consultant a fixed fee of **INR 20,000/- (Indian Twenty Thousand Only)** gross monthly, during the Term ("Fixed Fees") subject to the applicable deduction under the applicable laws, in consideration for the Services rendered by the Consultant.

1.2 The Fees payable under this Agreement are subject to applicable tax deductions.

1.3 The Parties hereby agree that payment of the Fees and any other amount payable by the Company hereunder shall be made directly to the Consultant's account, as applicable, by cheque/ demand draft/ RTGS/electronic transfer in the account of the Consultant.

	Salary Breakup After Confirmation		
Sl. No.	**Components**	**Per Month**	**Annual**
	Basic Salary	23,290	2,79,482
	HRA	11,645	1,39,741
	Other Allowances	11,645	1,39,741
	PF	1,800	21,600
A	**TOTAL GROSS**	**48,380**	**5,80,563**
	Variable (PLI)		50000
	Deductions		
	PF - Employee Contribution	1,800	21,600
	PF - Employer Contribution	1,800	21,600
	TDS - as per Investments		
B	TOTAL DEDUCTIONS	3,600	43,200
	TOTAL NET = A- B	44,780	5,37,363
	Other Annual Benefits		
	Group Medical Policy		6,000
	Gratuity		13,437
	Fixed + Other Annual benefits		**6,00,000**
	Fixed + Other Annual Benefits+Variable		**6,50,000**
	Earnings shall be subject to all the statutory Deductions as applicable to any salary earned including Income Tax, Professional Tax, and any other 'Employee's deduction towards Social Security schemes. Kindly note that Company reserves the right to change the amounts in individual components or add/delete components.		

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Anita Thapa

From: *Tabrez <tabrez@hr.thumbay.com>*
Sent: *17 January 2023 11:48*
To: *N Satheeshkanna; 'sidhiq'*
Cc: *'Manvir Singh Walia'; 'Dr. Shihad'; 'Ms. Tushara Bhuvana'; Hem K. Bhargava*
Subject: *RE: Interested to be part of Campus placement - Thumbay Group, UAE*

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Dear Sir,

Greetings!!

We would like to inform you, that based on the Campus interview held on 11th January 2023.

Below candidates are shortlisted as Management Trainee and we will send them provisional appointment letter within 2 d[redacted]

IIHMR Jaipur - Management Trainee			
SL NO	**NAME**	**DEPARTMENT**	**FACILITY**
1	Mr. Harish S Madival	Insurance	Thumbay Hospital, Fujairah UAE
2	Mr. Jatin Tyagi	Marketing	Thumbay Hospital, Fujairah UAE
3	Ms. Sajini Shivan Kutty	Quality	Thumbay Hospital, Fujairah UAE
4	Dr. Pratyay Banerjee	Quality	Thumbay Dental Hospital, Ajman.
5	Ms. Ankita Chouhan	Quality	Thumbay University Hospital, Ajman
6	Ms. Nandini	Quality	Thumbay Physical Therapy and Rehabilitation Hospital, Ajman.

[redacted]

Thanks & Regards,
Tabrez Ahmad

From: N Satheeshkanna [mailto:satheeshkanna@iihmr.edu.in]
Sent: Monday, January 16, 2023 1:31 PM
To: sidhiq
Cc: 'Manvir Singh Walia'; 'Dr. Shihad'; 'Ms. Tushara Bhuvana'; 'Tabrez Ahmad'; Hem K. Bhargava
Subject: RE: Interested to be part of Campus placement - Thumbay Group, UAE

Dear Sir,

Greetings!!!

Thanks for hiring the students from IIHMR University, Jaipur, India

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I would like to let you know that from the below-mentioned students, **Jatin Tyagi** has not received any mail regarding the Documents sharing. Kindly let me know the proceedings further for him.

Also, the below-listed students have directly got a mail from **Zainab** regarding the documentation process. I would request you to kindly let me know their status as the students are following for the same.

- Dr. Nandini
- Dr. Pratyay Banerjee
- Ms. Ankita Chouhan

Thanks & Regards,

N. Satheeshkanna,
Asst. Manager - Placements

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

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From: sidhiq <sidhiqak@hr.thumbay.com>
Sent: 13 January 2023 01:33 PM
To: N Satheeshkanna <satheeshkanna@iihmr.edu.in>
Cc: 'Manvir Singh Walia' <manvir@thumbay.com>; 'Dr. Shihad' <dr.shihad@thumbayhospital.ae>; 'Ms. Tushara Bhuvana' <tushara@hr.thumbay.com>; 'Tabrez Ahmad' <tabrez@hr.thumbay.com>; Hem K. Bhargava <hkb@iihmr.edu.in>
Subject: RE: Interested to be part of Campus placement - Thumbay Group, UAE

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Dear Sir,

Greetings from Thumbay Group, UAE

Thank you for your wonderful hospitality & coordination, during our visit to IIHMR.

We are happy to inform you, that based on the Campus interviews held on 11th January 2023, below are the shortlisted names of candidates identified for employment with Thumbay Group Hospitals Location – Thumbay Hospital – Emirate of Fujairah

Congratulations

- Dr.Harish – Insurance
- Jatin Tyagi – Marketing
- Sajani Shivan – Quality Assurance

COMPENSATION & JOB ROLE – IIHMR

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DESIGNATION	TIMEFRAME	REMUNERATION	
Trainee	0-3 months	AED 2000 + Accommodation	
Assistant Officer	3-15 months	MBBS – AED 4800 BDS, BAMS, BHMS– AED 3800	Bachelors & Master's Degree - 3200
Based on the Performance of (3-15months) – Upgrade to the Total Remuneration & Designation will be considered			

Tentative timelines of onboarding is February 20th 2023 – March 1st 2023. Our Recruitment Team members will shortly get in touch with the candidates for the further process and discussion.

Request your acknowledgment & revert.

Thanking you

Regards,

Sidhiq. A. K
Acting In Charge
HCM Department
THUMBAY Group
P.O Box: 4184, Ajman, UAE
Mobile - 0525296366 | Telephone -97167431333, Ext - 1472
Email:-sidhiqak@hr.thumbay.com | **Web:-** www.thumbay.com

THUMBAY
Thumbay Ltd
DSI 415555, DIFC, Dubai, United Arab Emirates
+971 4 2985555 +971 4 2989555
info@thumbay.com www.thumbay.com
thumbaygroup +Thumbay thumbay-group thumbaytv

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From: N Satheeshkanna [mailto:satheeshkanna@iihmr.edu.in]
Sent: Friday, January 6, 2023 1:30 PM
To: sidhiq
Cc: 'Manvir Singh Walia'; 'Dr. Shihad'; 'Ms. Tushara Bhuvana'; 'Tabrez Ahmad'; Hem K. Bhargava
Subject: RE: Interested to be part of Campus placement - Thumbay Group, UAE

Dear Sir,

Greetings!!!

With reference to the job description, herewith I have enclosed the interested student's details and their CV's for your kind perusal.

Registrar
The IIHMR University
1, Prabhu Dayal Marg

Anita Thapa

From: *Tabrez <tabrez@hr.thumbay.com>*
Sent: *17 January 2023 11:48*
To: *N Satheeshkanna; 'sidhiq'*
Cc: *'Manvir Singh Walia'; 'Dr. Shihad'; 'Ms. Tushara Bhuvana'; Hem K. Bhargava*
Subject: *RE: Interested to be part of Campus placement - Thumbay Group, UAE*

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Dear Sir,

Greetings!!

We would like to inform you, that based on the Campus interview held on 11th January 2023.

Below candidates are shortlisted as Management Trainee and we will send them provisional appointment letter within 2 d[redacted]

IIHMR Jaipur - Management Trainee			
SL NO	**NAME**	**DEPARTMENT**	**FACILITY**
1	Mr. Harish S Madival	Insurance	Thumbay Hospital, Fujairah UAE
2	Mr. Jatin Tyagi	Marketing	Thumbay Hospital, Fujairah UAE
3	Ms. Sajini Shivan Kutty	Quality	Thumbay Hospital, Fujairah UAE
4	Dr. Pratyay Banerjee	Quality	Thumbay Dental Hospital, Ajman.
5	Ms. Ankita Chouhan	Quality	Thumbay University Hospital, Ajman
6	Ms. Nandini	Quality	Thumbay Physical Therapy and Rehabilitation Hospital, Ajman.

[redacted]

Thanks & Regards,
Tabrez Ahmad

From: N Satheeshkanna [mailto:satheeshkanna@iihmr.edu.in]
Sent: Monday, January 16, 2023 1:31 PM
To: sidhiq
Cc: 'Manvir Singh Walia'; 'Dr. Shihad'; 'Ms. Tushara Bhuvana'; 'Tabrez Ahmad'; Hem K. Bhargava
Subject: RE: Interested to be part of Campus placement - Thumbay Group, UAE

Dear Sir,

Greetings!!!

Thanks for hiring the students from IIHMR University, Jaipur, India

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

I would like to let you know that from the below-mentioned students, **Jatin Tyagi** has not received any mail regarding the Documents sharing. Kindly let me know the proceedings further for him.

Also, the below-listed students have directly got a mail from **Zainab** regarding the documentation process. I would request you to kindly let me know their status as the students are following for the same.

- Dr. Nandini
- Dr. Pratyay Banerjee
- Ms. Ankita Chouhan

Thanks & Regards,

N. Satheeshkanna,
Asst. Manager - Placements

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

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

From: sidhiq <sidhiqak@hr.thumbay.com>
Sent: 13 January 2023 01:33 PM
To: N Satheeshkanna <satheeshkanna@iihmr.edu.in>
Cc: 'Manvir Singh Walia' <manvir@thumbay.com>; 'Dr. Shihad' <dr.shihad@thumbayhospital.ae>; 'Ms. Tushara Bhuvana' <tushara@hr.thumbay.com>; 'Tabrez Ahmad' <tabrez@hr.thumbay.com>; Hem K. Bhargava <hkb@iihmr.edu.in>
Subject: RE: Interested to be part of Campus placement - Thumbay Group, UAE

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Dear Sir,

Greetings from Thumbay Group, UAE

Thank you for your wonderful hospitality & coordination, during our visit to IIHMR.

We are happy to inform you, that based on the Campus interviews held on 11th January 2023, below are the shortlisted names of candidates identified for employment with Thumbay Group Hospitals Location – Thumbay Hospital – Emirate of Fujairah

Congratulations

- Dr.Harish – Insurance
- Jatin Tyagi – Marketing
- Sajani Shivan – Quality Assurance

COMPENSATION & JOB ROLE – IIHMR

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

DESIGNATION	TIMEFRAME	REMUNERATION	
Trainee	0-3 months	AED 2000 + Accommodation	
Assistant Officer	3-15 months	MBBS – AED 4800 BDS, BAMS, BHMS– AED 3800	Bachelors & Master's Degree - 3200
Based on the Performance of (3-15months) – Upgrade to the Total Remuneration & Designation will be considered			

Tentative timelines of onboarding is February 20th 2023 – March 1st 2023. Our Recruitment Team members will shortly get in touch with the candidates for the further process and discussion.

Request your acknowledgment & revert.

Thanking you

Regards,

Sidhiq. A. K
Acting In Charge
HCM Department
THUMBAY Group
P.O Box: 4184, Ajman, UAE
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THUMBAY
Thumbay Ltd
415555, DIFC, Dubai, United Arab Emirates
+971 4 2985555 +971 4 2989555
info@thumbay.com www.thumbay.com
thumbaygroup +Thumbay thumbay-group thumbaytv

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From: N Satheeshkanna [mailto:satheeshkanna@iihmr.edu.in]
Sent: Friday, January 6, 2023 1:30 PM
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Subject: RE: Interested to be part of Campus placement - Thumbay Group, UAE

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

Dear Sir,

Greetings!!!

With reference to the job description, herewith I have enclosed the interested student's details and their CV's for your kind perusal.

1303

Health Insurance
Aditya Birla Health Insurance Co. Limited
(A subsidiary of Aditya Birla Capital Ltd.)

ADITYA BIRLA CAPITAL
PROTECTING INVESTING FINANCING ADVISING

Dr. Jayeeta Das
IIHMR

Dear **Dr. Jayeeta**,

Congratulations on your selection with Aditya Birla Health Insurance Co. Ltd.!

With reference to your application and subsequent selection process, we are pleased to confirm your selection to join the **"Aditya Birla Health Insurance Co. Ltd."** as **Management Trainee.**

You are joining a team of young enthusiasts who strive to give their best each day. We look forward to see you grow and develop into an astute professional who along with commitment towards work, exhibit care, concern and compassion towards fellow employees. We hope that you find your work to be meaningful, challenging and equally rewarding.

We wish to see you grow both personally and professionally while you commit yourself to enhancing lives of the customers entrusted in your care.

A detailed letter of appointment will be issued to you on your joining. We would expect you to join us latest by **19th June 2023**. In the event of you not being able to join on or before the joining date as mentioned, please intimate the undersigned in writing, failing which this offer will be deemed void.

Kindly note that this offer is valid subject to submission of all required documentation, feedback from your Business School and satisfactory results of your pre-employment medical examination as well as satisfactory results.

Initially you will be on probation for a period of 12 months from the date of your joining us and your confirmation thereafter would be in writing and would depend on your satisfactory performance else you would continue in Probation. During the probation either party may terminate the service by giving 30 Days notice or payment in lieu of Notice.

Kindly send the acceptance of this offer letter and the **Annexure A** as an acknowledgement and have it sent to us within 2 days of receipt of this offer.

We wish you a great learning and enriching experience.
Happy Learning!

Best Wishes,

Ankesh Amin
Head – HR, Training & Admin

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

Aditya Birla Health Insurance Co. Limited
(T) +91 22 6279 9500
care.healthinsurance@adityabirlacapital.com | www.adityabirlahealthinsurance.com
Trademark/Logo Aditya Birla Capital is owned by Aditya Birla Management Corporation Private Limited and is used by Aditya Birla Health Insurance Co. Limited under licensed user agreement(s).

Registered Office:
One World Center, Tower 1, 9th Floor,
Jupiter Mills Compound, 841, Senapati Bapat Marg,
Elphinstone Road, Mumbai 400013
CIN: U66000MH2015PLC263677
IRDAI Registration No. 153

Annexure "A"

Name	: Dr. Jayeeta Das	Unit	: Aditya Birla Wellness Co. Pvt. Ltd
Date of Joining	: 19/06/2023	Function	: Ops - Claims
Job Band	: MT	Location of Posting	: Thane
Designation	: Management Trainee	Performance Review Year	: April to March
Fucntional Designation	: Management Trainee	Compensation Review Year	: July to June

	Per MONTH	Per ANNUM	Remarks
Salary		**2,45,000**	
Basic Salary	20,417	2,45,000	This is paid on a monthly basis. Retirement benefits are linked to it.
Allowances/ Reimbursements		**2,91,316**	
Leave Travel Allowance		10,000	This covers reimbursement for travel on leave within India. It is governed by the IT Act where one can take tax exemptions twice in a block of four years.
Education Allowance	100	1,200	This is paid on a monthly basis.
Special Allowance	21,943	2,63,316	This is paid on a monthly basis. This does not have any link to retirement benefits.
Statutory Bonus		16,800	
Guaranteed Cash		**5,36,316**	
Retirement Benefits		**41,185**	
Employers Contribution to Provident Fund (12% of Basic)	2,450	29,400	The employer contributes to the extent of 12% of basic salary.
Gratuity (15 days Basic)		11,785	This is governed by the Payment of Gratuity Act.
Fixed Compensation w/o housing		**5,77,500**	
Housing		**1,22,500**	
HRA	10,208	1,22,500	This is calculated @ 50% of Basic Salary. This amount is paid as a part of the monthly salary
Fixed Compensation		**7,00,000**	
Variable Pay		1,05,000	This is a performance linked pay plan as applicable to your role. This amount is the target pay on achievement of 100% of the target set for individual, function and organization. The amount indicated here is for a performance period of 12 months, Apr-March. The actual payout will vary due to performance levels and period worked in the performance period.
Cost to Company		**8,05,000**	
Benefits/ Perks not Valued			
Mobile Phone		Yes	Rental and official calls (For VIL subscriptions only).
Hospitalization Insurance		Yes	As per company's GMC policy - Sum Insured is Rs 5 Lacs p.a. for self and dependents. This is a Co-Pay policy
Accident Insurance		Yes	As per company's GPA policy - Sum Insured is Rs 50 Lacs. This is borne by the company.
Term Insurance		Yes	As per company's GTL (Nischint) policy - Sum Insured is Rs 10 Lacs. Coverage as per company's policy.

Notes:
- Taxes as applicable, to be borne by the incumbent, as per prevailing tax laws.

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Near Sanganer Airport, Jaipur-302029

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1304

unthinkable

Date: June 14, 2023

Subject: Appointment-cum-Offer Letter

Dear Jewel Jenifer Noronha,

We are pleased to offer you the position of Jr. Associate- Pre Sales in our Organization.

Your engagement shall be subject to the terms expressed herein and uniform terms and conditions of the Organization.

The date for commencement is June 22, 2023. Your reporting officer is Mr. Gaurav Sharma (General Manager - Pre Sales and Research & Development).

Salary Structure: With effect from your joining date, you will be entitled to an overall CTC as per the following breakup for one year.

	Monthly	Annual
Basic	21667	260004
HRA	10834	130008
Transport Allowance	1600	19200
Special Allowance	4381	52572
Uniform Allowance**	500	6000
Child Education**	200	2400
Medical Reimbursement**	1250	15000
Meal Vouchers**	2200	26400
Gift Item**	416	4992
LTA**	3000	36000
Telephone & Internet**	1000	12000
Professional Development**	3000	36000
Books & Periodicals**	1000	12000
EPF Employer Contribution	1800	21600
Gratuity	1042	12504
Health Insurance	277	3324
Total Salary	54167	650004
Performance Based Incentive*		150000
Total CTC		800004

Performance Bonus* &Yearly Incentive**: As per prevailing policy of company

Joining Bonus#: You will be entitled for joining bonus of INR 1,00,000 and this amount will be released after probation period ends. In case you resign on or before completion of one year or will be separated due to performance issues within this time period, amount will be recoverable from you.

Wishing you a long and fruitful stay,

For Unthinkable Solutions LLP

14/Jun/23

Authorized Signatory

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

Registered Office :
Unthinkable Solutions LLP
6th Floor, Metropolis Hissar Mall,
Opposite Vidyut Sadan,
Delhi Road, Hissar-125005

Corporate Office :
9th Floor, Tower B-1,
DLF Silokhera SEZ,
Sector-30, Gurugram
Haryana-122001, India

Tel.. +91-124-6817000
info@unthinkable.co
www.unthinkable.co
LPIN : AAO-4243

DocuSign Envelope ID: 0BH1120F-0897-RT5Y-GU8C-W56J63420081

Seva At Home

To

Dr. Jyotsna Singh

WCL Bungalow

Main Parasia District

Chhindwara, MP 480441

Ref: SAH-India-0000 141

Date: 5/22/2023

Subject: Offer of Appointment

Subject: Offer of Appointment On behalf of Seva At Home India Private Limited, I am pleased to offer you a position of "Operation Executive" in our organization.

This letter sets forth the terms of the offer and the attached Service Agreement, which, if you accept, will govern your employment. Your continued employment will require both satisfactory job performance and compliance with existing and future company policy. Your compliance with company policy includes the responsibility to respect the highest level of privacy for all members of the organization. Because many of our staff handles (will handle) a variety of proprietary and private information, protecting privacy is the responsibility of all employees and is specifically highlighted here.

Your C.T.C. will be Rs. 430000 /- per annum. You will be on a probation period for six months. You will be involved in learning and building the processes and methodologies employed by Seva At Home India Private Limited as you execute tasks assigned to you. Your subsequent promotions and increments will purely be based on your performance aligned with company objectives.

This offer of Appointment is subject to your joining of duties by 1 June 2023 and of your being found medically fit by our Medical officer, and background check performed by third party. You would, therefore, agree to allow Seva At Home India Pvt Ltd to share your personal, education and experience documents for verification and background check by our third party vendor and use data as per their policy. Doctors would be required to maintain indemnity insurance.

We are very enthusiastic and happy at the prospect of having you join us and extend a warm welcome to you. We think you will find the organization an excellent environment to work in. Please sign and return one copy of this letter. Sincerely, For Seva At Home India Private Limited,

Sincerely,

For Seva At Home India Private Limited,

Arun Datta
Chief Operating Officer

DocuSigned by:
540775486178424...

I have read this offer and accept the terms of appointment described herein.

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

Signature _____

Date _____

DocuSign Envelope ID: 0BH1120F-0897-RT5Y-GU8C-W56J63420081

Seva At Home

Additional details for this offer letter are as follows for your review and to ensure job fulfilment criteria:

1. Your employment would be subject to the Terms & Conditions, mentioned in your appointment letter, which will be issued to you after your joining.
2. You will be on probation for a period of six (6) months from the date of joining.
3. If considered expedient and necessary, we may conduct background checks on you on our own or through third party. You hereby consent to any such background checks and undertake to cooperate if so requested by us.
4. Employment as per this offer is subject to your being medically fit.
5. Please bring along the below listed documents / details on your day of joining. Your employment contingent on your ability to furnish below mentioned documents:
    a) Self-attested documents of your all educational and degree certificate (10th to Highest qualification)
    b) Permanent & Temporary Address proof
    c) Current & Previous Employer Relieving letter & Experience letter
    d) Current Employer appointment letter
    e) Last 3 months of salary slip or Form 16
    f) Copy of Pan Card
    g) ID proof (Voter ID Card / Passport / Driving License / Aadhar Card - Mandate)
    h) Do carry your last UAN and PF numbers
    i) Latest Passport Size Photograph – 4
    j) Bank account details along with cancel cheque

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

Tata AIG General Insurance Company Limited
Regd Office: 15th Floor, Tower A, Peninsula Business Park,
G. K. Marg, Lower Parel, Mumbai - 400 013.
Tel. No.: +91 22 66930000
www.tataaig.com
IRDA Registration No.: 108
CIN : U85110MH2000PLC128425

Great Place To Work. Certified

TATA AIG INSURANCE
WITH YOU ALWAYS

06 October 2022

Dr. Ketki Pandit
291, Keshar Bagh Road
Indore- 452012,
Madhya Pradesh,
India

Dear Ketki

Subject: Offer Proposal

We, Tata AIG General Insurance Company Limited are pleased to extend you an offer proposal for the position of **MT** at **MT** in **Claims - Health** department.

Your initial place of posting would be **Goregaon.** The Company reserves right to transfer you to any location / department and / or job role in India or abroad in the future, as maybe required for the Company's business requirement.

Your annual Cost to Company will be Rs. **900,000.00** per annum. The compensation details are detailed in the 'Annexure' to this offer letter. You will be eligible for performance bonus / incentives as per the Company's policies from time to time.

This offer letter is contingent upon the successful completion of health declaration and background verification that may be conducted by the Company or any other external agency authorized to conduct the same. By accepting this offer letter, you hereby give your unconditional consent to the Company or any third party appointed / nominated by the Company to conduct background verification including but not limited to current and past employers, criminal conviction records, university / school / college records, professional and personal references and other verifying sources / authorities.

We would expect you to revert with offer acceptance within 3 working days of receipt of this offer letter and join us latest on or before 22 July 2024, beyond which the offer and this offer letter would stand withdrawn, unless a new date is by the Company in writing.

A detailed appointment letter will be issued to you upon joining and completion of requisite documents submitted by you or as may be required by the Company.

Yours Sincerely,

For **Tata AIG General Insurance Company Limited.**

Jitesh Bawa

Chief Human Resource Officer

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

ANNEXURE

Name	Ketki Pandit
Designation	MT
Band	MT
Location	Goregaon
Department	Health Insurance

Pay Component (A)	Per Annum (Rs.)	Remarks
Basic Salary	297,000.00	Fully Taxable
House Rent Allowance (HRA)	148,500.00	Taxability as per applicable IT provisions on HRA
Flexi Allowance Plan (FAP)	404,574.00	Taxability as per applicable IT provisions on (FAP)
Statutory Bonus	0.00	
Total of (A)	**850,074.00**	
Statutory Benefits (B)		
Provident Fund (Employer Contribution)	35,640.00	As per the applicable law
Gratuity	14,286.00	As per the applicable law
Total Fixed Cost (A+ B)	**900,000.00**	
Target Annual Performance Bonus (C)	**270,000.00**	Performance Bonus is payable once a year, maximum up to 30% of fixed CTC based upon the individual performance & Company performance. The mentioned is at Target level Company performance
Maximum Earning Capacity (A+B+C)	**1,170,000.00**	

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Statutory Bonus shall be payable in accordance with The Payment of Bonus Act, 1965, as applicable.

*Gratuity shall be payable in accordance with The Payment of Gratuity Act, 1972, as applicable.

*Note-All of the Above Payments would be subject to tax and other deductions as per norms.

Guidelines on Annual Performance Bonus:
You will be eligible for an Annual Performance Linked Bonus Pay in the relevant performance year under review which will be based on individual performance and Company performance. Target bonus amount mentioned above will be the maximum payable and there is no guaranteed amount. Any employee earning incentives during the year or serving notice period on the date of pay-out will not be eligible for this component. Payment of Annual Performance Bonus is as per the Company policy, which is subject to change basis management discretion.

Guidelines for Flexi Allowance Plan:	
a) Each employee is entitled to exercise his / her choice of apportionment of FAP subject to total limits available against each allowance	
b). The below selection shall be taxable / non-taxable as provided for under the Income Tax act and the rule there made under and amended from time to time	
Allow / Reimb Head	Permissible Limit (in INR)
Food Coupons	Rs 15000 (or) 26400 per annum
Gift Vouchers	Rs 4999 per annum
LTA	Upto Rs. 2 Lakhs per annum
Children Hostel Allowance	Rs 300 per child per month up to a max of 2 kids
Education Allowance	Rs 100 per child per month up to a max of 2 kids
Vehicle & Fuel Maintenance (Only for Band 3 & Above Levels)	Rs 21600 per annum
Driver Salary (Only for Band 3 & Above Levels)	Rs 10800 per annum
Telephone Reimbursement	Rs 12000 or 24000 per annum
National Pension Scheme	10% of the basic Salary or 1.5 Lakhs whichever is lower

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Other Benefits*	Cover
Group Mediclaim Insurance cover	Self, Spouse and 2 dependent children on a family floater basis.
Group Term Life Insurance cover	Two times of Annual fixed compensation less retirals or Rs.10,00,000 whichever is higher. (Retirals includes PF and Gratuity)
Group Personal Accident Insurance cover	Applicable as per the company policy.
Voluntary Parents Mediclaim Policy	An employee can cover his/her dependent Parents and/ or Parents in laws. This is a voluntary policy where the premium will be borne by the employee.

*** Please refer the Individual Policy Documents for more details**

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

Outlook

Re: Proposal for Invitation for Hiring Talent from IIHMR University, Jaipur.

From Nigam R.D <marketingexecutive.asst@ahirc.com>

Date Fri 1/13/2023 12:31 PM

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

Cc Girinath . <girinath@ahirc.com>; Sarita Rajput <hrd@ahirc.com>; Anita Thapa <anitathapa@iihmr.edu.in>; Shivani Gupta <shivani.j21@iihmr.in>; Apoorva Sancheti <apoorva.j21@iihmr.in>; Parushni Satsangi <parushni.j21@iihmr.in>; Kongkita Buragohain <kongkita.j21@iihmr.in>

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

Dear Satheeshkanna,
Greetings from Asian Heart Institute.
Congratulations!!!
Attached herewith the list of the selected candidates.You may please block them for Joining the Asian Heart Hospital,Mumbai. The Annual CTC will offer 4.2 Lakh.
Requesting you to Please confirm their date of joining for an offer letter.

Shivani Gupta
Apoorva Sancheti
Parushni Satsangi
Kongkita Buragohain

Thanks

On Tue, Jan 10, 2023 at 8:47 PM Nigam R.D <marketingexecutive.asst@ahirc.com> wrote:

> Dear Satheeshkanna,
> Greetings from Asian Heart Institute.
> Below mentioned students are shortlisted for final round of interview with our Vice-Chairman Saswat Sir or with CEO Girinath sir on **13 Jan 2023 @9:30AM onward**, kindly make sure below students adhere to time of their respective zoom interview slot mentioned:

IIHMR JAIPUR		
SL	NAME	TIME
1	SHIVANI GUPTA	9:30AM
2	APOORVA SANCHETI	9:40AM
3	PARUSHNI SATSANGI	9:50AM
4	MESHWA ASHOK PANDEY	10AM
5	SHREYASH MHATRE	10:10AM
6	PRATYAY BANERJEE	10:20AM
7	KONGKITA BURAGOHAIN	10:30AM
8	SUCHISMITA DAS	10:40AM

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

Kindly coordinate and send them below zoom link for an interview on 13 Jan 2023 @9:30AM onward:

https://zoom.us/j/4266301196?pwd=d2J2WDhSd25OeG9vSEtCenZRR0E1QT09

Meeting ID: 426 630 1196
Passcode: w3awhf

Thanks
Dr Nigam

On Sat, Jan 7, 2023 at 5:41 PM N Satheeshkanna <satheeshkanna@iihmr.edu.in> wrote:

> Dear Sir / Ma'am,
>
> Greetings!!!
>
> With reference to the job description, herewith I have enclosed the interested student's details and their CV's for your kind perusal.
>
> Kindly let me know the further proceedings from your end.
>
> **Thanks & Regards,**
>
> **N. Satheeshkanna,**
>
> **Asst. Manager - Placements**
>
> **A:** IIHMR University | 1, Prabhu Dayal Marg,
>
> Near Sanganer Airport, Jaipur – 302029
>
> **E:** satheeshkanna@iihmr.edu.in| **W:** www.iihmr.edu.in
>
> **M:** +91 978-245-3035 | **P:** +91 141 3924700 (455)

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1308

Placements

From: Rawatkar, Ateet <arawatkar@deloitte.com>
Sent: 15 September 2022 20:08
To: Priyanka Peter; N Satheeshkanna; Placements
Cc: Pillay, Kanchan; Menon, Hari; Singhi, Nidhi; USI Consulting Campus TA
Subject: Confirmation of Verbal Offers || IIHMR Jaipur
Attachments: Deloitte USI Consulting_IIHMR Jaipur_VOE.xlsx

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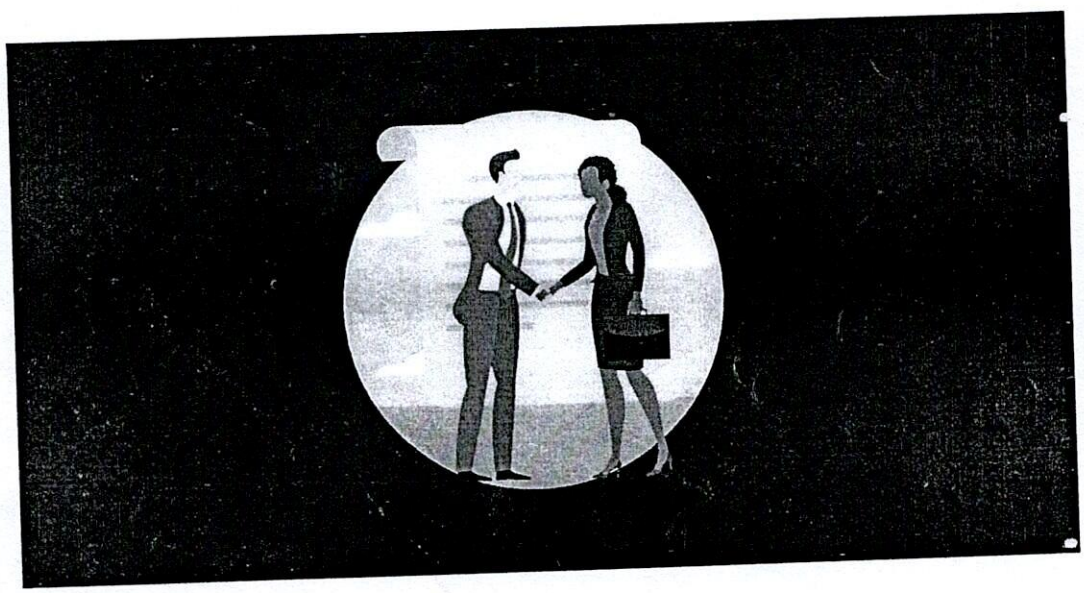

Shortlisted candidates

Confirmation

Dear Team,

Thank you for participating in the 2022 Campus Recruitment by Deloitte Consulting.

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On behalf of our organisation, we would like to thank you for all your support and collaboration.

As a follow-up to the **13** offers communicated verbally, we have attached the complete list of students selected from your institution. Please fill in the required information in the given format by downloading the document and send it back to us by 16th September 2022.

We will be reaching out to each of these selected candidates for key information/documents to release the offer.

We look forward to receiving further details from your end. Please feel free to write to us if you have any questions.

Please reach out to us if you have any queries.

Best regards,

Campus Team

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S.No	Full Name	Offer Acceptance	Title/Designation
Example	*John Peter*	*Accept/Reject*	*Analyst*
1	Nikita Singh		Analyst
2	Sahana Mohan		Analyst
3	Isha Phadke		Analyst
4	Rupali Maheshwari		Analyst
5	Pradipta Bhattacharya		Analyst
6	Divya Swamy		Analyst
7	Shreya Damle		Analyst
8	Kopal Bansal		Analyst
9	Faizan Kadiwala		Analyst
10	Manisha Sharma		Analyst
11	Yash Nagpal		Analyst
12	Yash Kalyani		Analyst
13	Glory Samal		Analyst

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Placements

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

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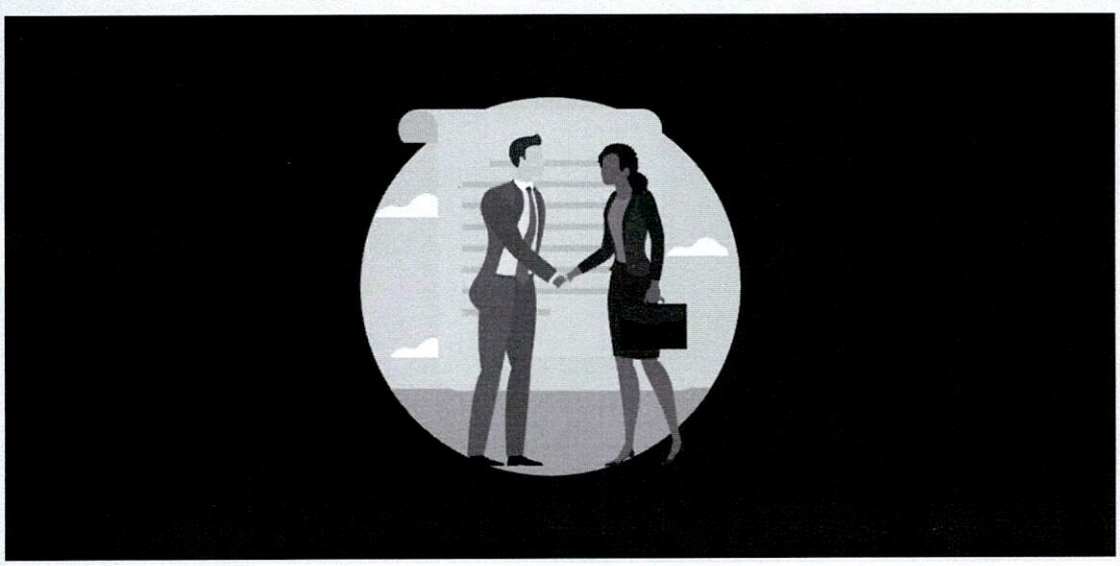
Deloitte Consulting | September 9, 2022



Eligibility criteria and profile details

Dear Team,

Thank you for your time.

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

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

Eligibility Criteria:

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

Link to our Job Description & more on profile:	Please refer attached JD- ***Deloitte USI Consulting_Healthcare JD.pdf"***
Registration Link:	Click Here

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

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

Important dates for the process:

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

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

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

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Please feel free to contact us if you have any questions.

Kind regards,
Campus Team

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1309

HEALTHARK

Dear Krishna Pranav Gandhi,

Date: 23rd Jan 2023

Sub: Offer Letter

Thank you for exploring career opportunities with **Healthark Wellness Solutions LLP** (referred to as "Healthark Insights" subsequently in the document). You have successfully completed our selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Consultant.** Your CTC salary including all the benefits will be **Rs. 7,21,382** as per the terms and conditions set out herein in **Annexure - I**

Kindly Accept the Offer Letter within one day of receipt of the offer. Also, you are hereby requested to join us starting by 6th **Mar, 2023.**

Compensations and benefits:

1. **Working Hours**

   You will be working for 5 days a week [Monday to Friday fulltime]. However, we may occasionally schedule additional sales events, seminars or meetings during the weekend. The regular working hours will be 10:00 a.m. to 7:00 p.m. All employees will be required to work in shifts and/or extended hours as permitted by law. You may be required to work beyond your existing working hours depending upon the business requirements/exigencies from time to time.

2. **Compensation Structure/Salary Benefits**

   The Compensation structure and salary components are subject to change as per the company's policy from time to time as its sole discretion.

3. **Probation Period**

   We will keep you on a three-month probation period during which we will gauge your performance and upon completion, both the parties will mutually agree if the employment should be made permanent or not.

4. **Alternative Occupation/Employment**

   Either during the period of your probation or during the period of your employment as a confirmed employee of Healthark Insights you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of Healthark Insights.

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HEALTHARK

5. Confidentiality Agreement

As part of the joining formalities, you are required to sign a confidentiality agreement, which aims to protect the intellectual property rights and business information of Healthark Insights and its clients.

6. Intellectual Property Rights

That all the intellectual property rights relating to the work done or created by you including all material development, seminars and presentations, designing of marketing material, development of website, lecture notes etc. during the course of this contract with the company solely and exclusively vest with the company in perpetuity and the company shall have the sole and exclusive right to utilize any or all of them. The Intellectual Property in relation to this clause shall also cover the intellectual properties of Company's clients/vendors/contractors/employees etc

7. Notice Period

You will be required to give at least Three-months notice period failing which you are required to pay equivalent salary amount as a compensation to the company. Furthermore, Healthark Insights reserves the right to ask the candidate to complete your notice period.

8. Submission of Documents

At the time of joining, photocopy of the following documents should be submitted:

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

We look forward to having you in our team.

Sincerely,
Dr. Purav Gandhi
Founder & CEO
Healthark Insights

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

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HEALTHARK

Appendix – I

Components	Amount Per Month (INR)	Amount Per Annum (INR)
A. Fixed		
Basic	18,333	2,20,000
HRA	9,167	1,10,000
Special Allowance	14,167	1,70,000
Retention Bonus *		1,00,000
**Total Fixed Compensation ** **		**6,00,000**
B. Variable		
Performance-linked bonus ***		1,00,000
Total Variable Compensation		**1,00,000**
C. Other		
Medical Insurance Premium ****		10,800
Gratuity *****		10,582
Total Other Components		**21,382**
Total Cost to Company (CTC)		**7,21,382**

* One-time component payable to the employee at the completion of 2 years with the company

** Currently, we do not deduct PF but the same may be deducted in future from the offered CTC when applicable as per Government rules; Tax Deducted at Source (TDS) and / or Professional Tax will be deducted from the offered CTC as per Government rules

*** Payable at the end of each year as per company's performance management process based on individual's and company's performance

**** Current medical cover is INR 5 lacs with insurer's terms & conditions. Cost of medical insurance could change depending on Insurance regulations & company's insurance partner

***** Gratuity is payable as per the provisions of the Payment of Gratuity Act 1972

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

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1318

Apollo Sage HOSPITALS

Date:11.01.2023

Ms.Kritika Sahai

Murti Nagar, Jaipur

Dear Ms.Kritika

Sub: Letter of Intent

This is with reference to your application for employment with us and the subsequent discussions we had with you.

We are pleased to confirm our intention to appoint you as **Executive – Operations** Job **Grade-12** in our Organization. Up on Joining, you will be reporting to **HOD** or whom so ever he / she designates.

You are required to join our Organization on or before **20.02.2023** In case you do not report for duty by this date, this offer will stand automatically withdrawn and cancelled, without any further written notice or any other communication. unless this LOI is extended by the Organization in writing in advance.

On your joining us. you will be entitled to receive the Remuneration / Benefits / Allowances / Reimbursements as applicable, at an all-inclusive Cost to Company (CTC) of **Rs 3,00,000/- (Rupees Three Lakh Only)** per annum, subject to TDS & applicable Statutory Deductions. The structure of your compensation may be altered / changed from time to time in line with the Organization policy and practices without affecting the emoluments adversely.

As per the Organization policy, you will be on probation for a period of Six (6) months.

You would be posted at **Bhopal.** However, as and when required, your services would be transferable to any of the offices / Units of the Organization in India and abroad. During the tenure with the Organization, your services are also liable to be rotated within the organization as per the policy of the Organization prevailing from time to time.

Your appointment is subject to satisfactory reference checks and clearance from any secrecy / service agreement that you may have executed in the past and which could have bearing on your employment with us. This offer is subject to you being found medically fit. In this regard, you are required to undergo a pre-employment medical examination at our hospital on any working day before your joining date.

Further, this Letter of Intent is being issued based on the information furnished in your application for employment and the information provided by you during the interviews you had with us. This is also further subject to your producing original academic records and Relieving Letter from your immediate past employer. If at any time in future, it comes to our notice that any of the information furnished by you is incorrect or relevant material / information has been withheld by you, then your employment is liable to be terminated without any notice and without any type of liability associated with the Organization for such misrepresentation.

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Apollo Sage Hospital - Bhopal
Regd No. NH/7272/Sept. 2022
(A unit of S. R. Associates)
KH.No. 98/3-99-100, E-8 Extension, Bawadia Kalan, Bhopal - 462026 (MP) India
+91 -755- 4001662 Emergency +91 -755- 3505050
info@apollosage.in www.apollosage.in

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This is only a Letter of Intent and the **'Letter of Appointment'** detailing the terms of your employment will be given to you, on your joining.

On the day of joining, you are required to bring a clear copy of the documents detailed in **Annexure-B**, with self-attestation. Also please carry your original documents for verification purposes.

You will abide by the rules and regulations of the Organization as may be in force from time to time.

Kindly sign and return the duplicate copy of this letter as a token of your acceptance. If you don't confirm acceptance within three working days, the Organization reserves the right to withdraw the offer.

We take great pleasure in welcoming you to share your experience and expertise, and sincerely hope that your period of service with us will be long, pleasant and of mutual benefit.

For Apollo Sage Hospitals, Bhopal

Rakesh Agarwal
Executive Director

Jagrati

By signing on this letter below, I Mr. / Ms. / Dr.....accept this offer, for the position of ..... at **Apollo Sage Hospitals, Bhopal**

Signature: ..... **Date:** .....

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"Annexure – B"

List of Documents

The following documents are required at the time of your joining:

- Letter of Intent issued by the Organization.

EDUCATIONAL CERTIFICATES:

- Self-Attested copy of the Certificates of 10th, 12th, Graduation & Post Graduation.
- Self-Attested copy of the Mark sheets for 10th, 12th, Graduation & Post Graduation.
- Self-Attested copy of the Certificates of professional courses or trainings.

PROFESSIONAL CERTIFICATES:

- Self-Attested copy of the Relieving Letter / Resignation Acceptance Letter from the last two previous organizations.
- Self-Attested copy of the appointment letter, Last Increment letter and **last salary slip** of the previous organization.
- Self-Attested copy of the Experience Certificates of all previous organizations.

OTHERS:

- 5 passport Size Photographs (With White Background).
- Self-Attested copy of PAN CARD, Aadhar card & Bank Account details.
- Family Photograph for ESI Card (If Applicable).
- Self-Attested copy of the Medical Council of India / State Medical Council Registration Certificate (For Doctors).
- Self-Attested copy of the Nursing Council of India / State Nursing Council Registration certificate (For Nurses).
- Self-Attested copy of any Certificates pertaining to immunization, if available.

Please carry all the originals of the above mentioned documents for verification purposes.

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1312

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an MRO company

Ref: LOI/FI064/2022

Date: 18th October 2022

College: IIHMR, Jaipur

Sub: Letter of Intent

Dear Dr Lubna Sayyed,

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

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

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

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

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

Sincerely,

For FIGmd (India) Pvt.Ltd.,

FIGMD (INDIA) PVT. LTD. * PUNE *

Shawn Powlick

CHRO

For Employee,

Sayyed.

Name: LUBNA W. SAYYED

Location: JAIPUR, RAJASTHAN

Date: 19 - 10 - 2022

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Annexure A

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

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N Satheeshkanna

From: Pragya Choudhary <pragya.choudhary@careinsurance.com>
Sent: 27 January 2023 17:03
To: N Satheeshkanna
Cc: Rashi Ramani; Rupali Singh; Support HR
Subject: RE: Congratulations- Final Selection| IIHMR

Follow Up Flag: Follow up
Flag Status: Flagged

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Dear Mr Satheesh,

As discussed, we would be pleased to offer 3 month Internship to M Khurram Jahan. During this period, he will be paid a stipend of INR 15,000.
His date of joining will be **20th February'23.**

Post completion of internship, he will be taken on a full time role as Manager- Group Underwriting with the CTC of 6.6 LPA.

Thanks & Regards
Pragya Choudhary | Manager - Human Resource
Care Health Insurance Limited,Vipul Tech Square, Tower C, 3rd Floor Sector- 43, Golf Course Road, Gurgaon -122009
M: +91 7838854849 | http://www.careinsurance.com
Values that steer us ahead:
Call us | E-mail us | Network Hospitals

From: Pragya Choudhary
Sent: 17 January 2023 15:12
To: 'N Satheeshkanna'
Cc: Rashi Ramani; Rupali Singh
Subject: Congratulations- Final Selection| IIHMR
Importance: High

Dear Mr Satheesh,

It gives us immense pleasure to inform you that below student has been selected for an opportunity with Care Health Insurance as part of the L.E.A.D Program (Campus Recruitment Program)

You are requested to kindly inform the below student:

Name	Role Offered
M Khurram Jahan	Manager- Group Underwriting

Location: Gurgaon

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Near Sanganer Airport, Jaipur-302029

Thanks & Regards

Pragya Choudhary | Manager - Human Resource
Care Health Insurance Limited, Vipul Tech Square, Tower C, 3rd Floor Sector- 43, Golf Course Road, Gurgaon -122009
M: +91 7838854849 | http://www.careinsurance.com

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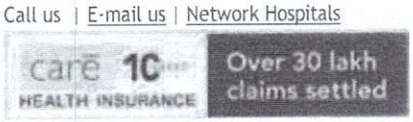

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Tata AIG General Insurance Company Limited
Regd Office: 15th Floor, Tower A, Peninsula Business Park,
G. K. Marg, Lower Parel, Mumbai - 400 013,
Tel. No.: +91 22 66930000
www.tataaig.com
IRDA Registration No.: 108
CIN : U85110MH2000PLC128425

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TATA AIG INSURANCE
WITH YOU ALWAYS

06 October 2022

Dr. Madhvika Bhardwaj
503, Cottage Hospital
Road, Chicalim,
Goa- 403711
India

Dear Madhvika

Subject: Offer Proposal

We, Tata AIG General Insurance Company Limited are pleased to extend you an offer proposal for the position of **MT** at **MT** in **Health Insurance** department.

Your initial place of posting would be **Peninsula.** The Company reserves right to transfer you to any location / department and / or job role in India or abroad in the future, as maybe required for the Company's business requirement.

Your annual Cost to Company will be Rs. **900,000.00** per annum. The compensation details are detailed in the 'Annexure' to this offer letter. You will be eligible for performance bonus / incentives as per the Company's policies from time to time.

This offer letter is contingent upon the successful completion of health declaration and background verification that may be conducted by the Company or any other external agency authorized to conduct the same. By accepting this offer letter, you hereby give your unconditional consent to the Company or any third party appointed / nominated by the Company to conduct background verification including but not limited to current and past employers, criminal conviction records, university / school / college records, professional and personal references and other verifying sources / authorities.

We would expect you to revert with offer acceptance within 3 working days of receipt of this offer letter and join us latest on or before 22 July 2024, beyond which the offer and this offer letter would stand withdrawn, unless a new date is by the Company in writing.

A detailed appointment letter will be issued to you upon joining and completion of requisite documents submitted by you or as may be required by the Company.

Yours Sincerely,

For **Tata AIG General Insurance Company Limited.**

Jitesh Bawa

Chief Human Resource Officer

tataaig.com | think ahead

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ANNEXURE

Name	Madhvika Bhardwaj
Designation	MT
Band	MT
Location	Peninsula
Department	Health Insurance

Pay Component (A)	Per Annum (Rs.)	Remarks
Basic Salary	297,000.00	Fully Taxable
House Rent Allowance (HRA)	148,500.00	Taxability as per applicable IT provisions on HRA
Flexi Allowance Plan (FAP)	404,574.00	Taxability as per applicable IT provisions on (FAP)
Statutory Bonus	0.00	
Total of (A)	**850,074.00**	
Statutory Benefits (B)		
Provident Fund (Employer Contribution)	35,640.00	As per the applicable law
Gratuity	14,286.00	As per the applicable law
Total Fixed Cost (A+ B)	**900,000.00**	
Target Annual Performance Bonus (C)	**270,000.00**	Performance Bonus is payable once a year, maximum up to 30% of fixed CTC based upon the individual performance & Company performance. The mentioned is at Target level Company performance
Maximum Earning Capacity (A+B+C)	**1,170,000.00**	

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Statutory Bonus shall be payable in accordance with The Payment of Bonus Act, 1965, as applicable.

*Gratuity shall be payable in accordance with The Payment of Gratuity Act, 1972, as applicable.

*Note-All of the Above Payments would be subject to tax and other deductions as per norms.

Guidelines on Annual Performance Bonus:
You will be eligible for an Annual Performance Linked Bonus Pay in the relevant performance year under review which will be based on individual performance and Company performance. Target bonus amount mentioned above will be the maximum payable and there is no guaranteed amount. Any employee earning incentives during the year or serving notice period on the date of pay-out will not be eligible for this component. Payment of Annual Performance Bonus is as per the Company policy, which is subject to change basis management discretion.

Guidelines for Flexi Allowance Plan:	
a) Each employee is entitled to exercise his / her choice of apportionment of FAP subject to total limits available against each allowance	
b). The below selection shall be taxable / non-taxable as provided for under the Income Tax act and the rule there made under and amended from time to time	
Allow / Reimb Head	Permissible Limit (in INR)
Food Coupons	Rs 15000 (or) 26400 per annum
Gift Vouchers	Rs 4999 per annum
LTA	Upto Rs. 2 Lakhs per annum
Children Hostel Allowance	Rs 300 per child per month up to a max of 2 kids
Education Allowance	Rs 100 per child per month up to a max of 2 kids
Vehicle & Fuel Maintenance (Only for Band 3 & Above Levels)	Rs 21600 per annum
Driver Salary (Only for Band 3 & Above Levels)	Rs 10800 per annum
Telephone Reimbursement	Rs 12000 or 24000 per annum
National Pension Scheme	10% of the basic Salary or 1.5 Lakhs whichever is lower

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Other Benefits*	Cover
Group Mediclaim Insurance cover	Self, Spouse and 2 dependent children on a family floater basis.
Group Term Life Insurance cover	Two times of Annual fixed compensation less retirals or Rs.10,00,000 whichever is higher. (Retirals includes PF and Gratuity)
Group Personal Accident Insurance cover	Applicable as per the company policy.
Voluntary Parents Mediclaim Policy	An employee can cover his/her dependent Parents and/ or Parents in laws. This is a voluntary policy where the premium will be borne by the employee.

*** Please refer the Individual Policy Documents for more details**

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Placements

From: Rawatkar, Ateet <arawatkar@deloitte.com>
Sent: 15 September 2022 20:08
To: Priyanka Peter; N Satheeshkanna; Placements
Cc: Pillay, Kanchan; Menon, Hari; Singhi, Nidhi; USI Consulting Campus TA
Subject: Confirmation of Verbal Offers || IIHMR Jaipur
Attachments: Deloitte USI Consulting_IIHMR Jaipur_VOE.xlsx

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Shortlisted candidates

Confirmation

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Dear Team,

Thank you for participating in the 2022 Campus Recruitment by Deloitte Consulting.

On behalf of our organisation, we would like to thank you for all your support and collaboration.

As a follow-up to the **13** offers communicated verbally, we have attached the complete list of students selected from your institution. Please fill in the required information in the given format by downloading the document and send it back to us by 16th September 2022.

We will be reaching out to each of these selected candidates for key information/documents to release the offer.

We look forward to receiving further details from your end. Please feel free to write to us if you have any questions.

Please reach out to us if you have any queries.

Best regards,

Campus Team

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S.No	Full Name	Offer Acceptance	Title/Designation
Example	*John Peter*	*Accept/Reject*	*Analyst*
1	Nikita Singh		Analyst
2	Sahana Mohan		Analyst
3	Isha Phadke		Analyst
4	Rupali Maheshwari		Analyst
5	Pradipta Bhattacharya		Analyst
6	Divya Swamy		Analyst
7	Shreya Damle		Analyst
8	Kopal Bansal		Analyst
9	Faizan Kadiwala		Analyst
10	Manisha Sharma		Analyst
11	Yash Nagpal		Analyst
12	Yash Kalyani		Analyst
13	Glory Samal		Analyst

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Placements

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

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Deloitte Consulting | September 9, 2022

Eligibility criteria and profile details

Dear Team,

Thank you for your time.

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

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

Eligibility Criteria:

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

Link to our Job Description & more on profile:	Please refer attached JD- ***Deloitte USI Consulting_Healthcare JD.pdf"***
Registration Link:	Click Here

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

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

Important dates for the process:

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

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

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

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Please feel free to contact us if you have any questions.

Kind regards,
Campus Team

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

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Orbees

Orbees Business Solutions Pvt. Ltd.
Q1, B1, B2, B3, 6th Floor, Cyber Towers, Hitec City, Madhapur, Hyderabad - 500 081. CIN: U72200TG2006PTC049870
Tel: +91 - 040 - 2311 4722, Fax: +91 - 040 - 2311 4723, info@orbees.com | www.orbees.com | www.orbeesmedical.com

24th November 2022
Hyderabad

To,

Ms. Manjaree Bose
105,Swagat Park Apartments, Friend's Colony,
Nagpur-06, Maharashtra - 440 001.

Dear Ms. Bose

This has reference to the discussion you had with us during the campus interviews conducted by Orbees on 15th November 2022.

We are pleased to offer you paid internship followed by full-time employment in our organization. You will be designated as **Senior Analyst** after the internship period and your gross annual compensation will be Rs. 8,00,000/- per annum (rupees eight lakh only). 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 tentative joining for the internship will be in the month of February 2023. 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.**

Rakesh Valluru
Manager – Operations

01/12/2022

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Letter of Intent/Expression of interest

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23rd March, 2023

Dear Mr. Manovrit Sood,

Congratulations! You've landed on Cloudnine!

We are delighted to offer you the position of "Asst. Manager - Operations "in the "Operations" department.

On Cloudnine, we are continually scouring the country for bright, young talent who can infuse our brand with new blood, energy and spirit. We are a community of vibrant minds and kindred souls. And we'd love for you to be a part of it. We found that your experience and outlook meshes well with the skill sets we are looking for in this role, and we look forward to the value that you can add to our organization.

As and on Cloudnine, our organizational fabric is seamed together by four intrinsic values: Customer Centricity, Respect, Innovation and Integrity. We pride ourselves on being an organization that is equally outward and inward looking, channeling the energies harbored within us to our customers and well-wishers.

Our brand is also deep-seated in a guiding trinity we've christened the 3 C's: comprehensive care, clinical excellence and celebration. These principles lead the Cloudnine way beautifully, marrying superior care with little flashes of delight. Just as surely as the 3Cs are exemplified towards guests, they are mirrored towards employees. Our organization is rooted in superlative employee satisfaction and care, and the celebration of milestones big and small. Our work is tightly tethered to passion and play, and we love what we do. We cherish each day, and we want you to do the same.

There's only one step left before we embark on this brand-new, exciting journey. By accepting this offer letter, you can take your first step on Cloudnine. We promise you a treasure trove of new experiences that will keep you on Cloudnine for a long time to come.

You are requested to join us on or before 01st June, 2023

For any questions, please feel free to respond to this email and I'll be happy to address them for you.

Thanking you,
With best wishes,
For Cloudnine
(A unit of Kids Clinic India Ltd.)

Sofia Joseph
Head HR

Registrar
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Name	Manovrit Sood
Designation	Asst. Manager - Operations
Date of offer	23 March 2023
Date of Joining	1 June 2023
Employee ID	
Fresher/EPF Exempted	Yes

Earnings		
Components	**Monthly**	**Annualised**
Basic+DA	16,220	194,640
HRA	8,110	97,320
Special Allowance	15,399	184,788
Gross Earnings	**39,729**	**476,748**

Explanation of components	
Basic+DA	This is paid in compliance with the Minimum wages Act & Payment of wages Act
HRA	Paid towards House Rent. Tax exemption available under prevaling IT laws
Special allowance	Balancing amount to achieve target gross earnings
Gross Salary	This is a sum of the different components (Basic+HRA+Conveyance+PA)

Retirals		
Components	**Monthly**	**Annualised**
ESI Contribution (employer)	0	0
PF Contribution (employer)	0	0
Meritorious Contribution	780	9,360
Retirals	**780**	**9,360**

ESI	Coverage under the ESI Act, 1948. Subject to provisions of the Act.
PF	Coverage under the EPF Scheme, 1952. Subject to provisions of the EPF and Miscellaneous Act, 1952
Meritorious Contribution	Payable as per policy

Advance Statutory Bonus	**1,352**	**16,224**

Advance Statutory Bonus	Coverage under the Bonus Act, 1965, Subject to provisions of the Act. Monthly Advance Statutory Bonus paid against Annual Statutory Bonus amount.

Performance Linked Pay	**3,973**	**47,676**
Incentives	**0**	**0**

Performance Linked Pay	Payable as per policy
Incentives	Payable as per policy

Cost to Company	**45,834**	**550,008**

* these components are not encashable.
Income Tax will be as per the latest applicable slabs in force

TAKE HOME salary (excluding Performance Linked Pay, Incentives and Health Insurance Deductions) per month (BEFORE INCOME TAX) **40,881**

With best regards
For Cloudnine
(A unit of Kids Clinic India Limited)

Plus
Health Insurance Coverage for Self and Family & Accident Insurance Coverage for Self as per policy. Deductions made
Special Allowance may be allocated to reimbursement options detailed below.

Reimbursement Options	Annual Limit
Food Coupons	Rs. 30,000

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N Satheeshkanna

From:	Monika Priyadarshini <monikap@cloudninecare.com>
Sent:	21 February 2023 15:31
To:	Vinod Tejwani
Cc:	Placements; N Satheeshkanna
Subject:	RE: Invitation for Campus Engagement- IIHMR University, Jaipur
Follow Up Flag:	Follow up
Flag Status:	Flagged

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Hi Mr Vinod,

Manovrit is selected as well.

Please help with the following documents from the selected students. Internship may start from 1-Mar-23 please. And few students expressed that they didn't want to do their internship with us, may join for placements directly.

- 10th Marksheet copy
- 12th Marksheet copy
- Graduation Convocation copy
- MBA HHM all semesters Marksheet copy
- PAN copy
- Aadhar copy

Additional Details required for Offer Letter -

- Contact Number
- Email ID
- Blood Group

Regards,

Monika on Cloudnine

People Department

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From: Monika Priyadarshini
Sent: 21 February 2023 2:47 PM
To: Vinod Tejwani <vinodtejwani@iihmr.edu.in>
Cc: Placements <placements@iihmr.edu.in>; N Satheeshkanna <satheeshkanna@iihmr.edu.in>
Subject: RE: Invitation for Campus Engagement- IIHMR University, Jaipur

Dear Mr Vinod,

Following are the selects –

- Dinky Makhija
- Vansh Lal
- Vishaka Chandel

Manovrit Sood might qualify as well & we are in discussion with the Interviewer on his view on consideration. Will get back to you in sometime on this.

Stipend for Internship will be paid 10,000/-pm
Upon placement – salasry will be 5.5LPA CTC as agreed
Designation – Asst. Manager – Operations.

Regards,

Monika on Cloudnine

People Department

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December 29, 2022

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Dr Mansy BHARGAVA
Opposite plot no.44, Keshavnagar, Scheme no.13, Keshavnagar, Scheme no.13, Alwar, Alwar, Rajasthan - 301001

Subject: Letter of Intent

Dear Dr Mansy

This letter is to notify you that you have cleared the interview process for the position Knowledge Management in our organization. Your annual compensation will be INR 13,10,600, which includes performance bonus, joining bonus and relocation (subject to eligibility) and other terms of appointment will be more clearly described in your offer letter to be released.

Your offer letter would be subject to fulfillment of following terms & conditions:

- Your meeting with the ZS Associates, India requirements for the said positions; and
- Verification of your credentials, testimonials and other particulars mentioned/ submitted by you with your application. The Offer release will be contingent upon successful verification of your documents that will be submitted by you

Kindly acknowledge the receipt of this letter by returning a duly counter-signed copy within 2 days of the receipt failing which it would be deemed that you are not interested in pursuing this opportunity further.

This communication is only an intimation of completion of initial selection process and is not an offer of employment or any promise of offer of employment by ZS Associates India Private Limited.

For ZS Associates India Private Limited

Ashish Bhambri
Director of Recruiting

I Dr Mansy BHARGAVA have read and understood the contents of the letter above and the same are acceptable to me.

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

Signature of the candidate

Address: OPPOSITE PLOT NO.44, KESHAVNAGAR, SCHEME NO.13, ALWAR, RAJASTHAN (301001)
Date: 29/12/2022

Impact where it matters

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1320

N Satheeshkanna

From: dharasansthan@gmail.com <dharasansthan@gmail.com>
Sent: Saturday, July 8, 2023 11:04 AM
To: Manveer Singh Pal <man2010pal@gmail.com>
Cc: N Satheeshkanna <satheeshkanna@iihmr.edu.in>
Subject: Re: Offer Letter as Program Manager

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Dear Manveer,

Our organization's policy for the employee pay strategy compliance once we receive monthly timesheets and actual plans with which we proceed payment. Henceforth regarding the pending stipend can only be processed to your account once we receive the timesheet and actual plan from your end during the tenure May 2023.

Furthermore, your expectancy is highly commendable but we regret to let you know that our organization's pay strategy for fresher candidates is limited to INR. 30,000/-.

Besides wishing you success wherever you go!

P.S. Kindly share with us the requirement for the pay processing.

Thanks & Regards,

Mahesh Panpalia
(Chief Executive)

DHARA Sansthan

Barmer, Rajasthan

Contact:
94142 71028, +919636153333,

On Fri, 7 Jul 2023 at 15:23, Manveer Singh Pal <man2010pal@gmail.com> wrote:

Dear Sir,

I hope you're doing well. I wanted to discuss the salary offer for the Program Manager position at Dhara Sansthan. While I appreciate the opportunity, I feel that the proposed salary of Rs. 27,000 doesn't match my qualifications and the significant responsibilities that come with the role.

I have a MBA (Health Management) and successful experience in other domains. Throughout my career, I have consistently delivered excellent results and helped organizations grow. Considering my expertise, I believe a salary of Rs. 40,000 would be more suitable, given the value I can bring to Dhara Sansthan.

Furthermore, I have personal responsibilities within my family that require a higher income. By offering a salary of Rs.40,000, I can better support my family and fully dedicate myself to the Program Manager position.

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DHARA Sansthan

DS/AO/HR/2022-23/150

Date: 1st March 2023

To,

Mr. Manveer Singh Pal
Naka Chandra Wadni,
Lashkar, Gwalior- 4740001
Madhya Pradesh

Letter of Intent

Dear Mr. Manveer,

With reference to your application and subsequent interview you had with us, we have pleasure in offering you the post of "District Coordinator" in our organization for Dhara Sansthan as per mutual agreed terms and conditions during the interview.

You will be paid a monthly compensation of 30,000/- per month.

To enable us to complete your joining formalities, please bring with you the following documents on your joining day.

1. All Academics Certificates from SSC/equivalent
2. School leaving certificate / any proof of Date of birth
3. PAN Card copy (if available)
4. Passport size photographs
5. Experience certificate from all ex-employers
6. Aadhar Card

Your appointment is subjected to verification of all the documents and medical check-up report. A formal letter of appointment with detailed terms and conditions will be issued to you at the time of joining

Kindly sign & return a copy of this letter as acceptance of the offer within 48 hours. In the events of failure, this offer stands withdrawn.

For, Dhara Sansthan

Mahesh Panpalia
(Chief Executive)

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Near Sanganer Airport, Jaipur-302029

COMMUNITY EMPOWERMENT LAB

Ref: CEL/HCAP/202307/002

Date: 15-Jul-2023

To,
Dr. Maya Kubal
IIHMR, Jaipur

Sub: Offer Letter

Dear Dr. Maya,

It is our pleasure to extend the following offer letter to you on behalf of Community Empowerment Lab (CEL), further to the interview and discussions you have had with us.

We are pleased to offer you a position as "**Research Associate**". You will be based at CEL's Lucknow office, you will play an important role in managing and execution of couple of studies related to KMC & feeding and other in-depth work with our organization need for initial period. This involve collaborate with cross-functional teams to support study teams to achieve the objectives. You will travel occasionally to other locations in order to effectively carry out your duties.

Term of Consultancy:

This is a full-time offer with the date of Joining from 20th July, 2023. The first 6 months of your consultancy will be a probationary period. Based on your satisfactory performance in the probation period the contract will be extended.

Consultancy Fees:
Your fee is fixed/deliverables based at a gross consultancy fee of **INR 7,50,000/- per annum**. Your fees will be disbursed to your bank account within 7 working days upon submission of the approved invoice.

Taxes:
CEL will make deductions for Income Tax and other statutory deductions from your fees, as per Income Tax rules and provisions, and deposit the same with the concerned Treasury/Department.

Reimbursements:
CEL shall reimburse you for all reasonable expenses incurred in the proper performance of your duties hereunder against prior approval and production of written evidence of such expenses to the reasonable satisfaction of your CEL manager/ approving authority, and in accordance with CEL's travel & business expenditure policy.

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General:
On joining the organization, you shall abide by the rules and regulations of the organization as

may be in force from time to time. You will be required to maintain utmost secrecy in respect to proprietary, confidential data information, documents and the organization's Human assets profile. Regular performance reviews will be done to benchmark your performance against company standards.

We welcome you on board. At the time of joining, the Human Capital team will give you a detailed consultancy agreement. We would expect you to join on 20th July, 2023 in keeping with our discussions with you, otherwise this offer will stand withdrawn automatically within ONE week of the joining date, or it stands canceled in case of any deviations in information provided by you.

It's our pleasure to welcome you to CEL. We sincerely hope that you will look favorably upon this offer. We at CEL look forward to working with you.

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

With best wishes,
For Community Empowerment Lab

Vinay Pratap Singh
Director – Research Management

AGREED AND ACCEPTED:

DATE OF ACCEPTANCE:

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

1322

KIMS HOSPITALS

OFFER LETTER

To
Ms. Mayuri Dhande,
West Bengal.

Jan 07, 2023

Dear Ms. Mayuri

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

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

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

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

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

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

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

For Krishna Institute of Medical Sciences Limited

CH. Koteswara

Koteswara Rao CH
Sr. Manager – HR

KRISHNA INSTITUTE OF MEDICAL SCIENCES LTD. Secunderabad

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

Krishna Institute of Medical Sciences Limited
Minister Road, Secunderabad - 500 003, Telangana, India
Tel: +91 40 4488 5000/4488 5184 | Fax: +91-40-27840980 | kimshospitals.com
CIN: L55101TG1973PLC040558

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KIMS

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

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

Prepared
Mamatha A

Approved
CH Koteswara Rao

KRISHNA INSTITUTE OF MEDICAL SCIENCES LTD. Secunderabad

Accepted
Mayuri

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

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EMPLOYMENT AGREEMENT

This Employment Agreement ("Agreement") is entered into on this 31st May 2023 and is effective from 1st June 2023.

BY AND BETWEEN:

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

AND

Meshwa Ashok Pandey, currently residing- 38/A Tadkeshwar Society, Valsad Gujrat- 393001. (Hereinafter referred to as "Employee" which expression shall, unless repugnant to the context or meaning thereof, be deemed to include the employee's successors, legal heirs and permitted assigns), of the OTHER PART

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

WHEREAS:

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

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

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

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1. Definitions and interpretations

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

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

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

2. Employment

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

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

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

2.4. There will be No paid leaves during probation and during serving notice period.

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

2.6. During the course of the employment, the Employee shall perform such duties, functions and responsibilities as the Board shall from time to time determine and entrusted to the employee. The Employee shall provide their services in accordance with the directions of **State Head - Operations Madhya Pradesh**.

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

3. Time to be devoted to Employment; Leave Entitlement

3.1. During the course of the employment, the Employee shall devote all of their professional and

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business time, attention and energies to the business and affairs of the Company.

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

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

4. Remuneration

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

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

5. Invention Assignment Rights

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

6. Non-Competition and Non-Solicitation

6.1. The Employee hereby undertakes that during the term of employment with the Company and for a further period of 1 (one) year from the date employee ceases to be in the employment of the Company ("**Non-Compete Period**"), the employee shall not, as an individual, partner, employee, consultant, shareholder, member, or in association with any Person, except on behalf of the Company, in any manner, directly or indirectly, during the Non-Compete Period: (i) Compete with

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the Company (ii) solicit or render services to or for a client of the Company (whether present or future) (iii) interfere with the Company's business (iv) employ any present or former employee of the company.

Further, the Employee hereby acknowledges that the type and periods of restriction imposed in the provisions of this Article 6 are fair and reasonable and are reasonably required in order to protect and maintain the legitimate business interests and the goodwill associated with the Business.

7. Confidentiality/ NDA

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

7.1.1. any such Confidential Information; or

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

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

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

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

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

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

8. Termination of Employment

8.1. The Employee's employment may be terminated for Cause immediately upon notice to the Employee. For the purpose of this Agreement, "Cause" shall mean: (i) a charge sheet being filed against the Employee (ii) gross negligence or misconduct by the Employee (iii) breach of terms of employment or company policy by the Employee (iv) Employee declared as insolvent under law (v) acts or omissions by the Employee that are grounds for summary termination of employment (vi) abandonment of continuous absence for a period greater than 5 days without notice to Company.

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

9 Obligations upon Termination

Obligations of the Company

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

Obligations of Employee

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

10. Representations and Warranties

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

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

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

10.1.3. the execution of this Agreement by the employee and performance of the employee's obligations, responsibilities and duties hereunder shall not result in the breach of any of the employee's obligations, covenants or undertakings (including any professional, statutory, contractual or fiduciary duties or obligations) to any other Person.

11. Remedies

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

12. Governing Law and Dispute Resolution

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

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

13. Miscellaneous

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

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

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

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

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

13.6. Save and except as otherwise provided in this Agreement, the waiver of any default or breach

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under this Agreement by any Party shall not constitute a waiver of the right to terminate this Agreement or otherwise exercise rights or remedies for any subsequent default of a similar nature or under any other terms and conditions of this Agreement.

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

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

For Karkinos Healthcare Private Limited., Through its authorized signatory R Venkataramanan	Employee: Meshwa Ashok Pandey Meshwa Ashok Pandey
Name: R. Venkataramanan Designation: Founder/ CEO Date: 31st May 2023	Name: Meshwa Ashok Pandey Designation: Management Trainee Date: 31st May 2023

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SCHEDULE A

Details of Remuneration

ANNEXURE 1:

The annual compensation details are as follows:

SALARY COMPUTATION		
Components	**Per Annum**	**Per Month**
Basic	289,200	24,100
Hra	144,600	12,050
Special Allowance	144,600	12,050
Gross Salary	**578,400**	**48,200**
Total CTC	**600,000**	**50,000**
Deductions		
Provident Fund	21,600	1,800
Professional Tax	2,400	200
Total Deductions	**24,000**	**2,000**
Net Pay	**554,400**	**46,200**
Employer Contribution to PF	21,600	1,800

'ou ompensation will be governed by rules of the company on the subject, as applicable and/or amended ıereafter. Also deductions, applicable as per prevalent statutes, shall be deducted from salary.

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Mu Sigma

Date: December 21, 2022

Meshwa Patel
Candidate ID: CPH20231506
Institute: IIHMR

Dear Meshwa,

Congratulations - We are thrilled to invite you to embark on a Decision Sciences journey with Mu Sigma, the world's largest pure-play Big Data Analytics & Decision Support company. With a worldwide footprint, Mu Sigma acts as a Transformation Sherpa for its customers in their endeavor to change the way they compete.

Since inception, Mu Sigma has challenged traditional paradigms of learning modes, problem-solving, decision-making, and leadership to enable and accelerate the journey of young problem-solvers into global leaders that transform the journey of Fortune 500 organizations. **Our model has demonstrated that young and fearless decision sciences leaders can be groomed through unrivaled training & unparalleled work experience.**

With Mu Sigma, you belong to a special category of people who are not only building a path-breaking Company, but also laying the foundation for a new industry. You have a rare opportunity to be part of a team that is defining the space of decision sciences, as well as challenging widely held business practices and beliefs along the way.

At Mu Sigma, you will be challenged and you will challenge every day – you will be encouraged and rewarded for questions over answers, for challenging the status quo, for asking 'why not' over 'why', for being daring enough to counter experience with experiments, and for being bold enough to question traditional knowledge with new learnings. You will solve complex problems for Fortune 500 giants across Retail, Healthcare, CPG, Insurance, Automobile, and many other industries by combining Math, Business Acumen, Technology, Behavioral Sciences, and Design Thinking.

We trust you are as excited as us by the opportunities the future holds, and if you are committed to evolving into an elite decision sciences leader, **we invite you to undertake this journey with us.**

Mu Sigma Business Solutions Private Limited

Registered Office: Aviator Building, Level 14, Ascendas – ITPL SEZ Zone Whitefield Road, Bangalore, Karnataka - KA – INDIA – 560066
Tel: +91 80 7154 8000 | Fax: +91 80 7154 8060 | Email: info@mu-sigma.com | Website: www.mu-sigma.com
CIN: U74140KA2005PTC036309

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Near Sanganer Airport, Jaipur 302029

Mu Sigma

Your Decision Sciences Journey with us – Overview & Structure

During your course of employment, you will be learning and delivering value real-time every day.

Up to 120 Days: Induction & Training

You will undergo an immersive training in Mu Sigma's unique **Art of Problem Solving (AoPS™)** ecosystem to develop a problem-solving mindset that combines math, business, and technology with behavioral sciences & design thinking. You will be mentored to elevate your mindset, skillset, toolset, and you will be groomed by Decision Sciences practitioners who are abreast of current industry challenges and real-world problems, with access to Mu Sigma proprietary tools and central learning repository.

At the end of the program, you will be equipped with an experimentative, learning-driven and interdisciplinary approach to problem-solving and **you will be ready to be allocated in different fulfillment or enablement teams at Mu Sigma.**

Trainee Decision Scientist Journey

During your journey as a Trainee Decision Scientist, you will explore a wide range of cross-industry and cross-functional real-world problems with Fortune 500 customers across multiple industry verticals and business horizontals. You will have a 360° view to problem-solving and will experience the full life-cycle of a problem, all the way from problem-definition to solution implementation within the customer organization. You will observe first-hand, the impact of your work on the decisions of leading global organizations and innovate closely with the CXOs and senior leadership of industries.

Apprentice Leader Journey

Subject to satisfactory performance, you will be promoted to an Apprentice Leader (AL). As an AL, you will be a member of Mu Sigma's leadership community. You will be tasked with driving revenue growth, managing key accounts and customer relationships, mentoring Trainee Decision Scientists (TDS), and contributing to organizational initiatives.

Mu Sigma Business Solutions Private Limited

Registered Office: Aviator Building, Level 14, Ascendas – ITPL SEZ Zone Whitefield Road, Bangalore, Karnataka - KA – INDIA – 560066
Tel: +91 80 7154 8000 | Fax: +91 80 7154 8060 | Email: info@mu-sigma.com | Website: www.mu-sigma.com
CIN: U74140KA2005PTC036309

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Near Sanganer Airport, Jaipur-302029

Mu Sigma

TERMS & CONDITIONS

Joining Date:

- We are pleased offer you the position of Trainee Decision Scientist with **Mu Sigma Business Solutions Private Limited** ('Company'). Your exact Date of Joining will be communicated at a later date.

Compensation:

- Once you execute the contract of employment and come on rolls of the Company on the communicated employment start date, your Cost to Company as mentioned in the Annexure 1.

Medical Insurance:

- In addition to the above, you will also be eligible for Medical Insurance covering hospitalization expenses of up to **INR 300,000** for you and up to three of your dependents defined as per Company medical insurance scheme.

- Critical Illness benefit cover: This will be in the form of a one-time payment of sum insured as per the company policy. This payment will be made only on the first instance of critical illness in the lifetime of the employee. This is applicable only for the employee.

General:

- This letter shall be a mere invitation to offer ("Offer Letter") and the acceptance of this Offer Letter is not to be considered as a binding contract guaranteeing employment for any specific duration. The Company reserves the right to vary or alter the terms and conditions of this Offer Letter and the right to revoke this Offer Letter without cause and without notice period of such revocation up to any time.
- You will be required to submit documents such as educational certificates, ID proof / Address proof, Aadhaar card, photographs. PAN etc. in due course and execute agreements, which includes standard non-disclosure and inventions assignment agreements and appointment letter/contract of employment between you and the Company.
- You may write to us at campus_india@mu-sigma.com for any queries regarding this offer.

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Mu Sigma

Governing law:

This Offer shall be governed, interpreted and enforced by and in accordance with the laws of India and courts in Bangalore shall have the exclusive jurisdiction.

Acceptance of our offer:

Please acknowledge your acceptance by signing below. We look forward to your association with Mu Sigma and wish you all the best for a long and exciting career here.

Sincerely,

Deepa. S. Mahesh

Deepa S Mahesh

Director

Declaration

I have carefully read and understood the terms of this offer letter including all the annexures and accept the same unconditionally.

Agreed to and accepted:

Candidate name	Signature	Date

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Mu Sigma

Annexure 1

S.No	Particulars	2024	2025	2026	2027	CTC over 4 jumps
1	**Total compensation on Joining till Jan 2025**	**5,00,000 (PA)**				
2	**1st Jump - Jan 2025** Compensation Revision		**6,50,000 (PA)**			
3	**2nd Jump - Jan 2026** Compensation revision			**8,00,000 (PA)**		
4	**3rd Jump - Jan 2027** Compensation revision				**10,50,000 (PA)**	
5	**Total Cost to Company**					**30,00,000**

Penalty:

In the event that the employee decides to leave the Company within a 4-year period, there would be a penalty applicable in addition to serving a 60-day Notice Period. The penalty would be dependent on the tenure of employment with the Company. The exact amount of the penalty will be calculated per the table below:

Tenure calculated from date of joining	Penalty amount (in INR)
0 – 36 months	10,00,000
37 – 48 months	7,50,000

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

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Redcliffe labs

OFFER LETTER Date: 17th -June-2023

To,

Name – Mrunali Pakhale

Address – Mumbai

With reference to your application and subsequent interview you had with us, we are pleased to make and employment as per following terms and condition: -

1. You will be joining us on or before **26th June 2023.** In case you don't join by this date, the offer would automatically stand withdrawn.
2. You will be designated as **Business Development Executive**.
3. You shall be initially based at **Mumbai** however, you may be required to relocate to other part of the country, in due course.
4. Your appointment and employment will be governed by the Rules and Regulations of the company. You may be asked to report at any of the shifts.
5. Your salary shall be as per the attached sheet.
6. You shall be entitled to all medical facilities as per ESI policy / Mediclaim policy as the case may be.
7. You shall be on probation for period of 6 months. During probation, your services with the company can be terminated by either party by giving 15 days' notice to the other in writing.

A detailed appointment letter shall be issued to you at the time of joining the organization.

Please send us accepted copy of resignation from your present organization within 2 days of receiving this offer. Failing which, this offer would automatically stand withdrawn.

You are requested to bring original and attested true copies of certificates of qualification and previous employment history, date of birth certificate, photo identity proof, and last salary slip from the last employer, two recent photographs & 2 references letters.

This offer is subject to verification of your entire educational and services certificate.
Please sign the duplicate copy of this letter as a token of acceptance and return to the undersigned.

Sincerely,
REDCLIFFE LIFETECH PRIVATE LTD

Kuldeep

Authorized Signatory

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

Redcliffe labs

	ANNEXURE A		
Effective Date	26/Jun/23		
Employee Name	Mrunali Pakhale		
Designation	Business Development Executive		
Location	Mumbai		
Salary Heads		Per Month	Per Annum
(I)	Fixed Cash		
(A)	Monthly Payments		
a.	Basic	22,917.00	275,004.00
b.	HRA	11,458.00	137,496.00
c.	Special Allowance	8,457.00	101,484.00
d.	Statutory Bonus	-	-
Gross Per Month		42,832.00	513,984.00
(C)	Statutory Benefits		
a	Company Contribution to PF	1,800.00	21,600.00
b	Company Contribution to ESIC @3.25%	-	-
c.	Insurance	100.00	1,200.00
d.	Gratuity	1,102.00	13,224.00
Gross Deduction		3,002.00	36,024.00
Monthly CTC		45,834.00	550,008.00
(B)	Deduction		
a	Employee PF	1,800.00	21,600.00
b	Employee ESIC @.75%	-	-
In Hand Salary			41,032.00
Performance Bonus	(For each six-month period, the Performance bonus will be divided into two parts, 50 k each		100,000.00
III	Fixed Benefits (Accrued to the employees including those non encashable)		
a	Medical Insurance - Hospitalization Floating Cover for Self ,Applicable for non ESIC Members (Average Premium Amount)		-

* Annual Variable pay is computed basis the individual and company performance, and payable to employee provided they are on rolls of company on last date of the financial year for which the variable pay is due

*Gratuity payout governed by payment of gratuity act

* TDS shall be deducted based on the investment proofs submitted by you during the Year.

* Any revision of Provision Fund/ESIC contribution or any other similar statutory benefits will result a change in the Net take home salary and the Annual Gross compensation will remain same.

Sincerely,

Kuldeep

Authorized Signatory

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

1328

ART FERTILITY CLINICS
Science Assisting Nature

06 February 2023

Mukesh Nehra
Sirsa, India
Phone: +91 7427093359
Email: nehramukesh20188@gmail.com

Dear **Mukesh,**

This refers to the interview you had with us for the suitable position, in our organization.

We are pleased to offer you the position of **Management Trainee** to be based at **Gurgaon.**

Your total compensation shall be **Rs 2,40,000 per annum (Two Lakhs and Forty Thousand only/-)** payable on the Company's regular payroll dates. A detailed breakup of your compensation is attached in Annexure A, to be read as a part of this offer letter. The above terms and conditions have been mutually discussed and agreed between us.

You are requested to join us on **27th February,2023.** The formal letter of appointment shall be issued after you have joined the organization and have completed your documentation. Kindly send us the copy of your resignation/relieving letter with your present employer at the earliest.

Please sign the duplicate copy of the offer letter and return to us for our records.

Please note that by signing this letter, you confirm with the company that you are under no contractual or other legal obligation that would prohibit you from taking this position or performing your duties with the company.

This offer, if not accepted, will expire at the close of business on **February 13th,2023.**

We take this opportunity to welcome you to the organization and look forward to a long and fruitful association. In case you have any clarification, please feel free to be in touch with us. Yours faithfully.

Head - Human Resources

Registered Office:
ART Fertility Clinics
(A Brand of Global Fertility Solutions Pvt. Ltd.)
E-14, 1st Floor, Defence Colony,
New Delhi-110024
CIN: U85100DL2020FTC362985

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

hello@artfertilityclinics.com
www.artfertilityclinics.com

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Note: You will be on retainer role, payout will be Taxable as per IT Rules.

Performance will be reviewed after 3 months and basis on your performance, you will be Onboarded as a full-time employee with ART Fertility clinics.

I accept this Letter Agreement:

Name: Mukesh Nehra

Date: 13 February 2023

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

Registered Office:
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(A Brand of Global Fertility Solutions Pvt. Ltd.)
E-14, 1st Floor, Defence Colony,
New Delhi-110024
CIN: U85100DL2020FTC362985

hello@artfertilityclinics.com
www.artfertilityclinics.com

Placements

From: *Amit Toppo <Amit.Toppo@artfertilityclinics.com>*
Sent: *01 February 2023 18:05*
To: *N Satheeshkanna*
Cc: *Gursimran Kaur; Vinod Tejwani; Ekta Bansal*
Subject: *Re: JOB OPPURTUNITY as Management Trainees : @Art Fertility Clinics*

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

We are pleased to inform you that the following students from your institute have been shortlisted as Management Trainee.

1. Mukesh Nehra
2. Priyanka Sonkar
3. Biswadeep Kumbhakar
4. Nilanjana Choudhary
5. Hafsah M Kureshi

We shall be sharing their offer letter with you in a couple of days.

Please share their PAN & Aadhar Card copy for creating the offers.

Please feel free to revert for any queries.

Amit Toppo
Head HR at ART Fertility Clinics

Mobile: +91 - 8826000277
Email: amit.toppo@artfertilityclinics.com
Address: 1st Floor, Tower B, SAS Tower, The Medicity, Sector 38, Gurugram 122001, Haryana, India

www.artfertilityclinics.com

From: N Satheeshkanna <satheeshkanna@iihmr.edu.in>
Sent: Saturday, 21 January, 2023, 3:35 pm
To: Amit Toppo <Amit.Toppo@artfertilityclinics.com>
Subject: RE: JOB OPPURTUNITY as Management Trainees : @Art Fertility Clinics

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

Dear Amit sir

Greetings!!!

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

With reference to the job description, herewith I have enclosed the interested student's details and their CV's for your kind perusal.

Kindly let me know the further proceedings from your end.

Thanks & Regards,

IIHMR UNIVERSITY

N. Satheeshkanna,
Asst. Manager - Placements

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

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

From: Amit Toppo <Amit.Toppo@artfertilityclinics.com>
Sent: 20 January 2023 02:08 PM
To: N Satheeshkanna <satheeshkanna@iihmr.edu.in>
Subject: RE: JOB OPPURTUNITY as Management Trainees : @Art Fertility Clinics

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. Satheesh Kanna,

This is in reference to our discussion w.r.t the hiring of Management Trainees.

Candidates to be hired through – Group Discussion, Aptitude Test, Personal Interview

- Selected Candidate to join as **Management Trainees (3 months)** on a stipend amount of **Rs. 20000/- pm (Applicable Taxes to be borne by the employee)**
- Management trainees to undergo a cross functional training for the stipulated time duration.
- **Post completion of the training program they will undergo a test, which will include their learnings from various functions, their know how about the company**.
- Final Qualified students (subject to clearing of the final interview), will be on-boarded as **Relationship Managers** in various centres and their monthly CTC would be Rs. 40000/- pm. (Rs. 4,80,000 CTC) (CTC includes Employer Contribution, Applicable Taxes to be borne by the employee)

Hope this will give you a clear understanding of our process.

If, this is fine with your institute, then kindly share detailed list of your students and a suitable date & time for campus.

Please feel free to discuss for any queries.

Amit Toppo
Head HR at ART Fertility Clinics

Mobile: +91 - 8826000277
Email: amit.toppo@artfertilityclinics.com
Address: 1st Floor, Tower B, SAS Tower, The Medicity, Sector 38, Gurugram 122001, Haryana, India

www.artfertilityclinics.com

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

ART FERTILITY CLINICS

Science Assisting Nature

Date: 01-Jul-2023

Name: Mukesh Nehra

Address: Nuhiyan Wali (249), Sirsa, Haryana

Appointment Letter

Dear Mukesh Nehra,

We have pleasure in appointing you as **Relationship Manager** based at **Jubilee Hills - Hyderabad**, effective **01-Jul-2023**, on the following terms and conditions:

1. **Placement & Compensation**
   You will be placed in the appropriate band / responsibility level of the Company, and will be entitled to compensation (salary and other applicable benefits) as detailed in *Annexure "A"* subject to applicable taxes. Compensation will be governed by the rules of the Company on the subject, as applicable and/or amended hereafter.

2. **Posting & Transfer**
   Your initial posting will be at **Jubilee Hills - Hyderabad**. However, your services are liable to be transferred, at the sole discretion of Management, in such other capacity as the company may determine, to any department / section, location, associate, sister concern or subsidiary, at any place in India or abroad, whether existing today or which may come up in future. In such a case, you will be governed by the terms and conditions of the service applicable at the new placement location.

3. **Full time employment**
   Your position is a full time employment with the Company and you shall devote yourself exclusively to the business and interests of the company. You will not take up any other work for remuneration (part time or otherwise) or work in an advisory capacity or be interested directly or indirectly (except as shareholder / debenture holder), in any other trade or business during your employment with the company, without permission in writing of the Board of Directors of the Company. You will also not seek membership of any local or public bodies without first obtaining specific permission from the Management.

4. **Probation**

   You will be on probation for a period of six months. The period of probation can be extended at the discretion of the Management and you will continue to be on probation till an order of confirmation has been issued in writing.

5. **Background Verification**

   Your employment by the Company is conditional upon and subject to completion of background verification of your employment application and documents submitted by you.
   If any of the details are found to be incorrect or falsified at any point of time during your employment, Company reserves the right to terminate your employment without any notice.

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The IIHMR University
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Near Sanganer Airport, Jaipur-302029

Registered Office:
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(A Brand of Global Fertility Solutions Pvt. Ltd.)
E-14, 1st Floor, Defence Colony,
New Delhi-110024
CIN: U85100DL2020FTC362985

hello@artfertilityclinics.com
www.artfertilityclinics.com

If any declaration given, or information furnished by you, to the company proves to be false, or if you are found to have wilfully suppressed any material information, in such cases, you will be liable to removal from services without any notice.

6. **Confidentiality**

You will not, at any time, during the employment or after, without the consent of the Board of Directors or the Senior Management disclose or divulge or make public, except on legal obligations, any information regarding the Company's affairs or business or administration or research carried out, whether the same is confided to you or becomes known to you in the course of your service or otherwise.

7. **Intellectual Property**

If you conceive any new or advanced method of improving designs/ processes/ formulae/ systems, etc. in relation to the business/ operations of the Company, such developments will be fully communicated to the company and will be, and remain, the sole right/ property of the Company.

8. **Responsibilities & Duties**

Your work in the organization will be subject to the rules and regulations of the organization as laid down in relation to conduct, discipline and other matters. You will always be alive to responsibilities and duties attached to your office and conduct yourself accordingly. You must effectively perform to ensure results.

9. **Retirement and Termination**

The retirement age is **58 years.** You will retire from the employment of the Company at the end of the month in which you attain **58** years of age. An extension may, however, be given at the discretion of the management. You may be retired earlier if found medically unfit.

If you absent yourself without sanctioned leave or remain absent beyond the period of leave originally granted or subsequently extended, you shall be considered as having voluntarily abandoned your service without giving notice unless you resume your duties within 4 (four) days from the commencement of such absence and provide explanation to the satisfaction of the management for such absence.

Your services are liable to be terminated without any notice or salary in lieu thereof in case of misconduct, breach of code of conduct including loss of confidence arising out of reasonable suspicion of misconduct, disloyalty, commission of act involving moral turpitude and act of indiscipline.

During the probationary period and any extension thereof, your services may be terminated on either side by giving 15 days of notice from either side. Upon confirmation the services can be terminated from either side by giving one month (30 days) notice or salary in lieu thereof.

Upon termination of employment, you will immediately hand over to the Company all correspondence, specifications, formulae, books, documents, market data, cost data, drawings, affects or records belonging to the Company or relating to its business and shall not retain or make copies of these items.
Upon termination of employment, you will also return all company property, which may be in your possession.

10. **Medical Fitness**

This appointment is subject to your being, and remaining, medically fit.

Registrar
The IIHMR University
1, Prabhat Nagar, Jaipur-302029
Near Sanganer Airport, Jaipur-302029

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11. Non-Competition/ Non-Solicitation Restrictions

During the term of this appointment, you shall not directly or indirectly engage in any capacity or participate in any business/activity which conflicts with your obligations to the Company; nor shall you solicit, endeavour to solicit, influence any person directly or indirectly to direct his or its purchase of the Company's product and/or services to himself or any person in competition with the business of the Company.

You shall also not during the term of your appointment and for a period of 6 months post termination of this appointment, solicit or attempt to influence any person employed or engaged by the Company (whether as an employee, consultant, advisor or in any other manner) to terminate or otherwise cease such employment or engagement with the Company or become the employee of or directly or indirectly offer services in any form or manner to himself or any person who is a competitor of the Company.

12. Arbitration

All disputes, differences and/or claims, arising out of this agreement, whether during its subsistence or thereafter, shall be settled by arbitration in accordance with the provisions of the Arbitration and Conciliation Act, 1996 or any other statutory modification or re-enactment for the time being in force. Any notice to you shall be in writing and will be sent at the address specified by you.

13. Governing Law & Jurisdiction

This appointment shall be governed and construed by and in accordance with the laws of the India and any action brought under this Agreement will, subject to the Arbitration Clause referred to above, be brought in the court of appropriate jurisdiction located in New Delhi, India.

Please confirm your acceptance of the appointment on the above terms and conditions by signing and returning this letter for our records.

Yours faithfully,

For **Global Fertility Solutions Private Limited**

Amit Toppo

Head-HR

I have read the terms and conditions of this letter of appointment and confirm my acceptance of the same.

(Signature and Date)

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

Registered Office:

ART Fertility Clinics
(A Brand of Global Fertility Solutions Pvt. Ltd.)
E-14, 1st Floor, Defence Colony,
New Delhi-110024
CIN: U85100DL2020FTC362985

hello@artfertilityclinics.com
www.artfertilityclinics.com

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ANNEXURE 'A' : COMPENSATION DETAILS (Salary & applicable benefits)

Name	**Mukesh Nehra**
Date of Joining	**01-Jul-2023**
Location	**Jubilee Hills - Hyderabad**
Designation	**Relationship Manager**
CTC(Per Annum)	**480012.00**

Component	Amount (in INR p.a.)	Amount (in INR monthly)
Basic	192000	16000
House Rent Allowance	96000	8000
Bonus	15996	1333
Special Allowance	145176	12098
MONTHLY GROSS *	**449172**	**37431**
Provident Fund	21600	1800
Gratuity	9240	770
CTC (Fixed)	**480012**	**40001**
TOTAL CTC (Per Annum)	**480012**	

Explanatory Notes:

1. It is expected that individual compensation package would not be shared with other employees.
2. The above compensation structure is subject to change without affecting emoluments adversely.
3. Medical Benefit: Over and above your CTC – you are eligible for Medical insurance as applicable.
4. Applicable tax would be borne by the employee.
5. Gratuity is payable as per the Provisions of Payment of The Gratuity Act.
6. Performance Linked Bonus - payable annually on achievement of KRAs (As per Company Policy).

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

Registered Office:
ART Fertility Clinics
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E-14, 1st Floor, Defence Colony,
New Delhi-110024
CIN: U85100DL2020FTC362985

hello@artfertilityclinics.com
www.artfertilityclinics.com

1322

KIMS HOSPITALS

OFFER LETTER

To
Ms. Muskan Bhardwaj,
Rajasthan.

Jan 07, 2023

Dear Ms. Muskan,

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

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

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

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

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

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

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

For Krishna Institute of Medical Sciences Limited

Koteswara Rao CH
Sr. Manager – HR

KRISHNA INSTITUTE OF MEDICAL SCIENCES LTD. Secunderabad

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

Krishna Institute of Medical Sciences Limited
Minister Road, Secunderabad - 500 003, Telangana, India
Phone: +91 40 4488 5000/4488 5184 | Fax: +91-40-27840980 | kimshospitals.com
CIN: L55101TG1973PLC040558

Scanned with OKEN Scanner

KIMS

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

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

Prepared
Mamatha A

Approved
CH Koteswara Rao

KRISHNA INSTITUTE OF MEDICAL SCIENCES LTD. Secunderabad

Accepted
Muskan Bhardwaj

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

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1328

KIMS HOSPITALS

OFFER LETTER

To
Ms. Muskan Dugaya,
Indore.

Jan 07, 2023

Dear Ms. Muskan,

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

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

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

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

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

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

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

For Krishna Institute of Medical Sciences Limited

CH. Koteswara Rao

Koteswara Rao CH
Sr. Manager – HR

KRISHNA INSTITUTE OF MEDICAL SCIENCES LTD. Secunderabad

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

Krishna Institute of Medical Sciences Limited
Minister Road, Secunderabad - 500 003, Telangana, India
Phone: +91 40 4488 5000/4488 5184 | Fax: +91-40-27840980 | kimshospitals.com
CIN: L55101TG1973PLC040558

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KIMS

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

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

A Mamatha
Prepared
Mamatha A

CH Koteswara Rao
Approved
CH Koteswara Rao

KRISHNA INSTITUTE OF MEDICAL SCIENCES LTD. Secunderabad

Accepted
Muskan Dugaya

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

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N Satheeshkanna

From: Piyush Upadhyay <piyushupadhyay.n@metropolisindia.com>
Sent: 22 December 2022 20:39
To: N Satheeshkanna
Cc: Meghna Telikicherla; SheetalWaghmare
Subject: Metropolis On campus :: IIHMR :: Recommended Students for Young Manager Programme

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 Satheesh ,

It was a pleasure to conduct campus placement drive in IIHMR, and thank you and your team for great hospitality extended. Out of the entire lot we have selected five students whose name are as below :

1. Mr. Rahul Chaudhari
2. Ms Naina Tyagi
3. Ms Dhriti
4. Ms Simran Chandwani.
5. Mr. Sultan

The Annual CTC will be offer Rs. 600000/-, We will get in touch with you for further updates. Needless to mention that the students were at par in their performances, we had a tough time to select the above lucky ones .

On behalf of metropolis limited extend warm regards to the student who we're not able to qualify.

regards

Piyush Upadhyay- SBU Head -HR | +91 9821593726 | Metropolis India
Integrity is in our veins | Empathy is in our blood | Accuracy is in our DNA

Taking Life Up A NOTCH

From: N Satheeshkanna [mailto:satheeshkanna@iihmr.edu.in]
Sent: 21 December 2022 14:27
To: Piyush Upadhyay <piyushupadhyay.n@metropolisindia.com>
Subject: [EXTERNAL]RE: Group Discussion Evaluation Sheet.xlsx

**** This is an EXTERNAL email. Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email. ****

Dear Sir,

Greetings!!!

As desired, herewith I have enclosed the student's details for your kind perusal.

Thanks & Regards,

IIHMR UNIVERSITY

N. Satheeshkanna,
Asst. Manager - Placements

Registrar
The IIHMR University
1, 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)

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From: Piyush Upadhyay <piyushupadhyay.n@metropolisindia.com>
Sent: 21 December 2022 09:25 AM
To: N Satheeshkanna <satheeshkanna@iihmr.edu.in>
Subject: Group Discussion Evaluation Sheet.xlsx

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Pls take print

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

PrimEra

EMPLOYMENT OFFER

22/06/2023

Nakul Kulshrestha
Hyderabad
Telangana
India

Dear Nakul Kulshrestha,

With reference to your application for employment and interview and further discussions, we are pleased to offer you employment as **Project Management Coordinator** in **PrimEra Medical Technologies Private Limited**.

1. **Date and place of Joining:**

You are expected to join on **12/07/2023** 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 - CV Heights.

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.

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

5. **Authorized Representative:**

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.

M Sridevi

Authorized Signatory
Sridevi Menon
Senior Manager - HR
Date: 22/06/2023

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
1, Pt. Deendayal Upadhyay Marg
Near Sanganer Airport, Jaipur-302029

PrimEra

SALARY ANNEXURE

Name: Nakul Kulshrestha

Designation: Project Management Coordinator

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.

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Near Sanganer Airport, Jaipur-302029

Documents required to submit -

1. Passport Photograph
2. Educational Certificates: compulsory
   2.1. 10th Mark Memo
   2.2. Highest Qualification Provisional certificate
3. ID Proof - PAN card
4. Address Proof (Both Present & Permanent) - Ration Card, Aadhar Card, Voter ID card, Driving License
5. Salary Certificate/ Salary Slips – **For Experienced Candidates**
6. Experience Certificates - **For Experienced Candidates**
7. Past Employment & Resignation Letters - **For Experienced Candidates**
8. Any certification relevant to the Job Profile / Skills Hired , if any
9. Contact details
   9.1. Mobile Number linked with Aadhaar
   9.2. Person name and contact number for Emergency contact

PrimEra Medical Technologies Private Limited

M Sridevi

Sridevi Menon
Senior Manager - HR

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

N Satheeshkanna

From: Kanika Batra <kanika.batra@fortishealthcare.com>
Sent: 12 June 2023 09:14
To: N Satheeshkanna
Cc: Rahul Prashad; Vinod Tejwani
Subject: RE: Invitation for 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 Satheesh,

Greetings!

After successful completion of the multiple interview rounds, the final list of selected students are below for your information,

1. Dr Abisharika Bhalwal
2. Dr Namrata Kotwal
3. Dr Shruti Singh

As mentioned, the CTC for the selected students will be 3.6 lpa until their probationary period.

Regards
Kanika
9350065277

Fortis MEMORIAL RESEARCH INSTITUTE GURUGRAM
Sector - 44, Opposite HUDA City Centre, Gurugram, Haryana 122002 | 0124 - 4962200, 7162200 | Ambulance: 105010

From: N Satheeshkanna <satheeshkanna@iihmr.edu.in>
Sent: Tuesday, June 6, 2023 1:31 PM
To: Kanika Batra <kanika.batra@fortishealthcare.com>
Cc: Rahul Prashad <rahul.prashad@fortishealthcare.com>; Vinod Tejwani <vinodtejwani@iihmr.edu.in>
Subject: RE: Invitation for Campus Engagement- IIHMR University, Jaipur

** Attention! External Email: Do not open attachments or click links unless you are sure this email comes from a known sender and you know the content is safe.**.

Dear Ma'am,

Greetings!!!

Referring to the interviews of the students, we would request you to kindly share us the selected students details for our further correspondence with the students.

Thanks for your kind support.

Thanks & Regards,

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

N. Satheeshkanna,
Asst. Manager - Placements

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

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

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

Anita Thapa

From: *Tabrez <tabrez@hr.thumbay.com>*
Sent: *17 January 2023 11:48*
To: *N Satheeshkanna; 'sidhiq'*
Cc: *'Manvir Singh Walia'; 'Dr. Shihad'; 'Ms. Tushara Bhuvana'; Hem K. Bhargava*
Subject: *RE: Interested to be part of Campus placement - Thumbay Group, UAE*

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,

Greetings!!

We would like to inform you, that based on the Campus interview held on 11th January 2023.

Below candidates are shortlisted as Management Trainee and we will send them provisional appointment letter within 2 days.

IIHMR Jaipur - Management Trainee			
SL NO	**NAME**	**DEPARTMENT**	**FACILITY**
1	Mr. Harish S Madival	Insurance	Thumbay Hospital, Fujairah UAE
2	Mr. Jatin Tyagi	Marketing	Thumbay Hospital, Fujairah UAE
3	Ms. Sajini Shivan Kutty	Quality	Thumbay Hospital, Fujairah UAE
4	Dr. Pratyay Banerjee	Quality	Thumbay Dental Hospital, Ajman.
5	Ms. Ankita Chouhan	Quality	Thumbay University Hospital, Ajman
6	Ms. Nandini	Quality	Thumbay Physical Therapy and Rehabilitation Hospital, Ajman.

Thanks & Regards,
Tabrez Ahmad

From: N Satheeshkanna [mailto:satheeshkanna@iihmr.edu.in]
Sent: Monday, January 16, 2023 1:31 PM
To: sidhiq
Cc: 'Manvir Singh Walia'; 'Dr. Shihad'; 'Ms. Tushara Bhuvana'; 'Tabrez Ahmad'; Hem K. Bhargava
Subject: RE: Interested to be part of Campus placement - Thumbay Group, UAE

Dear Sir,

Greetings!!!

Thanks for hiring the students from IIHMR University, Jaipur, India

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

I would like to let you know that from the below-mentioned students, **Jatin Tyagi** has not received any mail regarding the Documents sharing. Kindly let me know the proceedings further for him.

Also, the below-listed students have directly got a mail from **Zainab** regarding the documentation process. I would request you to kindly let me know their status as the students are following for the same.

- Dr. Nandini
- Dr. Pratyay Banerjee
- Ms. Ankita Chouhan

Thanks & Regards,

N. Satheeshkanna,
Asst. Manager - Placements

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

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From: sidhiq <sidhiqak@hr.thumbay.com>
Sent: 13 January 2023 01:33 PM
To: N Satheeshkanna <satheeshkanna@iihmr.edu.in>
Cc: 'Manvir Singh Walia' <manvir@thumbay.com>; 'Dr. Shihad' <dr.shihad@thumbayhospital.ae>; 'Ms. Tushara Bhuvana' <tushara@hr.thumbay.com>; 'Tabrez Ahmad' <tabrez@hr.thumbay.com>; Hem K. Bhargava <hkb@iihmr.edu.in>
Subject: RE: Interested to be part of Campus placement - Thumbay Group, UAE

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,

Greetings from Thumbay Group, UAE

Thank you for your wonderful hospitality & coordination, during our visit to IIHMR.

We are happy to inform you, that based on the Campus interviews held on 11th January 2023, below are the shortlisted names of candidates identified for employment with Thumbay Group Hospitals Location – Thumbay Hospital – Emirate of Fujairah

Congratulations

- Dr.Harish – Insurance
- Jatin Tyagi – Marketing
- Sajani Shivan – Quality Assurance

COMPENSATION & JOB ROLE – IIHMR

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Near Sanganer Airport, Jaipur-302029

DESIGNATION	TIMEFRAME	REMUNERATION	
Trainee	0-3 months	AED 2000 + Accommodation	
Assistant Officer	3-15 months	MBBS – AED 4800 BDS, BAMS, BHMS– AED 3800	Bachelors & Master's Degree - 3200
Based on the Performance of (3-15months) – Upgrade to the Total Remuneration & Designation will be considered			

Tentative timelines of onboarding is February 20th 2023 – March 1st 2023. Our Recruitment Team members will shortly get in touch with the candidates for the further process and discussion.

Request your acknowledgment & revert.

Thanking you

Regards,

Sidhiq. A. K
Acting In Charge
HCM Department
THUMBAY Group
P.O Box: 4184, Ajman, UAE
Mobile - 0525296366 | Telephone -97167431333, Ext - 1472
Email:-sidhiqak@hr.thumbay.com | **Web:-** www.thumbay.com

THUMBAY
Thumbay Ltd.
415555, DIFC, Dubai, United Arab Emirates
+971 4 2985555 +971 4 2989555
info@thumbay.com www.thumbay.com
thumbaygroup +Thumbay thumbay-group thumbaytv

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From: N Satheeshkanna [mailto:satheeshkanna@iihmr.edu.in]
Sent: Friday, January 6, 2023 1:30 PM
To: sidhiq
Cc: 'Manvir Singh Walia'; 'Dr. Shihad'; 'Ms. Tushara Bhuvana'; 'Tabrez Ahmad'; Hem K. Bhargava
Subject: RE: Interested to be part of Campus placement - Thumbay Group, UAE

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

Dear Sir,

Greetings!!!

With reference to the job description, herewith I have enclosed the interested student's details and their CV's for your kind perusal.

(1333)

Rajasthan Grameen Ajeevika Vikas Parishad (RGAVP)
(III floor, B Block, UdyogBhawan, Jaipur, Phone – 0141- 2388643)

F. 2(77)RD/RGAVP/YPs/2014/ 874 Jaipur, dated: 23.01.2023

Director,
Indian Institute of Health Management Research
1, Prabhudayal Marg,
Near Sanganer Airport,
Jaipur - 302029

Subject: Campus Placement of Young Professionals at IIHMR Jaipur to Rajasthan Gramin Ajeevika Vikas Parishad, Jaipur

Dear Sir,

In reference to above, we are pleased to inform you that following students of your institution have been selected as Young Professionals in RGAVP, Jaipur after subsequent interviews held on January 02.01.2023. These YPs shall be given a monthly remuneration of Rs 30,000. They shall be given TA DA as per RGAVP rules. The detailed conditions of their service shall be shared with them in the contract document.

S. No.	Name of Selected Candidate
1	Gitil Tiriya
2	Lokanath Majhi
3	Saundarya Yadav
4	Daisy Choudhary
5	Navneet Kaur

Please direct all concerned to report to RGAVP, Jaipur Office at Udyog Bhawan, C-Scheme, Tilak Marg, Jaipur (Rajasthan) by 10th Feb 2023.

With Regards

SPM (Admin.)
RGAVP

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

1334

KhushiBaby

Letter No : Admin/ 2023-24/21

Dated: June 1, 2023

Mr. Navneet Patkar
S/O Shyam Patkar,
Ward no.06, Dauua Muhalla,
Seondha dist. Datia M.P.

Dear Navneet,

After successful completion of your internship, Khushi Baby is pleased to extend an offer to you for the position of "Public Health Associate", w.e.f. June 1, 2023. This is a full time position with the first three months being considered under probationary period. Your initial monthly consolidated salary will be 25000 INR during the probation. After the successful probation phase, you would be offered to continue working with Khushi Baby, which will, however, depend on your performance and conduct during the probationary period.

As a full time employee you will be stationed at Jaipur or any other site of Khushi Baby and shall abide by your Job Description and contract clauses to be mutually signed by us.

We look forward to your continued dedication with Team Khushi Baby as a full time member. If you have any questions regarding employment policies and procedures, please do not hesitate to contact me.

Best Regards,

Ajay Sharma,
Lead- Admin & HR
Khushi Baby

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

Khushi Baby
6016 Louis Way, El Dorado Hills, CA, 95762, USA
123 Kharol Colony, Fatehpura, Udaipur, 313001, Rajasthan, India
admin@khushibaby.org, +1 281 725 8062, +91 9001469934
www.khushibaby.org

1335

SHALBY
MULTI-SPECIALTY
HOSPITALS

Reference Number : SHALBY/CORP/OL/23-24/04/1455

Date: 10-Apr-2023

Name: Neha Gupta,

298, Ambamata Scheme,
Udaipur, Rajasthan

India

Subject: Offer Letter

Dear Ms. Neha,

With reference to the interview you had with us, we are pleased to offer you the position of **Management Trainee** in our organization. This offer is subject to positive feedback on your Medical Checkup, Reference Check and your acceptance of Terms and Conditions which have been mutually discussed and agreed upon.

You shall be paid fixed CTC of Rs. 4,00,000/- (Rupees Four Lakhs only) per annum as per Annexure A. You will be deployed at Shalby's Corporate Office based at Ahmedabad for the initial 6 months and then deployed to various units as per the requirement.

As per the discussion, you will be joining us on or before **17-July-2023**. Detailed appointment letter will be issued to you after your joining the organization.

You are requested to submit copies of the below mentioned documents at the time of your joining.

[A] PAN Card & Aadhar Card

[b] Relieving letter, Salary Certificate, Experience Letter from the previous employer.

[c] All Educational Certificates

[d] Three Passport size Photographs

Kindly sign the duplicate copy of this letter and send the same back to us as a token of your acceptance. Also send us copy of resignation submitted by you to your present employer within 3 days, if applicable.

We welcome you to be part of our **Shalby** family and wish you a long and successful career with us.

Thanking you,

For, Shalby limited.

Babu Thomas
Chief Human Resource Officer

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

SHALBY
MULTI-SPECIALTY
HOSPITALS

Annexure-A - STRICTLY PERSONAL & CONFIDENTIAL

Salary Breakup of Ms. Neha Gupta,

Sr. No	Particulars	Amount (Rs.) per month	Amount (Rs.) per Annum
	Basic	15,375	1,84,500
	HRA	6,150	73,800
	Special Allowance	6,149	73,788
	Bonus	3,075	36,900
(A)	**Gross Salary**	**30,749**	**3,68,988**
	P.F. (Employer's Contribution)	1,845	22,140
	Gratuity	740	8,880
(B)	**Cost To Company**	**33,334**	**4,00,008**
	Deductions		
	P.F. (Employee's Contribution)	1,845	22,140
	Professional Tax	200	2,400
(C)	**Total Deduction**	**2,045**	**24,540**
(A – C)	**Net Salary**	**28,704**	**3,44,448**

1. The above compensation structure is subject to change without affecting the CTC.
2. The above mentioned net salary will be subjected to deduction of Income Tax, if applicable.
3. Gratuity shall be payable on continuous service of 5 years.
4. In addition to above CTC, you shall be eligible for Long Term Incentive (LTI) of Rs. 1,00,000/- (Rs. One Lakh Only) on successful completion of every Two Years with Shalby Limited effective from your date of joining.

For, Shalby limited.

Babu Thomas
Chief Human Resource Officer

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

1335

SHALBY
MULTI-SPECIALTY
HOSPITALS

Reference Number : SHALBY/CORP/OL/23-24/04/1455

Date: 10-Apr-2023

Name: Neha Gupta,

298, Ambamata Scheme,
Udaipur, Rajasthan

India

Subject: Offer Letter

Dear Ms. Neha,

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You shall be paid fixed CTC of Rs. 4,00,000/- (Rupees Four Lakhs only) per annum as per Annexure A. You will be deployed at Shalby's Corporate Office based at Ahmedabad for the initial 6 months and then deployed to various units as per the requirement.

As per the discussion, you will be joining us on or before **17-July-2023**. Detailed appointment letter will be issued to you after your joining the organization.

You are requested to submit copies of the below mentioned documents at the time of your joining.

[A] PAN Card & Aadhar Card

[b] Relieving letter, Salary Certificate, Experience Letter from the previous employer.

[c] All Educational Certificates

[d] Three Passport size Photographs

Kindly sign the duplicate copy of this letter and send the same back to us as a token of your acceptance. Also send us copy of resignation submitted by you to your present employer within 3 days, if applicable.

We welcome you to be part of our **Shalby** family and wish you a long and successful career with us.

Thanking you,

For, Shalby limited.

Neha Gupta
12/04/23

Babu Thomas
Chief Human Resource Officer

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

SHALBY
MULTI-SPECIALTY
HOSPITALS

Annexure-A - STRICTLY PERSONAL & CONFIDENTIAL

Salary Breakup of Ms. Neha Gupta,

Sr. No	Particulars	Amount (Rs.) per month	Amount (Rs.) per Annum
	Basic	15,375	1,84,500
	HRA	6,150	73,800
	Special Allowance	6,149	73,788
	Bonus	3,075	36,900
(A)	**Gross Salary**	**30,749**	**3,68,988**
	P.F. (Employer's Contribution)	1,845	22,140
	Gratuity	740	8,880
(B)	**Cost To Company**	**33,334**	**4,00,008**
	Deductions		
	P.F. (Employee's Contribution)	1,845	22,140
	Professional Tax	200	2,400
(C)	**Total Deduction**	**2,045**	**24,540**
(A – C)	**Net Salary**	**28,704**	**3,44,448**

1. The above compensation structure is subject to change without affecting the CTC.
2. The above mentioned net salary will be subjected to deduction of Income Tax, if applicable.
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4. In addition to above CTC, you shall be eligible for Long Term Incentive (LTI) of Rs. 1,00,000/- (Rs. One Lakh Only) on successful completion of every Two Years with Shalby Limited effective from your date of joining.

For, Shalby limited.

Babu Thomas
Chief Human Resource Officer

Neha Gupta
12/04/23

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

HEALTH INSURANCE

14-May-23

Neha V Nair
Palakal House. P.O. Chengannur
Dist- Alleppey, Kerala-689506

Dear Neha,

Letter of Appointment

With reference to our recent discussions regarding your possible employment with **Care Health Insurance Limited**, hereafter referred to as the Company, we are pleased to offer you the position of **Manager – FCU** on the following terms and conditions defined herein:

1. **Date of Joining:** Your appointment will be effective from **18-Mar-24** or any other date mutually agreed upon inwriting.

2. **Place of work:** Your place of work is **Gurgaon-Vipul Tech**.. Your place of work may be changed to any other location within India / any group Company, as directed by the Company from time to time. In addition, in performance of your duties for the company, you may be required to travel within and/or outside.

3. **Reporting:** You will report to **Corporate Manager – FCU** or any other designate person as specified by the Company from time to time.

4. **Remuneration:** Your annual compensation package on a Total Fixed Cost (TFC) basis is **Rs. 600000 (Rupees Six Lakh(s) Only).** This amount will include basic salary, taxable and non-taxable allowances & benefits, and other payments, payable as per the designate acts. Annexure 1 provides your compensation break-up, as per the applicable Compensation Structure.

5. **Medical**: You may be required to undergo medical examination by a Company appointed medical practitioner as and when directed by the Company and to comply with rules and instructions in the matter. Your services may be terminated without notice if the Company considers you unsuitable for retention in service on medical grounds.

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1, Prabhu Dayal Marg
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6. **Group Insurance**: You will be covered under the Group Personal Accident Insurance, Group Life Insurance and Hospitalization Insurance/ Employee's State Insurance Corporation (as applicable) in accordance with company'spolicy.

7. **Hours of Work:** Your hours of work will be in line with the needs of your role/function, in accordance with the company policy and provisions of applicable laws

8. **Probation:** You will work on probation for a period of six months from the date of joining. This may be extended at the discretion of the Company and you will continue to be on probation till a confirmation letter has been issued to you in writing. During your probation or thereafter, you shall undertake such studies /vocational courses as may be required by Company / your superiors. You may also be required to take such examinations / obtain such certifications as the Company / your superiors may require from time to time, and your confirmation / promotions/ salary enhancements etc. may be linked to your having successfully cleared the required examinations / certifications &/or successfully undergone required studies.

9. **Age of Retirement:** Your age of retirement will be 58 years and you shall stand relieved on retirement at the end of the month in which you attain the age of 58 years.

10. **Whole Time and Attention:** During your employment with the Company you shall devote your best efforts for promoting the Company's (and of any other relevant Group Company, affiliate and/ or business associate of the Company) business and may not without prior written consent of the Company(and subject to any terms and conditions the Company may impose) engage or be interested (directly or indirectly) in any other business or employment.

11. **Leave:** In addition to public holidays observed by the Company, you shall be entitled to a paid annual leave for each calendar year in accordance with the existing leave policy, prorated from your date of joining. The Company is covered by the Maternity Benefit Act, 1961 and the eligible employees will be entitled to the benefits like maternity leave as per the amended provisions of the Maternity Benefit Act save and except those who are covered by ESI Act since they will be entitled to the benefits as per the applicable said Act.

12. **Confidentiality:** You shall not during the course or even after cessation of your employment with the Company or any time thereafter, use or disclose to any other Company, firm or person, any of the business or affairs of the Company, nor shall you without the consent of the Company, publish any book, booklet, brochure or any other publication, whether for remuneration or otherwise, relating to the affairs of the Company or to your work in the Company. You shall also not disclose to any public papers, journals, pamphlets or leaflets, or cause to be disclosed at any time, information or documents, official or otherwise relating to the Company or its subsidiaries, except with prior approval. Any breach of this clause would be viewed with severity by the Management and a strict action shall be taken by the Company.. You may also be also required to execute and sign a separate Maintenance or Non-Disclosure Agreement.

13. **Disclosure:** You (including on behalf of your family) shall disclose to the Company all your business interests and any material transaction(s) with the Company (and with any other relevant Group Company, affiliate and/ or any subsidiary of the Company), whether or not they are similar to or in conflict with the business(es) or activities of the Company (and with any other relevant Group Company, affiliate and/ or any subsidiary of the Company), and all circumstances in respect thereof and whether there is, or might be, a conflict of interest between the Company (and with any other relevant Group Company, affiliate and/ or any subsidiary of the Company) and you (and/or your

Registrar
The IIHMR University
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family) during the period of your employment with the Company and for a period of 12 months after cessation of youremployment.

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 bylaw.

Further please note that the emails sent to you and by you may be monitored, from time to time, for the purposes of identifying any non-compliance with company policies, or applicable laws.

Any data of customers, partners, employee or company contact data is strictly prohibited for circulation to anyone outside the Company and also you should restrain the circulation of data even for internal purpose except to the concerned employees of the Company.

If such monitoring discloses any breaches of any law or company policies disciplinary action may follow, including termination from the employment.

During Employment or cessation of your employment you cannot share any such data of the company pertaining to its customers, partners, employees, sensitive information

17. Intellectual Property: Subject to any relevant legislation, if at any time in the course of your employment you make or discover or participate in the making or discovery of any letters patent, trade marks, service marks, designs, copyrights, inventions, drawings, computer programs, know- how and rights of like nature however arising and whether registered or unregistered ("intellectual property") relating to or capable of being used in the Company (and of any other relevant Group Company, affiliate and/ or business associate of the Company) you shall immediately disclose full details thereof to the Company and, at the request and expense of the Company, you shall do all things which may be necessary or desirable for obtaining appropriate forms of protection for such intellectual property in such parts of the world as may be specified by the Company and for vesting all rights in the same in the Company or its nominee.

All rights and obligations under this paragraph in respect of intellectual property made or discovered by you during your employment shall continue in full force and effect after the termination of your employment and shall be binding upon your personal representatives

The employee shall not disclose to anyone, directly or indirectly, except when the duties may

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require, during or subsequent to the term of employment, any trade secret or confidential information regarding Company's business. Trade Secrets and Confidential information for this purpose shall include, but not limited to, product information, process information, customer lists, employee details, company policies and procedures and financial information (including results, budgets and other financial plans and systems).

18. Notice Period: In case either the employer or the employee wishes to terminate the employment contract, a notice of 90 days should be served in writing by the party who wishes to terminate the contract to the other party. The Company depending on the business context and its sole discretion may allow you to pay the equivalent of the Total Fixed Cost (TFC) (*excluding gratuity and GMC if applicable)*amount in lieu of any period and / or adjust notice period against your leave balance subject to satisfactory handing over of the charges to your superior.

Notice period during probation would be 30 days or equivalent of the TFC (*excluding gratuity)* in lieu of notice.

19. Termination: 1. If any time during the course of your employment it is found that you have made a false or an incomplete declaration as regards to your qualifications/ experience and other details, your appointment will be treated void *ab initio* and you shall cease to be on the rolls of the company with immediate effect. In that case you shall not be entitled to any notice period or payment in lieuthereof.

2. If any time during the course of your employment it is found that you have:

a. committed any act of gross misconduct; or

b. committed any serious breach or repeated or continued a material breach of the terms of your employment; or

c. been guilty of conduct tending to bring yourself or the company into disrepute; or

d. been convicted of a criminal offence, other than a road traffic offence for which you are not sentenced to a term of imprisonment whether immediate or suspended; or

e. become bankrupt or made any arrangement or composition with or for the benefit of your creditors; or

f. cease to hold the qualifications necessary for you to carry out your work with the company; or

g. been found in an act of moral turpitude or having indulged in violations laws as applicable in general to the Company; or

h. been absent for a continuous period of 14 days (including absence when leave though applied for, is not granted or when you overstay period of sanctioned leave by 14 days); or

i. provided false, inaccurate or incomplete information to the company regarding your background and/or previous employment.

j. been found inefficient or lower performer as compared to other employees of your category.

In all such aforementioned cases you shall not be entitled to any notice period or payment in lieu thereof.

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20. **Performance Monitoring** :You are required to deliver performance up to the expected levels as per the targets entrusted to you by reporting officer from time to time. In case your performance is not found to be satisfactory, you will be put under an appropriate Performance Improvement Plan. In case your performance does not improve even after you are put on such plan, the Company will review the matter of continuance of your employment and take appropriate action, including but not limited totermination.

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 SalarySlip

4. Copy of Relieving Letter / Endorsed Resignation letter.

5. Copy of Address proof (any one) :-Ration Card/ Utility Bills/ Driving License/ Passport/ Affidavit

6. Copy of PAN Card

7. Copy of AADHAR Card

We take this opportunity to congratulate you on your selection and look forward to a long and mutually beneficial professional association.

For **Care Health Insurance Limited**
(formerly known as Religare Health Insurance Company Limited)

Rashi Ramani

Human Resources

Accepted and agreed by **Neha V Nair Head -**

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Annexure: 1

	Per Annum	Per Month
BASIC	240000	20000
ALLOWANCES		
House Rent Allowance	120000	10000
Education Allowance	132324	11027
LTA Through Salary	42000	3500
MONTHLY GROSS *		**45688**
BENEFITS:CONTRIBUTION BY ORGANISATION		
Statutory Bonus	13932	1161
Provident Fund	28800	2400
Gratuity	11544	962
GMC	11400	950
TOTAL FIXED COST(TFC)	600000	
Annual Performance Pay	54000	0
Total Cost to Company (TCTC)	654000	0

*** The following amount will be deducted from your monthly gross as your contribution towards statutory benefits**

PF - 2400

Leave Travel Allowance or Medical Allowance (if applicable) will be paid as monthly components

Gratuity (if applicable) - As per Gratuity Act, payable only after completion of 5 continuous years of service in organization.

****Guaranteed Bonus**: You will be entitled for a onetime bonus of 60000 (all relevant taxes applicable) in April'25 in lieu of performance bonus for FY 24-25. This will be subject to your being in active services (non-resigned) with Care Health Insurance Limited at the time of payout(s). From year 25-26, you will be eligible to participate in the Company's Annual Incentive/Bonus Plan subject to the terms and conditions of such Plan and any amendments as may be made from time to time.

- **Deductions** The Company may during your employment, or on termination for whatever reason, deduct from your remuneration any monies due from you to the Company including but not limited to:
  - Any overpayment of salary or expenses or payment made to you by mistake or misrepresentation; and/or
  - Any outstanding loans or advances made to you by the Company; and/or Amounts equal
  - in sum to the amount of any secret/illegitimate profits that you make from the Company's business/interests; and/or
  - Any debt owed by you to the Company; and/or
  - Any other deductions permitted under applicable law including Tax.

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LIFE'S ON

22 May 2023

To,

Mr. Nidhish Ojha,
53,Senani Nagar, Pratapgarh, Uttar Pradesh
Uttar Pradesh, 230001

Dear Nidhish,

Congratulations!

We are pleased to inform you that you have been selected for the position of **"Senior Associate"** in the department of **"Operations"** in grade **RL4-A** at Manipal Hospital Yeshwanthapur, Bengaluru.

As per our discussion, please find the offer details in Annexure I and the joining process in Annexure II. This offer is subject to your clearance of the pre- employment medical examination and background Verification being found suitable to our requirement. You are also requested to sign and return to us a duplicate copy of this document and Annexures in token of your acceptance and authorizing us to utilize certain information to process this application. As agreed, you will join us on or before **23 May 2023**. You may please contact **Revathi S.** at **(IND (+91)) 9535742136** of HR department, who will provide you with information on your orientation and induction processes.

Please confirm your acceptance of this offer on or before **22 May 2023.** Please feel free to get in touch with **Revathi S.** at **(IND (+91)) 9535742136** for any clarifications.

Welcome to the Manipal family! We look forward to having you with us.

Yours sincerely,

For Manipal Hospital Yeshwanthapur
(A Unit of Manipal Hospitals Private Limited)

Partha Das
Chief People Officer

Acknowledgement and consent on ---------- by ----------

Manipal Hospitals Private Limited
(Formerly Columbia Asia Hospitals Pvt. Ltd.)
CIN: U85110KA2003PTC033055
Regd. Off. The Annex, #98/2, Rustom Bagh, off. HAL Airport Road, Bengaluru 560 017, Karnataka
P +91 80 4936 0300 E info@manipalhospitals.com www.manipalhospitals.com

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Annexure – I

SALARY STRUCTURE		
Name : Mr. Nidhish Ojha		
Designation : Senior Associate		
Grade : RL4-A		
Salary Components	Per month (₹)	Per annum (₹)
Basic Salary	17,534.00	210,408.00
HRA	4,519.00	54,228.00
Special Allowance	0.00	0.00
Sub Total (A)	**22,053.00**	**264,636.00**
Employer Contribution (PF)	2,104.00	25,248.00
Employer Contribution (ESIC)	0.00	0.00
Gratuity	843.00	10,116.00
Total Retirals (B)	**2,947.00**	**35,364.00**
Total Fixed Pay	**25,000.00**	**300,000.00**
Total CTC (A+B)	**25,000.00**	**300,000.00**
Deductions		
Employee Contribution (PF)	2,104.00	25,248.00
Employee Contribution (ESIC)	0.00	0.00
Professional Tax	200.00	2,400.00
Group Mediclaim Coverage	160.00	1,920.00
Group Term Life	33.00	396.00
Total Deductions (C)	**2,497.00**	**29,964.00**
Net Salary (A-C)	**19,556.00**	**234,672.00**

- The PF deductions is as per the Employees' **Provident Funds Scheme, 1952**
- Gratuity will be paid to employee as per the *The Payment of gratuity act, **1972**
- Deductions towards Group Mediclaim coverage and Group Term Life will be as per the GMC and GTL policy of the company.
- The income tax deductions will be done over and above the *Total deductions (C) as per the income tax slabs.

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P +91 80 4936 0300 E info@manipalhospitals.com www.manipalhospitals.com

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Annexure II

We would require the following information from you, to make your joining process as smooth as possible.

1. Date of Birth proof certificate.
2. Copy of Pan Card.
3. Copies of educational qualifications certifications (i.e. For the basic, intermediate, graduate and the highest degree pursued).
4. Mark sheets of all years of education (of Degree, PG or other additional qualification)
5. Experience certificates from your previous Organization(s).
6. 7 Passport size pictures & 2 stamp-size (in business formals only)
7. Relieving letters from past organizations served
8. Two references
9. Aadhar Card

Prior to joining you are requested to undergo a Pre – Employment Medical Check Up at any of the Hospitals of Manipal Health Enterprises Pvt Ltd. In the event of an MHEPL hospital not being available in your current location you could complete the tests mentioned in Annexure III by a registered medical practitioner and have the reports and certificate of fitness couriered directly to us. The cost for the tests shall be borne by us.
On the day of joining, you would be required to fill statutory joining forms like PF Nomination Declaration Form, Medicare Form, and Gratuity Form for which you need to provide the following details:

1. Date of birth & address of family members/nominees
2. Provident Fund account number in the last organization(s) (if applicable)

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Annexure III

ROUTINE CHECK

- CBC: Hb, TC, DC, MCV, MCH, MCHC, PCV, RBC Count, Platelet Count
- Urine Routine
- Stool Routine
- Fasting Blood Sugar
- PPBS
- Creatinine
- Cholesterol
- Triglycerides
- Chest X-ray
- ECG
- Physical Examination & Consultation
- Medical Report

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N Satheeshkanna

From: M Kaur <m.kaur@spshospitals.com>
Sent: 23 June 2023 15:51
To: N Satheeshkanna
Cc: Vinod Tejwani; Anita Thapa;
Subject: SPS Hospitals_IIHMR Univ., Jaipur_Selection Details

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

Dear Satheesh,

Greetings of the day!!!

We have interviewed **Ms. Niharika Jaggi** and found that she will be a good fit for the **Dept. of Quality Assurance**, So, we are pleased to offer her the designation and the details are below for your information.

Designation: Management Trainee
Salary to be offered: Rs. 3,00,000 PA
Expected DOJ: 03rd Jul'2023
Location to report: SPS Hospital, Ludhiana, Punjab - 141030

Regards
M Kaur
Team HR

SPS HOSPITALS
A UNIT OF SJS HEALTHCARE LTD.

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SPSH/HRD/2023

Ms. Niharika Jaggi

Subject: Letter Of Intent

Dear Ms. Niharika Jaggi,

The management is pleased to appoint you as Trainee in the Department of **Quality Assurance** on a fixed remuneration of **Rs.[Summary.Gross Salary] /- ([Summary. Gross Salary InWords] Rupees only)** per annum in our organization on the terms and conditions mutually agreed upon during the course of personal discussions with your good self.

You are requested to confirm the acceptance of this offer to the undersigned & join your duty on **04-07-2023 at 9:00 a.m., VIII floor (Department of Human Resources).**

Kindly submit the below mentioned documents:

1. Your ten recent passport sized photographs.
2. Attested copies of the certificates / testimonials (Date of Birth, Matriculation, Senior Secondary,,Graduation,Post-Graduation and Medical Registration(if applicable)).
3. Clearance, Experience and Salary Certificates from the previous employer.
4. Photocopy of PAN Number.
5. Photocopy of Aadhar Card.
6. Bank Passbook/Cancelled Cheque Copy

Your association with us shall be considered only after meeting the below mentioned criteria:

1. You shall have undergone a Pre- Employment Fitness Examination (only approved by medical practitioner of SPS Hospitals) & have to be declared medically fit to carry out your responsibilities.

2. This employment will be subject to receipt of satisfactory verification of the particulars given by you in your application form. In case, there is any concealment of relevant information or if any information proves to be incorrect, your services are liable to be terminated without prior notice and comes under legal litigation as per hospital policy.

For SPS Hospitals,

Head-Human Resources.

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Placements

From: Rawatkar, Ateet <arawatkar@deloitte.com>
Sent: 15 September 2022 20:08
To: Priyanka Peter; N Satheeshkanna; Placements
Cc: Pillay, Kanchan; Menon, Hari; Singhi, Nidhi; USI Consulting Campus TA
Subject: Confirmation of Verbal Offers || IIHMR Jaipur
Attachments: Deloitte USI Consulting_IIHMR Jaipur_VOE.xlsx

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Shortlisted candidates

Confirmation

Dear Team,

Thank you for participating in the 2022 Campus Recruitment by **Deloitte Consulting.**

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On behalf of our organisation, we would like to thank you for all your support and collaboration.

As a follow-up to the **13** offers communicated verbally, we have attached the complete list of students selected from your institution. Please fill in the required information in the given format by downloading the document and send it back to us by 16th September 2022.

We will be reaching out to each of these selected candidates for key information/documents to release the offer.

We look forward to receiving further details from your end. Please feel free to write to us if you have any questions.

Please reach out to us if you have any queries.

Best regards,

Campus Team

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S.No	Full Name	Offer Acceptance	Title/Designation
Example	*John Peter*	*Accept/Reject*	*Analyst*
1	Nikita Singh		Analyst
2	Sahana Mohan		Analyst
3	Isha Phadke		Analyst
4	Rupali Maheshwari		Analyst
5	Pradipta Bhattacharya		Analyst
6	Divya Swamy		Analyst
7	Shreya Damle		Analyst
8	Kopal Bansal		Analyst
9	Faizan Kadiwala		Analyst
10	Manisha Sharma		Analyst
11	Yash Nagpal		Analyst
12	Yash Kalyani		Analyst
13	Glory Samal		Analyst

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Placements

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

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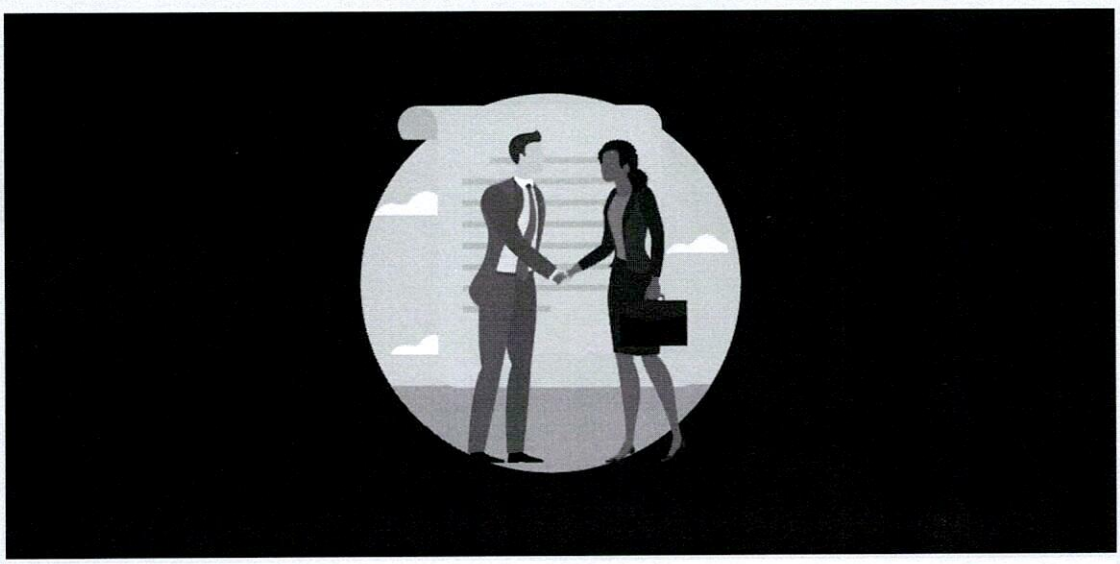
Deloitte Consulting | September 9, 2022



Eligibility criteria and profile details

Dear Team,

Thank you for your time.

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

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

Eligibility Criteria:

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

Link to our Job Description & more on profile:	Please refer attached JD- ***Deloitte USI Consulting_Healthcare JD.pdf"***
Registration Link:	Click Here

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

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

Important dates for the process:

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

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

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

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Please feel free to contact us if you have any questions.

Kind regards,
Campus Team

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ART FERTILITY CLINICS

Science Assisting Nature

Date: 01-Jul-2023

Name: Nilanjana Choudhary

Address: 62-A, Rajendra Nagar, Sirsi Road, Jaipur

Appointment Letter

Dear Nilanjana Choudhary,

We have pleasure in appointing you as **Relationship Manager** based at **Jubilee Hills - Hyderabad**, effective **01-Jul-2023**, on the following terms and conditions:

1. **Placement & Compensation**
   You will be placed in the appropriate band / responsibility level of the Company, and will be entitled to compensation (salary and other applicable benefits) as detailed in *Annexure "A"* subject to applicable taxes. Compensation will be governed by the rules of the Company on the subject, as applicable and/or amended hereafter.

2. **Posting & Transfer**
   Your initial posting will be at **Jubilee Hills - Hyderabad**. However, your services are liable to be transferred, at the sole discretion of Management, in such other capacity as the company may determine, to any department / section, location, associate, sister concern or subsidiary, at any place in India or abroad, whether existing today or which may come up in future. In such a case, you will be governed by the terms and conditions of the service applicable at the new placement location.

3. **Full time employment**
   Your position is a full time employment with the Company and you shall devote yourself exclusively to the business and interests of the company. You will not take up any other work for remuneration (part time or otherwise) or work in an advisory capacity or be interested directly or indirectly (except as shareholder / debenture holder), in any other trade or business during your employment with the company, without permission in writing of the Board of Directors of the Company. You will also not seek membership of any local or public bodies without first obtaining specific permission from the Management.

4. **Probation**

   You will be on probation for a period of six months. The period of probation can be extended at the discretion of the Management and you will continue to be on probation till an order of confirmation has been issued in writing.

5. **Background Verification**

   Your employment by the Company is conditional upon and subject to completion of background verification of your employment application and documents submitted by you.
   If any of the details are found to be incorrect or falsified at any point of time during your employment, Company reserves the right to terminate your employment without any notice.

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

Registered Office:

ART Fertility Clinics
(A Brand of Global Fertility Solutions Pvt. Ltd.)
E-14, 1st Floor, Defence Colony,
New Delhi-110024
CIN: U85100DL2020FTC362985

hello@artfertilityclinics.com
www.artfertilityclinics.com

If any declaration given, or information furnished by you, to the company proves to be false, or if you are found to have wilfully suppressed any material information, in such cases, you will be liable to removal from services without any notice.

6. **Confidentiality**

You will not, at any time, during the employment or after, without the consent of the Board of Directors or the Senior Management disclose or divulge or make public, except on legal obligations, any information regarding the Company's affairs or business or administration or research carried out, whether the same is confided to you or becomes known to you in the course of your service or otherwise.

7. **Intellectual Property**

If you conceive any new or advanced method of improving designs/ processes/ formulae/ systems, etc. in relation to the business/ operations of the Company, such developments will be fully communicated to the company and will be, and remain, the sole right/ property of the Company.

8. **Responsibilities & Duties**

Your work in the organization will be subject to the rules and regulations of the organization as laid down in relation to conduct, discipline and other matters. You will always be alive to responsibilities and duties attached to your office and conduct yourself accordingly. You must effectively perform to ensure results.

9. **Retirement and Termination**

The retirement age is **58 years.** You will retire from the employment of the Company at the end of the month in which you attain **58** years of age. An extension may, however, be given at the discretion of the management. You may be retired earlier if found medically unfit.

If you absent yourself without sanctioned leave or remain absent beyond the period of leave originally granted or subsequently extended, you shall be considered as having voluntarily abandoned your service without giving notice unless you resume your duties within 4 (four) days from the commencement of such absence and provide explanation to the satisfaction of the management for such absence.

Your services are liable to be terminated without any notice or salary in lieu thereof in case of misconduct, breach of code of conduct including loss of confidence arising out of reasonable suspicion of misconduct, disloyalty, commission of act involving moral turpitude and act of indiscipline.

During the probationary period and any extension thereof, your services may be terminated on either side by giving 15 days of notice from either side. Upon confirmation the services can be terminated from either side by giving one month (30 days) notice or salary in lieu thereof.

Upon termination of employment, you will immediately hand over to the Company all correspondence, specifications, formulae, books, documents, market data, cost data, drawings, affects or records belonging to the Company or relating to its business and shall not retain or make copies of these items.
Upon termination of employment, you will also return all company property, which may be in your possession.

10. **Medical Fitness**

This appointment is subject to your being, and remaining, medically fit.

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ART FERTILITY CLINICS

Science Assisting Nature

11. Non-Competition/ Non-Solicitation Restrictions

During the term of this appointment, you shall not directly or indirectly engage in any capacity or participate in any business/activity which conflicts with your obligations to the Company; nor shall you solicit, endeavour to solicit, influence any person directly or indirectly to direct his or its purchase of the Company's product and/or services to himself or any person in competition with the business of the Company.

You shall also not during the term of your appointment and for a period of 6 months post termination of this appointment, solicit or attempt to influence any person employed or engaged by the Company (whether as an employee, consultant, advisor or in any other manner) to terminate or otherwise cease such employment or engagement with the Company or become the employee of or directly or indirectly offer services in any form or manner to himself or any person who is a competitor of the Company.

12. Arbitration

All disputes, differences and/or claims, arising out of this agreement, whether during its subsistence or thereafter, shall be settled by arbitration in accordance with the provisions of the Arbitration and Conciliation Act, 1996 or any other statutory modification or re-enactment for the time being in force. Any notice to you shall be in writing and will be sent at the address specified by you.

13. Governing Law & Jurisdiction

This appointment shall be governed and construed by and in accordance with the laws of the India and any action brought under this Agreement will, subject to the Arbitration Clause referred to above, be brought in the court of appropriate jurisdiction located in New Delhi, India.

Please confirm your acceptance of the appointment on the above terms and conditions by signing and returning this letter for our records.

Yours faithfully,

For **Global Fertility Solutions Private Limited**

Amit Toppo

Head-HR

I have read the terms and conditions of this letter of appointment and confirm my acceptance of the same.

(Signature and Date)

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

Registered Office:

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CIN: U85100DL2020FTC362985

hello@artfertilityclinics.com
www.artfertilityclinics.com

ART FERTILITY CLINICS
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ANNEXURE 'A' : COMPENSATION DETAILS (Salary & applicable benefits)

Name	**Nilanjana Choudhary**
Date of Joining	**01-Jul-2023**
Location	**Jubilee Hills - Hyderabad**
Designation	**Relationship Manager**
CTC(Per Annum)	**480012.00**

Component	**Amount (in INR p.a.)**	**Amount (in INR monthly)**
Basic	192000	16000
House Rent Allowance	96000	8000
Bonus	15996	1333
Special Allowance	145176	12098
MONTHLY GROSS *	**449172**	**37431**
Provident Fund	21600	1800
Gratuity	9240	770
CTC (Fixed)	**480012**	**40001**
TOTAL CTC (Per Annum)	**480012**	

Explanatory Notes:

1. It is expected that individual compensation package would not be shared with other employees.
2. The above compensation structure is subject to change without affecting emoluments adversely.
3. Medical Benefit: Over and above your CTC – you are eligible for Medical insurance as applicable.
4. Applicable tax would be borne by the employee.
5. Gratuity is payable as per the Provisions of Payment of The Gratuity Act.
6. Performance Linked Bonus - payable annually on achievement of KRAs (As per Company Policy).

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KIMS HOSPITALS

OFFER LETTER

Jan 07, 2023

To
Ms. Pallavi Agarwal,
Haryana.

Dear Ms. Pallavi,

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

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

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

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

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

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

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

For Krishna Institute of Medical Sciences Limited

CH. Koteswara Rao

Koteswara Rao CH
Sr. Manager – HR

KRISHNA INSTITUTE OF MEDICAL SCIENCES LTD. Secunderabad

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

Krishna Institute of Medical Sciences Limited
Minister Road, Secunderabad - 500 003, Telangana, India
Phone: +91-40 4488 5000/4488 5184 | Fax: +91-40-27840980 | kimshospitals.com
CIN: L55101TG1973PLC040558

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KIMS

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

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

Prepared
Mamatha A

Approved
CH Koteswara Rao

KRISHNA INSTITUTE OF MEDICAL SCIENCES LTD. Secunderabad

Accepted
Pallavi Agarwal

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

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COMMUNITY EMPOWERMENT LAB

Ref: CEL/HCAP/202307/006

Date: 15-Jul-2023

To,
Mr. Pankaj Kumar
IIHMR, UP

Sub: Offer Letter

Dear Mr. Pankaj,

It is our pleasure to extend the following offer letter to you on behalf of Community Empowerment Lab (CEL), further to the interview and discussions you have had with us.

We are pleased to offer you a position as "**Program Assistant**". You will be based at CEL's Lucknow office, you will play an important role in assisting the programs' activities, and other in-depth work which organization need. This involve collaborate with cross-functional teams to support the study teams and their work to achieve the objectives. You will travel frequently to other locations in order to effectively carry out your duties.

Term of Consultancy:

This is a full-time offer with the date of Joining from 20th July, 2023. The first 6 months of your consultancy will be a probationary period. Based on your satisfactory performance in the probation period the contract will be extended.

Consultancy Fees:
Your fee is fixed/deliverables based at a gross consultancy fee of **INR 4,25,000/- per annum**. Your fees will be disbursed to your bank account within 7 working days upon submission of the approved invoice.

Taxes:
CEL will make deductions for Income Tax and other statutory deductions from your fees, as per Income Tax rules and provisions, and deposit the same with the concerned Treasury/Department.

Reimbursements:
CEL shall reimburse you for all reasonable expenses incurred in the proper performance of your duties hereunder against prior approval and production of written evidence of such expenses to the reasonable satisfaction of your CEL manager/ approving authority, and in accordance with CEL's travel & business expenditure policy.

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

General:
On joining the organization, you shall abide by the rules and regulations of the organization as

may be in force from time to time. You will be required to maintain utmost secrecy in respect to proprietary, confidential data information, documents and the organization's Human assets profile. Regular performance reviews will be done to benchmark your performance against company standards.

We welcome you on board. At the time of joining, the Human Capital team will give you a detailed consultancy agreement. We would expect you to join on 20th July, 2023 in keeping with our discussions with you, otherwise this offer will stand withdrawn automatically within ONE week of the joining date, or it stands canceled in case of any deviations in information provided by you.

It's our pleasure to welcome you to CEL. We sincerely hope that you will look favorably upon this offer. We at CEL look forward to working with you.

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

With best wishes,
For Community Empowerment Lab

Vinay Pratap Singh
Director – Research Management

AGREED AND ACCEPTED:

DATE OF ACCEPTANCE:

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

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SHALBY
MULTI-SPECIALTY
HOSPITALS

Reference Number : SHALBY/CORP/OL/23-24/04/1457

Date: 10-Apr-2023

Name: Parushni Satsangi,

5/351, Kaveri marg,
Sector 5, Vaishali,
Ghaziabad, Uttar Pradesh

India

Subject: Offer Letter

Dear Ms. Parushni,

With reference to the interview you had with us, we are pleased to offer you the position of **Management Trainee** in our organization. This offer is subject to positive feedback on your Medical Checkup, Reference Check and your acceptance of Terms and Conditions which have been mutually discussed and agreed upon.

You shall be paid fixed CTC of Rs. 4,00,000/- (Rupees Four Lakhs only) per annum as per Annexure A. You will be deployed at Shalby's Corporate Office based at Ahmedabad for the initial 6 months and then deployed to various units as per the requirement.

As per the discussion, you will be joining us on or before **17-July-2023**. Detailed appointment letter will be issued to you after your joining the organization.

You are requested to submit copies of the below mentioned documents at the time of your joining.

[A] PAN Card & Aadhar Card

[b] Relieving letter, Salary Certificate, Experience Letter from the previous employer.

[c] All Educational Certificates

[d] Three Passport size Photographs

Kindly sign the duplicate copy of this letter and send the same back to us as a token of your acceptance. Also send us copy of resignation submitted by you to your present employer within 3 days, if applicable.

We welcome you to be part of our **Shalby** family and wish you a long and successful career with us.

Thanking you,

For, Shalby limited.

Babu Thomas
Chief Human Resource Officer

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

SHALBY
MULTI-SPECIALTY
HOSPITALS

Annexure-A - STRICTLY PERSONAL & CONFIDENTIAL

Salary Breakup of Ms. Parushni Satsangi,

Sr. No	Particulars	Amount (Rs.) per month	Amount (Rs.) per Annum
	Basic	15,375	1,84,500
	HRA	6,150	73,800
	Special Allowance	6,149	73,788
	Bonus	3,075	36,900
(A)	**Gross Salary**	**30,749**	**3,68,988**
	P.F. (Employer's Contribution)	1,845	22,140
	Gratuity	740	8,880
(B)	**Cost To Company**	**33,334**	**4,00,008**
	Deductions		
	P.F. (Employee's Contribution)	1,845	22,140
	Professional Tax	200	2,400
(C)	**Total Deduction**	**2,045**	**24,540**
(A – C)	**Net Salary**	**28,704**	**3,44,448**

1. The above compensation structure is subject to change without affecting the CTC.
2. The above mentioned net salary will be subjected to deduction of Income Tax, if applicable.
3. Gratuity shall be payable on continuous service of 5 years.
4. In addition to above CTC, you shall be eligible for Long Term Incentive (LTI) of Rs. 1,00,000/- (Rs. One Lakh Only) on successful completion of every Two Years with Shalby Limited effective from your date of joining.

For, Shalby limited.

Babu Thomas
Chief Human Resource Officer

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

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COMMUNITY EMPOWERMENT LAB

Ref: CEL/HCAP/202307/007

Date: 15-Jul-2023

To,
Mr. Parv Agarwal
IIHMR, UP

Sub: Offer Letter

Dear Mr. Parv,

It is our pleasure to extend the following offer letter to you on behalf of Community Empowerment Lab (CEL), further to the interview and discussions you have had with us.

We are pleased to offer you a position as "**Program Assistant**". You will be based at CEL's Lucknow office, you will play an important role in assisting the programs, and other in-depth work which organization need. This involve collaborate with cross-functional teams to support the study teams and their work to achieve the objectives. You will travel frequently to other locations in order to effectively carry out your duties.

Term of Consultancy:

This is a full-time offer with the date of Joining from 20th July, 2023. The first 6 months of your consultancy will be a probationary period. Based on your satisfactory performance in the probation period the contract will be extended.

Consultancy Fees:
Your fee is fixed/deliverables based at a gross consultancy fee of **INR 4,25,000/- per annum**. Your fees will be disbursed to your bank account within 7 working days upon submission of the approved invoice.

Taxes:
CEL will make deductions for Income Tax and other statutory deductions from your fees, as per Income Tax rules and provisions, and deposit the same with the concerned Treasury/Department.

Reimbursements:
CEL shall reimburse you for all reasonable expenses incurred in the proper performance of your duties hereunder against prior approval and production of written evidence of such expenses to the reasonable satisfaction of your CEL manager/ approving authority, and in accordance with CEL's travel & business expenditure policy.

General:
On joining the organization, you shall abide by the rules and regulations of the organization as

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may be in force from time to time. You will be required to maintain utmost secrecy in respect to proprietary, confidential data information, documents and the organization's Human assets profile. Regular performance reviews will be done to benchmark your performance against company standards.

We welcome you on board. At the time of joining, the Human Capital team will give you a detailed consultancy agreement. We would expect you to join on 20th July, 2023 in keeping with our discussions with you, otherwise this offer will stand withdrawn automatically within ONE week of the joining date, or it stands canceled in case of any deviations in information provided by you.

It's our pleasure to welcome you to CEL. We sincerely hope that you will look favorably upon this offer. We at CEL look forward to working with you.

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

With best wishes,
For Community Empowerment Lab

Vinay Pratap Singh
Director – Research Management

AGREED AND ACCEPTED:

DATE OF ACCEPTANCE:

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

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Placements

From: Payal Kalra <payalkalra48@gmail.com>
Sent: 08 February 2023 14:30
To: Placements
Subject: Fwd: "Letter of Intent" - Indegene Limited :: payal :: 1216

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

---------- Forwarded message ---------
From: **Payal Kalra** <payalkalra48@gmail.com>
Date: Fri, 3 Feb 2023 at 09:44
Subject: Re: "Letter of Intent" - Indegene Limited :: payal :: 1216
To: Sanganagouda Biradar <sanganagouda.b@indegene.com>
Cc: Nitin Khurana <nitin.khurana@indegene.com>, Sanganagouda Biradar <sanganagouda.b@indegene.com>

Good morning sir/ma'am

Hope this mail finds you in good health. Thankyou for offering me the confirmation letter.
I am writing this to acknowledge your offer.

thanks, Regards
Payal Kalra

On Thu, 2 Feb 2023 at 09:04, Sanganagouda Biradar <system@successfactors.com> wrote:

Requisition ID # 1216

Resume ID # 18006

02 February 2023

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

To,
payal kalra,
B-101 3rd Malviya Nagar, New Delhi-110017

Dear payal,

Congratulations! We are pleased to inform that you have successfully completed the selec by Indegene Private Limited. At Indegene, success is the outcome of choice and expectati of circumstances and we are delighted that you have chosen us. We are confident that yo your role and strengthen our values by living the Indegene culture credo. We look forward to and wishing you all the success with us.

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

I. Your designation will be **Project Associate** in the Career **A3** Career Grade.

II. Your Cost to Company (CTC) will be INR **CTC 7,00,000/-p.a**. You will also be eligib governed by our compensation philosophy, details of which shall be shared with the

III. The offer letter will be shared with you subsequently and closer to your date of joinir at a later date.

IV Indegene shall have the sole discretion to withdraw this Letter of Intent without assi

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

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

With best wishes,

Bina Patil
Vice President â€" Human Resources

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Phoenix Compliance

VeePhoenix Compliance Private Limited *CIN No: U74999KA2016PTC098770*

Date: 22.06.2023

OFFER LETTER

Dear Poojya Khanna,

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Doc ID: b9230e42e670fa8e3bf6ed67c8be777422e72c36

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

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

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

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

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

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

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

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

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

Designation: **Manager HR & Administration**

Agreed and Accepted by:

Name: Poojya Khanna,

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

Annexure – B

PRIVATE AND CONFIDENTIAL

Name : **Ms. Poojya Khanna**
Designation : **Growth Enablers**
Department : **Services**

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

Agreed and accepted by:

Name: **Poojya Khanna,**

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

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

**Rate of TDS deduction may change as per Income Tax notificati*

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ANNEXURE – A

1. SSLC/10th Marks Card

2. Highest Qualification certificate

3. Copy of PAN Card

4. Copy of Aadhar card

5. Previous Employer's Relieving letter or Resignation acceptance

6. Pay slips of previous employer – 3 months

7. 3 Months Bank Statement with Salary Credited transaction.

** Please Ignore which ever is not applicable*

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Doc ID: b9230a42e670fa8e3bf6ed67c8be777422e72c36

1348

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

stryker

Ref: HR /2023/PN
April 26, 2023

To,
Prabha Nishad

Letter of Intent

Dear Prabha,

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

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

You are required to join as early as possible, but no later than **May 15, 2023,** failing which the offer shall stand invalid.

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

You will be on probation period till **31st December 2023.** Your employment will be confirmed in **January 2024** basis your performance evaluation.

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

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

Welcome to the Stryker family.

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

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

Suri Harsh Digitally signed by Suri Harsh Date: 2023.04.27 13:31:15 +05'30'

Harsh Suri
Senior Manager – Talent Acquisition

Name : _____
Signature : _____
Date : _____

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

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

stryker

Annexure-A			
	Name: Prabha Nishad		
	Position: Trainee-Commercial		
	Department: Commercial-Orthopedics-MAKO		
	A) Salary Components	**Per Month**	**Per Annum**
1	Basic	INR 18,800	INR 225,600
2	Flexi Allowance*	INR 28,200	INR 338,400
	Fixed Salary (A)	INR 47,000	INR 564,000
	B) Retirals		
1	PF	INR 2,256	INR 27,072
2	Gratuity		INR 10,851
	Total Retirals		INR 37,923
	Gross Salary (A+B)		INR 601,923
	C) Variable Pay		
	Annual Bonus %		11%
	Annual Bonus		INR 62,040
	Total Variable Pay		INR 62,040
	CTC (A+B+C)		INR 663,963

****Note: Bonus payout is subject to Stryker's annual performance.**

	Other Benefits:	**Per Annum**
1	Mediclaim - Floating Coverage for self + 3 (Spouse + 2 children up to a maximum age of 25 years)	INR 500,000
2	Mediclaim - Floating Coverage for parents or in-law (1+1), either set of parents up to the age of 90 years	INR 300,000
3	Personal Accident Policy - Coverage	3 Times of CTC
4	Term Life Insurance Policy – Coverage	3 Times of CTC min of INR 50 Lakhs
5	Critical Illness - Coverage	INR 750,000

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

*** Flexi Allowance Guidelines –**

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

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

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

Suri Harsh

Digitally signed by Suri Harsh
Date: 2023.04.27 13:31:31 +05'30'

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

1349

Placements

From: Rawatkar, Ateet <arawatkar@deloitte.com>
Sent: 15 September 2022 20:08
To: Priyanka Peter; N Satheeshkanna; Placements
Cc: Pillay, Kanchan; Menon, Hari; Singhi, Nidhi; USI Consulting Campus TA
Subject: Confirmation of Verbal Offers || IIHMR Jaipur
Attachments: Deloitte USI Consulting_IIHMR Jaipur_VOE.xlsx

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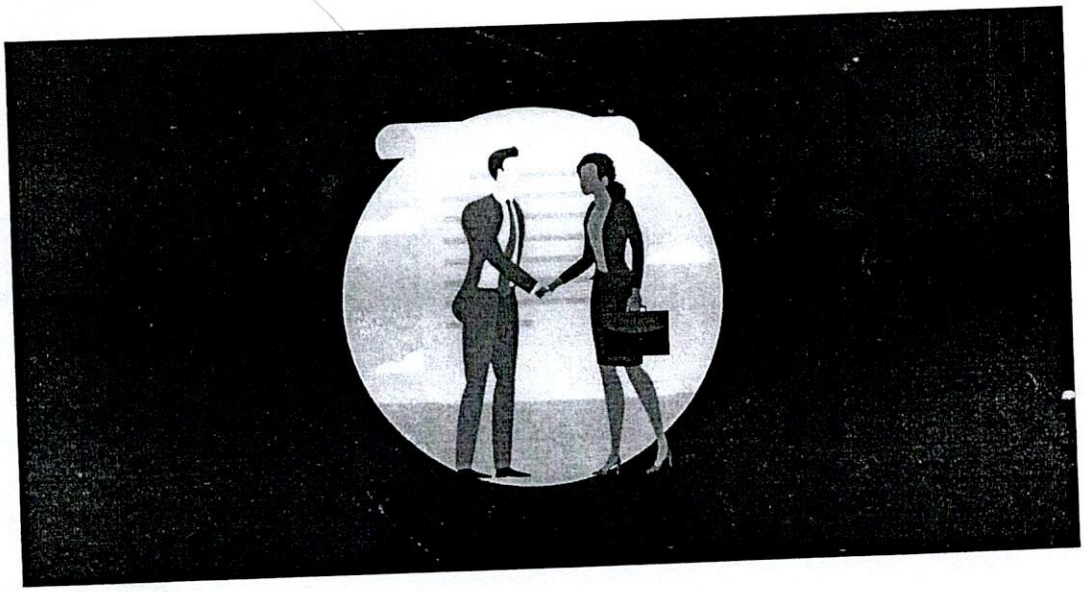
MAKING AN IMPACT THAT MATTERS since 1845



Shortlisted candidates

Confirmation

Dear Team,

Thank you for participating in the 2022 Campus Recruitment by Deloitte Consulting.

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

On behalf of our organisation, we would like to thank you for all your support and collaboration.

As a follow-up to the **13** offers communicated verbally, we have attached the complete list of students selected from your institution. Please fill in the required information in the given format by downloading the document and send it back to us by 16th September 2022.

We will be reaching out to each of these selected candidates for key information/documents to release the offer.

We look forward to receiving further details from your end. Please feel free to write to us if you have any questions.

Please reach out to us if you have any queries.

Best regards,

Campus Team

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

S.No	Full Name	Offer Acceptance	Title/Designation
Example	*John Peter*	*Accept/Reject*	*Analyst*
1	Nikita Singh		Analyst
2	Sahana Mohan		Analyst
3	Isha Phadke		Analyst
4	Rupali Maheshwari		Analyst
5	Pradipta Bhattacharya		Analyst
6	Divya Swamy		Analyst
7	Shreya Damle		Analyst
8	Kopal Bansal		Analyst
9	Faizan Kadiwala		Analyst
10	Manisha Sharma		Analyst
11	Yash Nagpal		Analyst
12	Yash Kalyani		Analyst
13	Glory Samal		Analyst

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

Placements

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

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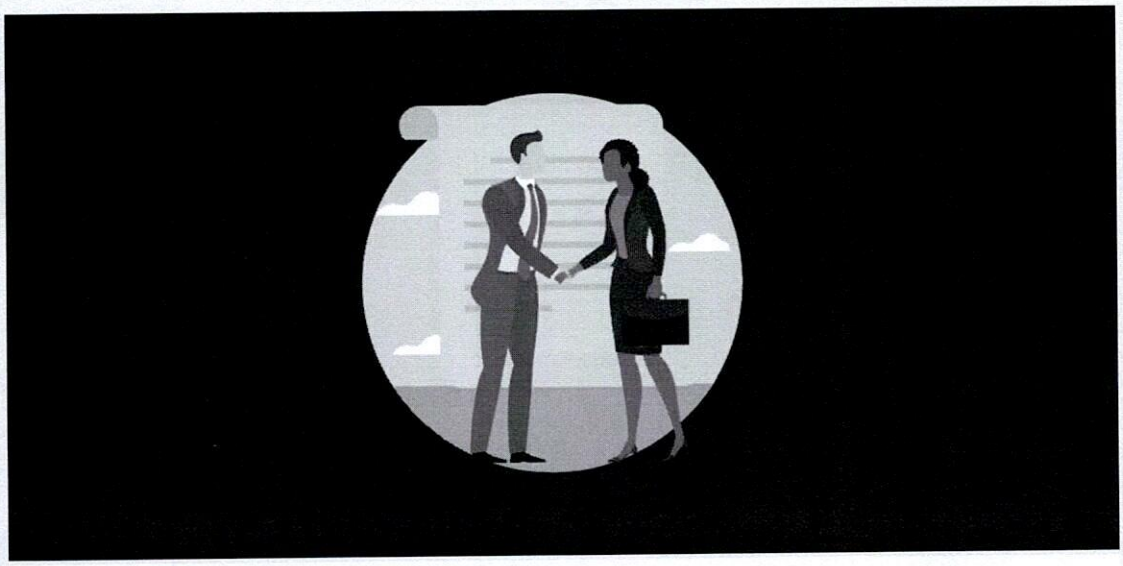
Deloitte Consulting | September 9, 2022



Eligibility criteria and profile details

Dear Team,

Thank you for your time.

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

Registrar
The IIHMR University
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Near Sanganer Airport, Jaipur-302029

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

Eligibility Criteria:

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

Link to our Job Description & more on profile:	Please refer attached JD- ***Deloitte USI Consulting_Healthcare JD.pdf"***
Registration Link:	Click Here

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

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

Important dates for the process:

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

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

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

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

Please feel free to contact us if you have any questions.

Kind regards,
Campus Team

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

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v.E.1

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Near Sanganer Airport, Jaipur-302029

1350

Orbees Business Solutions Pvt. Ltd.
Q1, B1, B2, B3, 6th Floor, Cyber Towers, Hitec City, Madhapur, Hyderabad – 500 081. CIN: U72200TG2006PTC049670
Tel: +91 - 040 - 2311 4722, Fax: +91 - 040 - 2311 4723. info@orbees.com | www.orbees.com | www.orbeesmedical.com

24th November 2022
Hyderabad

To,

Ms. Prarthika Mukharjee
28/5 New Ballygunge Road, Bediadanga 2nd Lane,
Kolkata, West Bengal - 700 039.

Dear **Ms. Mukharjee**

This has reference to the discussion you had with us during the campus interviews conducted by Orbees on 16th November 2022.

we are pleased to offer you paid internship followed by full-time employment in our organization. You will be designated as **Senior Analyst** after the internship period and your gross annual compensation will be Rs. 8,00,000/- per annum (rupees eight lakh only). 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 tentative joining for the internship will be in the month of February 2023. 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.**

Rakesh Valluru
Manager – Operations

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

(1357)

Placements

From: Prasanna Prakash Naik
Sent: 08 February 2023 14:25
To: Placements; IIHMR Placements
Subject: Fwd: "Letter of Intent" - Indegene Limited :: Prasanna :: 1216

Get Outlook for Android

From: Prasanna Prakash Naik <prasanna.j21@iihmr.in>
Sent: Thursday, February 2, 2023 4:16:33 PM
To: Sanganagouda Biradar <sanganagouda.b@indegene.com>
Cc: Nitin Khurana <nitin.khurana@indegene.com>; Sanganagouda Biradar <sanganagouda.b@indegene.com>
Subject: Re: "Letter of Intent" - Indegene Limited :: Prasanna :: 1216

Thankyou for offering me the confirmation letter.
I'm writing this to acknowledge your offer.
Thanks, Regards
Dr. Prasanna
..:

Get Outlook for Android

From: Sanganagouda Biradar <system@successfactors.com>
Sent: Thursday, February 2, 2023 9:03:57 AM
To: Prasanna Prakash Naik <prasanna.j21@iihmr.in>
Cc: Nitin Khurana <nitin.khurana@indegene.com>; Sanganagouda Biradar <sanganagouda.b@indegene.com>
Subject: "Letter of Intent" - Indegene Limited :: Prasanna :: 1216

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Requisition ID # 1216

Resume ID # 17988

02 February 2023

To,
Prasanna PRAKASH Naik,
Tuem

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

Dear Prasanna,

Congratulations! We are pleased to inform that you have successfully completed the select

by Indegene Private Limited. At Indegene, success is the outcome of choice and expectatio of circumstances and we are delighted that you have chosen us. We are confident that you your role and strengthen our values by living the Indegene culture credo. We look forward to a and wishing you all the success with us.

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

I. Your designation will be **Project Associate** in the Career **A3** Career Grade.

II. Your Cost to Company (CTC) will be INR **CTC 7,00,000/-p.a**. You will also be eligibl governed by our compensation philosophy, details of which shall be shared with the

III. The offer letter will be shared with you subsequently and closer to your date of joinin at a later date.

IV Indegene shall have the sole discretion to withdraw this Letter of Intent without assig

Kindly note that your appointment is subject to the satisfactory verification of your documents and employment application form and/or any information furnished by you at the time of interview, in of the eligibility criteria. We look forward to having a long and fruitful relationship with you at In ge

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

With best wishes,

Bina Patil
Vice President – Human Resources

indegene

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

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

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

Anita Thapa

From: *Tabrez <tabrez@hr.thumbay.com>*
Sent: *17 January 2023 11:48*
To: *N Satheeshkanna; 'sidhiq'*
Cc: *'Manvir Singh Walia'; 'Dr. Shihad'; 'Ms. Tushara Bhuvana'; Hem K. Bhargava*
Subject: *RE: Interested to be part of Campus placement - Thumbay Group, UAE*

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Dear Sir,

Greetings!!

We would like to inform you, that based on the Campus interview held on 11th January 2023.

Below candidates are shortlisted as Management Trainee and we will send them provisional appointment letter within 2 da[redacted]

IIHMR Jaipur - Management Trainee			
SL NO	**NAME**	**DEPARTMENT**	**FACILITY**
1	Mr. Harish S Madival	Insurance	Thumbay Hospital, Fujairah UAE
2	Mr. Jatin Tyagi	Marketing	Thumbay Hospital, Fujairah UAE
3	Ms. Sajini Shivan Kutty	Quality	Thumbay Hospital, Fujairah UAE
4	Dr. Pratyay Banerjee	Quality	Thumbay Dental Hospital, Ajman.
5	Ms. Ankita Chouhan	Quality	Thumbay University Hospital, Ajman
6	Ms. Nandini	Quality	Thumbay Physical Therapy and Rehabilitation Hospital, Ajman.

[redacted]

Thanks & Regards,
Tabrez Ahmad

From: N Satheeshkanna [mailto:satheeshkanna@iihmr.edu.in]
Sent: Monday, January 16, 2023 1:31 PM
To: sidhiq
Cc: 'Manvir Singh Walia'; 'Dr. Shihad'; 'Ms. Tushara Bhuvana'; 'Tabrez Ahmad'; Hem K. Bhargava
Subject: RE: Interested to be part of Campus placement - Thumbay Group, UAE

Dear Sir,

Greetings!!!

Thanks for hiring the students from IIHMR University, Jaipur, India

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

I would like to let you know that from the below-mentioned students, **Jatin Tyagi** has not received any mail regarding the Documents sharing. Kindly let me know the proceedings further for him.

Also, the below-listed students have directly got a mail from **Zainab** regarding the documentation process. I would request you to kindly let me know their status as the students are following for the same.

- Dr. Nandini
- Dr. Pratyay Banerjee
- Ms. Ankita Chouhan

Thanks & Regards,

N. Satheeshkanna,
Asst. Manager - Placements

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

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

From: sidhiq <sidhiqak@hr.thumbay.com>
Sent: 13 January 2023 01:33 PM
To: N Satheeshkanna <satheeshkanna@iihmr.edu.in>
Cc: 'Manvir Singh Walia' <manvir@thumbay.com>; 'Dr. Shihad' <dr.shihad@thumbayhospital.ae>; 'Ms. Tushara Bhuvana' <tushara@hr.thumbay.com>; 'Tabrez Ahmad' <tabrez@hr.thumbay.com>; Hem K. Bhargava <hkb@iihmr.edu.in>
Subject: RE: Interested to be part of Campus placement - Thumbay Group, UAE

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Dear Sir,

Greetings from Thumbay Group, UAE

Thank you for your wonderful hospitality & coordination, during our visit to IIHMR.

We are happy to inform you, that based on the Campus interviews held on 11th January 2023, below are the shortlisted names of candidates identified for employment with Thumbay Group Hospitals Location – Thumbay Hospital – Emirate of Fujairah

Congratulations

- Dr.Harish – Insurance
- Jatin Tyagi – Marketing
- Sajani Shivan – Quality Assurance

COMPENSATION & JOB ROLE – IIHMR

Registrar
The IIHMR University
1, Prabhu Dayal Marg
Near Sanganer Airport, Jaipur-30

DESIGNATION	TIMEFRAME	REMUNERATION	
Trainee	0-3 months	AED 2000 + Accommodation	
Assistant Officer	3-15 months	MBBS – AED 4800 BDS, BAMS, BHMS– AED 3800	Bachelors & Master's Degree - 3200
Based on the Performance of (3-15months) – Upgrade to the Total Remuneration & Designation will be considered			

Tentative timelines of onboarding is February 20th 2023 – March 1st 2023. Our Recruitment Team members will shortly get in touch with the candidates for the further process and discussion.

Request your acknowledgment & revert.

Thanking you

Regards,

Sidhiq. A. K
Acting In Charge
HCM Department
THUMBAY Group
P.O Box: 4184, Ajman, UAE
Mobile - 0525296366 | Telephone -97167431333, Ext - 1472
Email:-sidhiqak@hr.thumbay.com | **Web:-** www.thumbay.com

Thumbay Ltd
415555, DIFC, Dubai, United Arab Emirates
+971 4 2985555 +971 4 2989555
info@thumbay.com www.thumbay.com
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From: N Satheeshkanna [mailto:satheeshkanna@iihmr.edu.in]
Sent: Friday, January 6, 2023 1:30 PM
To: sidhiq
Cc: 'Manvir Singh Walia'; 'Dr. Shihad'; 'Ms. Tushara Bhuvana'; 'Tabrez Ahmad'; Hem K. Bhargava
Subject: RE: Interested to be part of Campus placement - Thumbay Group, UAE

Dear Sir,

Greetings!!!

With reference to the job description, herewith I have enclosed the interested student's details and their CV's for your kind perusal.

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

1353

QUALITY HEALTHCARE ACCESS PRIVATE LIMITED

Regd. Office: 10A & 11, 1st floor, Salcon Rasvilas,
District Centre Saket, Saket,
New Delhi-110017

May 10, 2023

Ref: QHPL/230510/003

To,
Prince Chug
Karnal, Haryana, India

Offer Letter

Dear Prince,

We are pleased to extend an offer of appointment to you as the "Research Associate" of Quality Healthcare Access Private Limited (100% Subsidiary of ACCESS Health International) based out of Delhi. You will be offered an annual salary of INR 480,000 (INR 40,000 per month).

We understand that you have agreed June 01, 2023 as your joining date. Could you please confirm the same, post which, a detailed one year consultant contract outlining the terms and conditions will be issued.

Meanwhile, please find the details of leave entitlements and benefits attached in Annexure I.

We look forward to hearing from you.

Best wishes,

Bela Sehgal
Director, Human Resources

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

QUALITY HEALTHCARE ACCESS PRIVATE LIMITED

Regd. Office: 10A & 11, 1st floor, Salcon Rasvilas,
District Centre Saket, Saket,
New Delhi-110017

Annexure I

Leave Entitlement
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 below are provided annually (January-December of each calendar year) and are subject to company policy, as it may be from time to time.

Earned Leaves: 15 per year
Sick Leaves: 7 per year
Personal Leaves: 5 per year

In the event of maternity/paternity leave, we will follow the local law.

Health Insurance
We will provide a health insurance benefit to the tune of a maximum USD 500 for individuals. You can submit the claims for reimbursement after a period of three months but will be required to complete a minimum of 6 months of service within the organization. In the event if you are not able to fulfill this clause, the full amount paid towards the premium will be recovered from your full and final settlement. There is a flexibility to utilize the amount towards medical coverage (reimbursement of insurance premium, OPD expense coverage, claim towards medical expenses for immediate family /parents). This will be subject to prescription and receipts.

Any health insurance and medical expenses incurred after the date of joining will be reimbursed.

Entitlement for Telephone and Internet
We will provide a reimbursement of up to a maximum of INR 4,000 per month (Payable on Actual Basis) towards telephone and Internet.

Work Timings
Employees are expected to work for 40 hours per week. The working hours are flexible as per the country's rules. The general working timings are from 10:00 AM-6:00 PM (Monday-Friday) and employees are expected to start work or arrive at their work place on the agreed country timings.

All on boarding documents will be shared with you post your joining date which gives you more details of our polices.

Note: All policies are subject to change / amendment at the discretion of management.

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

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PORTEA
HOME MEDICAL CARE SERVICES

15th September 2023

Bangalore

Offer Letter

Dear Priyanka Prakash,

Based on your application and subsequent discussions we had with you, we are pleased to offer you employment in our organization as **Team Leader – Operations.**

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

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

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

Let's together create a healthier and happier world!

Sincerely yours,

For Portea Medical Limited

Mr. Darshith Satheesh
Head - HR

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

080 3355 4554

Healthvista India Ltd. 69/B, 1st Cross, 1st Stage, Domlur Layout, [Next to Domlur Post Office], Bangalore-560071

PORTEA
HOME MEDICAL CARE SERVICES

Terms and conditions:

1. You will join us on or before **18th September, 2023.**
2. You will be on probation for a period of six months from the date of joining and your confirmation would be dependent on satisfactory completion of your Probation period.
3. You will be based at **Bangalore HO.** You are however, liable to be transferred to any of our establishments in India, or to any subsidiary or associate company whether now existing or still to be formed. Such transfer / deputation will be in accordance with the company's rules for the time being in force.
4. Your annual Cost to Company will be **4,00,000 (Four Lakh Only)**. This is subject to usual statutory and / or other taxes, which may be imposed from time to time by the Government, or any public body authorized to do so.
5. You will be entitled to allowances as detailed in the annexure to this letter. You will also be covered by Provident Fund and other schemes of the company as applicable to your category that are in force at present and / or may be amended from time to time. These shall also be subject to taxes as applicable under relevant laws.
6. The employment offer is valid for next one week from this date of offer. If the company does not receive any confirmation from you within the stipulated time this offer shall lapse automatically and then there shall be no further communication from the company in furtherance of this offer of employment.
7. You will be required to give 60 days' notice to terminate this appointment after confirmation. The Notice period during probation will be 30 days. The last working day would be decided at the sole discretion of the Management and in the event of being relieved within the above number of days, the remaining part of notice period days would be adjusted against the existing leave balance or an equivalent of basic salary and HRA. The Company, however will have the right to terminate your appointment forthwith on account of misconduct, including but not limited to, fraudulent, dishonest or undisciplined conduct, or breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's or Client's property or breach of the confidentiality obligations. In all other cases, the Company will have the right to terminate the appointment by giving 60 days' notice or payment of basic salary and HRA in lieu of notice.
8. Any revisions of your compensation package, promotions, and your continued employment with the Company are all subject to you meeting the performance levels applicable to you from time to time. Your performance may be informally discussed with you by your manager/s on a regular basis.

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

080 3355 4554

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PORTEA
HOME MEDICAL CARE SERVICES

CTC ANNEXURE

Compensation Structure		
Name	Priyanka Prakash	
Total Annual CTC (Rs.) :	400000	
Total Fixed Income (Rs.) :	400000	
Monthly CTC	33333	
Particulars	**Monthly**	**Annual**
Basic	13333	159996
HRA	6667	80004
Conveyance	1600	19200
Fixed Visit Allowance	0	0
Special Allowance	10133	121600
Gross Salary	**31733**	**380800**
Deductions		
PF	1600	19200
PT	200	2400
ESI	0	0
Total Deductions	**1800**	**21600**
Company Contributions		
PF	1600	19200
ESI	0	0
Gratuity *(As per the Act)*	0	0
Sub total	**1600**	**19200**
Fixed CTC	**33333**	**400000**
Total CTC	**33333**	**400000**

You will be covered under Group Medical Insurance up to Rs.1 Lac.

For Portea Medical Limited

Mr. Darshith Satheesh

Head - HR

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

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hemogenomics
Better screening. Better health.
ISO 9001:2015 CERTIFIED

27th January 2023
Priyanka Shashikant Chalwad
Krushnai Building, Moti Nagar,
Latur, Maharashtra - 413512

Offer of Employment

Dear **Priyanka Shashikant Chalwad,**
With reference to your application and subsequent discussion we had with you, we are pleased to offer you employment as **Management Trainee, Bangalore** at **Hemogenomics Pvt Ltd** with effect from **1st March 2023.** You will be given a Letter of Appointment upon your joining.

Please refer to Annexure A for details of your salary package and Annexure B for list of documents to be provided on your date of joining.

Your appointment is subject to:

1. You are joining the services of the Company on or before **1st March 2023.**
2. Your written acceptance of the offer letter
3. Successful verification of your testimonials
4. Us receiving satisfactory reports from your reference checks.

This offer of letter is based on the information furnished in your resume and during the interview you had with us. If any time in future, it comes to light that any of the information provided to us is incorrect or any relevant information has been withheld, then your employment is liable to be terminated without notice period or payment in lieu of notice period.

Please return the copy of this letter duly signed as a token of your acceptance within **2 days** from the date of receipt of the offer letter along with a copy of your resignation from your current organization.

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

On Behalf of **Hemogenomics Pvt Ltd.**

Sangeeth G Kini
Vice President

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

Hemogenomics Pvt. Ltd.
3rd Floor, Site No. 26, (Opp. Indian Oil Petrol Bunk), New BEL Road, Near M.S. Ramaiah Hospital, Bangalore - 560 054. INDIA
Phone : +91-80-4215 1017, 4215 1018, 2360 4323, 2360 2426 Fax : +91-80-4092 5711 E-mail : info@hemogenomics.com
Regd. Office : Kemwell House, 11, Tumkur Road, Bangalore - 560 022.
Warehouse : C/o Indelox Services Pvt. Ltd., 35/B, Doddanekundi Industrial Area, KR Puram Hobli, Mahadevapura Post, Behid IFB Factory, Bangalore - 560048. **www.hemogenomics.com**
CIN - U73100KA2002PTC030032

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Better screening. Better health.
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Name: Priyanka Shashikant Chalwad
Designation: Management Trainee
Annual CTC: INR 3,60,000/- Per Annum + Rs. 1,00,000 as Completion Bonus

Remuneration Sheet (Monthly pay)

Category	INR
Basic Salary	21010
House Rent Allowance	7208
GROSS SALARY	**28218**
Add: Other Benefits	
PF Employer Contribution @ 12% on basic salary	1800
ESI Employer Contribution @ 3.25% gross salary	0
Bonus 8.33% on basic salary - Payable annually	0
CTC	**30018**
Less : Deductions	
PF Employer Contribution @ 12% on basic salary	1800
ESI Employer Contribution @ 3.25% gross salary	0
PF Employee Contribution @ 12% on basic salary	1800
ESI Employee Contribution @ .75% gross salary	0
Bonus- payable annually	0
Professional Tax*	200
Labour Welfare Fund**	
Tax Deducted at Source***	
NET SALARY	**26218**

*Would be deducted as per regulatory requirements

**Deducted as per regulatory requirements

***Deducted at source considering the declarations and law applicable

Bonus Rs. 1,00,000 (Rupees one lakh only) will be paid at the end of completion of one year.

Note: In addition to the above remuneration, you would also be eligible for medical and accidental insurance as per the company's insurance policy.

I have read and accept the terms and conditions:

Date of Joining : 1st March 2023

Signature : Chalwad

Date : 30 january 2023

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

Hemogenomics Pvt. Ltd.
3rd Floor, Site No. 26, (Opp. Indian Oil Petrol Bunk), New BEL Road, Near M.S. Ramaiah Hospital, Bangalore - 560 054. INDIA
Phone : +91-80-4215 1017, 4215 1018, 2360 4323, 2360 2426 Fax : +91-80-4092 5711 E-mail : info@hemogenomics.com
Regd. Office : Kemwell House, 11, Tumkur Road, Bangalore - 560 022.
Warehouse : C/o Indelox Services Pvt. Ltd., 35/B, Doddanekundi Industrial Area, KR Puram Hobli, Mahadevapura Post, Behid IFB Factory, Bangalore - 560048. **www.hemogenomics.com**
CIN - U73100KA2002PTC030032

Annexure B

List of Documents

Please provide the photocopies of below mentioned documents on your joining date:

1. 10th Certificate and marks card
2. 12th Certificate and marks card
3. Degree Certificate and marks card
4. PG Certificate and marks card (If Any)
5. Training Certificate (If Any)
6. Photocopies of experience letters and appointment letters of previous employments
7. Relieving Letter from the last organization
8. Three recent Passport size photographs
9. Residential Address proof (Present & Permanent)
10. ID proof

I have read the above list of required documents and confirm that I would provide all the documents on the date of joining.

Signature : _____

Date : 30 january 2023

Specific Remarks : _____

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Near Sanganer Airport, Jaipur-302029

ART FERTILITY CLINICS

Science Assisting Nature

Date: 01-Jul-2023

Name: Priyanka Sonkar

Address: 62-, Ward No. 12, Rajiv Nagar, Nemuch, MP

Appointment Letter

Dear Priyanka Sonkar,

We have pleasure in appointing you as **Relationship Manager** based at **Jubilee Hills - Hyderabad**, effective **01-Jul-2023**, on the following terms and conditions:

1. **Placement & Compensation**
   You will be placed in the appropriate band / responsibility level of the Company, and will be entitled to compensation (salary and other applicable benefits) as detailed in *Annexure "A"* subject to applicable taxes. Compensation will be governed by the rules of the Company on the subject, as applicable and/or amended hereafter.

2. **Posting & Transfer**
   Your initial posting will be at **Jubilee Hills - Hyderabad**. However, your services are liable to be transferred, at the sole discretion of Management, in such other capacity as the company may determine, to any department / section, location, associate, sister concern or subsidiary, at any place in India or abroad, whether existing today or which may come up in future. In such a case, you will be governed by the terms and conditions of the service applicable at the new placement location.

3. **Full time employment**
   Your position is a full time employment with the Company and you shall devote yourself exclusively to the business and interests of the company. You will not take up any other work for remuneration (part time or otherwise) or work in an advisory capacity or be interested directly or indirectly (except as shareholder / debenture holder), in any other trade or business during your employment with the company, without permission in writing of the Board of Directors of the Company. You will also not seek membership of any local or public bodies without first obtaining specific permission from the Management.

4. **Probation**

   You will be on probation for a period of six months. The period of probation can be extended at the discretion of the Management and you will continue to be on probation till an order of confirmation has been issued in writing.

5. **Background Verification**

   Your employment by the Company is conditional upon and subject to completion of background verification of your employment application and documents submitted by you.
   If any of the details are found to be incorrect or falsified at any point of time during your employment, Company reserves the right to terminate your employment without any notice.

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Registered Office:
ART Fertility Clinics
(A Brand of Global Fertility Solutions Pvt. Ltd.)
E-14, 1st Floor, Defence Colony,
New Delhi-110024
CIN: U85100DL2020FTC362985

hello@artfertilityclinics.com
www.artfertilityclinics.com

If any declaration given, or information furnished by you, to the company proves to be false, or if you are found to have wilfully suppressed any material information, in such cases, you will be liable to removal from services without any notice.

6. **Confidentiality**

You will not, at any time, during the employment or after, without the consent of the Board of Directors or the Senior Management disclose or divulge or make public, except on legal obligations, any information regarding the Company's affairs or business or administration or research carried out, whether the same is confided to you or becomes known to you in the course of your service or otherwise.

7. **Intellectual Property**

If you conceive any new or advanced method of improving designs/ processes/ formulae/ systems, etc. in relation to the business/ operations of the Company, such developments will be fully communicated to the company and will be, and remain, the sole right/ property of the Company.

8. **Responsibilities & Duties**

Your work in the organization will be subject to the rules and regulations of the organization as laid down in relation to conduct, discipline and other matters. You will always be alive to responsibilities and duties attached to your office and conduct yourself accordingly. You must effectively perform to ensure results.

9. **Retirement and Termination**

The retirement age is **58 years.** You will retire from the employment of the Company at the end of the month in which you attain **58** years of age. An extension may, however, be given at the discretion of the management. You may be retired earlier if found medically unfit.

If you absent yourself without sanctioned leave or remain absent beyond the period of leave originally granted or subsequently extended, you shall be considered as having voluntarily abandoned your service without giving notice unless you resume your duties within 4 (four) days from the commencement of such absence and provide explanation to the satisfaction of the management for such absence.

Your services are liable to be terminated without any notice or salary in lieu thereof in case of misconduct, breach of code of conduct including loss of confidence arising out of reasonable suspicion of misconduct, disloyalty, commission of act involving moral turpitude and act of indiscipline.

During the probationary period and any extension thereof, your services may be terminated on either side by giving 15 days of notice from either side. Upon confirmation the services can be terminated from either side by giving one month (30 days) notice or salary in lieu thereof.

Upon termination of employment, you will immediately hand over to the Company all correspondence, specifications, formulae, books, documents, market data, cost data, drawings, affects or records belonging to the Company or relating to its business and shall not retain or make copies of these items.
Upon termination of employment, you will also return all company property, which may be in your possession.

10. **Medical Fitness**

This appointment is subject to your being, and remaining, medically fit.

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ART FERTILITY CLINICS

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11. Non-Competition/ Non-Solicitation Restrictions

During the term of this appointment, you shall not directly or indirectly engage in any capacity or participate in any business/activity which conflicts with your obligations to the Company; nor shall you solicit, endeavour to solicit, influence any person directly or indirectly to direct his or its purchase of the Company's product and/or services to himself or any person in competition with the business of the Company.

You shall also not during the term of your appointment and for a period of 6 months post termination of this appointment, solicit or attempt to influence any person employed or engaged by the Company (whether as an employee, consultant, advisor or in any other manner) to terminate or otherwise cease such employment or engagement with the Company or become the employee of or directly or indirectly offer services in any form or manner to himself or any person who is a competitor of the Company.

12. Arbitration

All disputes, differences and/or claims, arising out of this agreement, whether during its subsistence or thereafter, shall be settled by arbitration in accordance with the provisions of the Arbitration and Conciliation Act, 1996 or any other statutory modification or re-enactment for the time being in force. Any notice to you shall be in writing and will be sent at the address specified by you.

13. Governing Law & Jurisdiction

This appointment shall be governed and construed by and in accordance with the laws of the India and any action brought under this Agreement will, subject to the Arbitration Clause referred to above, be brought in the court of appropriate jurisdiction located in New Delhi, India.

Please confirm your acceptance of the appointment on the above terms and conditions by signing and returning this letter for our records.

Yours faithfully,

For **Global Fertility Solutions Private Limited**

Amit Toppo

Head-HR

I have read the terms and conditions of this letter of appointment and confirm my acceptance of the same.

(Signature and Date)

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

Registered Office:

ART Fertility Clinics
(A Brand of Global Fertility Solutions Pvt. Ltd.)
E-14, 1st Floor, Defence Colony,
New Delhi-110024
CIN: U85100DL2020FTC362985

hello@artfertilityclinics.com
www.artfertilityclinics.com

ART FERTILITY CLINICS
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ANNEXURE 'A' : COMPENSATION DETAILS (Salary & applicable benefits)

Name	**Priyanka Sonkar**
Date of Joining	**01-Jul-2023**
Location	**Jubilee Hills - Hyderabad**
Designation	**Relationship Manager**
CTC(Per Annum)	**480012.00**

Component	Amount (in INR p.a.)	Amount (in INR monthly)
Basic	192000	16000
House Rent Allowance	96000	8000
Bonus	15996	1333
Special Allowance	145176	12098
MONTHLY GROSS *	**449172**	**37431**
Provident Fund	21600	1800
Gratuity	9240	770
CTC (Fixed)	**480012**	**40001**
TOTAL CTC (Per Annum)	**480012**	

Explanatory Notes:

1. It is expected that individual compensation package would not be shared with other employees.
2. The above compensation structure is subject to change without affecting emoluments adversely.
3. Medical Benefit: Over and above your CTC – you are eligible for Medical insurance as applicable.
4. Applicable tax would be borne by the employee.
5. Gratuity is payable as per the Provisions of Payment of The Gratuity Act.
6. Performance Linked Bonus - payable annually on achievement of KRAs (As per Company Policy).

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6/4/23

1358 & 1360

National Health Systems Resource Centre

Technical Support institution with National Health Mission
Ministry of Health & Family Welfare, Government of India

File: Ref- NHSRC/ADMIN-HR/0202(Volume-1)/543
Date: 29th March 2023

To,

Dr. Prahalad Rai Sudani
President (Officiating Dean IIHMR)
The IIHMR University, 1st Prabhu Dayal Marg
Sanganer Airport, Jaipur
302029

Sub: Result of Campus Recruitment Conducted by NHSRC at IIHMR, Jaipur on 9th December 2022 and 15th December 2022.

Dear Sir,

Reference is made to the online/offline campus interviews conducted by NHSRC on 9th December 2022 and 15th December 2022 at IIHMR, Jaipur.

We are pleased to inform you that we have selected 2 candidates from your esteemed institute for the position of Intern/Fellow at NHSRC and have also identified 1 candidate on the waitlist.

It is requested that NHSRC may please be informed about the willingness of the selected students to join NHSRC.

We are thankful to the officials of IIHMR, Jaipur for their complete support in the campus recruitment process.

Brig. Sanjay Baweja
Principal Administrative Officer

Enclosure:
List of Selected Candidates

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

List of Selected/ Waitlist Candidates

Selected for Healthcare Technology Division, NHSRC
1. Raj Aryan Bansal (Select)
Selected for Knowledge Management Division, NHSRC
1. Dr. Priyanka Srivastava (Select)
2. Shubham Mishra (Waitlist)

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

Terms of Reference (TOR) for Fellow, Knowledge Management Division (KMD)

National Health Systems Resource Centre (NHSRC) has been set up under the National Health Mission (NHM) as an autonomous registered society, to channelize technical assistance and capacity building support to the states for strengthening the public health system. The NHSRC is also mandated to contribute to health policy / programme design and evaluation. NHSRC intends recruiting fellow for its Human Resources for Health/ Health Policy and Integrated Planning Division.

Since its inception in 2006, NHSRC has been a repository of knowledge and a center of excellence for its agenda. This organization has professional linkages with a plethora of domestic and international bodies involved in the field of Public Health. There have been a number of personnel who have served with NHSRC and gained invaluable experience enabling them to graduate to next rung of professional ladder. Vast exposure to Ministry of Health and Family Welfare, and its processes is a unique feature of NHSRC.

If you have a commitment to health equity and excellence, here is a unique chance to work with a team committed to shaping the public health landscape in India. The position offers you an opportunity to participate in the process of strengthening health systems, improving health service delivery and enabling positive health outcomes, through hands on implementation assistance at National, State and District levels. Working with a transdisciplinary team, you can discover, adapt, co-create and disseminate solutions to multiple challenges related to service delivery systems, universal primary health care, human resources for health, community processes, health financing, quality of care, public health planning and health promotion. This is an opportunity to support health systems strengthening at scale, learn from district and sub district implementation, undertake knowledge translation, and enable realization of the vision of universal health coverage.

Roles & responsibilities:

- Support the activities as part of Research including Implementation Research for Health Systems Strengthening (IR HSS) and coordinate activities viz. research priority setting workshops, setting annual research agenda, etc.
- Support the rapid reviews of the projects under KMD to provide an update on a periodic basis.
- Provide technical inputs to research studies/protocols as and when required.
- Support review and analysis of published and grey literature and data available through various sources on a periodic basis, including National / State / District level survey, HMIS, Sustainable Development Goal indicators and Universal Health Coverage indicators
- Support in creating platform for partners/stakeholders to share and create evidence-based knowledge, enabling the uptake of information to strengthen the health systems interventions
- Support team in ensuring availability of information from available data sources in an easily transferrable and usable form, based on the requirement of the Knowledge Management and other divisions. Keep divisions abreast of latest findings on key health systems data and studies including SDG and UHC indicators
- Support in activities pertaining to data collection, collation, analysis, and report writing in coordination with Implementation Research for Health Systems Strengthening (IR-HSS), KMD

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Near Sanganer Airport

- Support in identifying best practices and innovations within states and districts and support in documentation. Undertake review of literature and stay up-to-date on current trends in health systems strengthening
- Support team in ensuring timely and high-quality responses to MoHFW and Parliament Questions pertaining to the division
- Support Knowledge Management Division on all administrative and technical matters

Tenure: One Year (Fixed-Term contract)

Remuneration Range: Rs. 45,000/-per month

After Conversion to Fellowship Remuneration Range: Rs.50,000/- per month

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

N Satheeshkanna

From: Piyush Upadhyay <piyushupadhyay.n@metropolisindia.com>
Sent: 22 December 2022 20:39
To: N Satheeshkanna
Cc: Meghna Telikicherla; SheetalWaghmare
Subject: Metropolis On campus :: IIHMR :: Recommended Students for Young Manager Programme

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 Satheesh ,

It was a pleasure to conduct campus placement drive in IIHMR, and thank you and your team for great hospitality extended. Out of the entire lot we have selected five students whose name are as below :

1. Mr. Rahul Chaudhari
2. Ms Naina Tyagi
3. Ms Dhriti
4. Ms Simran Chandwani.
5. Mr. Sultan

The Annual CTC will be offer Rs. 600000/-, We will get in touch with you for further updates. Needless to mention that the students were at par in their performances, we had a tough time to select the above lucky ones .

On behalf of metropolis limited extend warm regards to the student who we're not able to qualify.

regards

Piyush Upadhyay- SBU Head -HR | +91 9821593726 | Metropolis India
Integrity is in our veins | Empathy is in our blood | Accuracy is in our DNA

Taking Life Up A NOTCH

From: N Satheeshkanna [mailto:satheeshkanna@iihmr.edu.in]
Sent: 21 December 2022 14:27
To: Piyush Upadhyay <piyushupadhyay.n@metropolisindia.com>
Subject: [EXTERNAL]RE: Group Discussion Evaluation Sheet.xlsx

**** This is an EXTERNAL email. Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email. ****

Dear Sir,

Greetings!!!

As desired, herewith I have enclosed the student's details for your kind perusal.

Thanks & Regards,

IIHMR UNIVERSITY

N. Satheeshkanna,
Asst. Manager - Placements

Registrar
The IIHMR University
1, 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: Piyush Upadhyay <piyushupadhyay.n@metropolisindia.com>
Sent: 21 December 2022 09:25 AM
To: N Satheeshkanna <satheeshkanna@iihmr.edu.in>
Subject: Group Discussion Evaluation Sheet.xlsx

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

Pls take print

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

National Health Systems Resource Centre
Technical Support institution with National Health Mission
Ministry of Health & Family Welfare, Government of India

File: Ref- NHSRC/ADMIN-HR/0202(Volume-1)/543
Date: 29th March 2023

To,

Dr. Prahalad Rai Sudani
President (Officiating Dean IIHMR)
The IIHMR University, 1st Prabhu Dayal Marg
Sanganer Airport, Jaipur
302029

Sub: Result of Campus Recruitment Conducted by NHSRC at IIHMR, Jaipur on 9th December 2022 and 15th December 2022.

Dear Sir,

Reference is made to the online/offline campus interviews conducted by NHSRC on 9th December 2022 and 15th December 2022 at IIHMR, Jaipur.

We are pleased to inform you that we have selected 2 candidates from your esteemed institute for the position of Intern/Fellow at NHSRC and have also identified 1 candidate on the waitlist.

It is requested that NHSRC may please be informed about the willingness of the selected students to join NHSRC.

We are thankful to the officials of IIHMR, Jaipur for their complete support in the campus recruitment process.

Brig. Sanjay Baweja
Principal Administrative Officer

Enclosure:
List of Selected Candidates

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

Address : National Health Systems Resources Centre, NIHFW, Campus, Baba Gangnath Marg, Munirka, New Delhi-110067
Phones : +91-011-26108982 / 83 / 84 / 92 / 93, Fax No. : 011-26108994 E-mail : nhsrc.india@gmail.com Website : www.nhsrcindia.org

List of Selected/ Waitlist Candidates

Selected for Healthcare Technology Division, NHSRC
1. Raj Aryan Bansal (Select)
Selected for Knowledge Management Division, NHSRC
1. Dr. Priyanka Srivastava (Select)
2. Shubham Mishra (Waitlist)

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

Terms of Reference - Fellow (Healthcare Technology)

A. Background

National Health Systems Resource Centre (NHSRC) has been set up under the National Health Mission (NHM) as an autonomous registered society, to channelize technical assistance and capacity building support to the states for strengthening the public health system. The NHSRC is also mandated to contribute to health policy / programme design and evaluation. NHSRC is a WHO Collaborating Centre for Priority Medical Devices and Health Technology Policy.

The division of Healthcare Technology at National Health Systems Resource Centre was established to support Ministry of Health and Family Welfare on Policies, strategies, and action plans for health technologies, specifically for medical devices under the National Health Mission. The division also supports Department of Pharmaceutical, Indian Pharmacopoeia Commission, Bureau of Indian Standards etc. on proposal related to medical devices. It has also been instrumental in the designing of the Free Diagnostics Initiative, Pradhan Mantri National Dialysis program, Biomedical Equipment Management and Maintenance Program, AERB as well as in supporting the States/UTs for implementation of these program.

NHSRC has developed comprehensive guidance documents which guides the States/UTs on best practices for planning, implementation of the above-mentioned Program in a high quality, cost, and operationally effective manner.

B. Terms of Reference

The fellow will work in the following areas:

- Support in implementation and progress monitoring of all technologies intensive programs such as FDI, BMMP, PMNDP & AERB in the states as per their Program Implementation Plan (PIP).
- Contribute to development of specific technical and policy briefs, reports, case studies, monitoring checklists/protocols, etc.
- Provide high quality inputs in areas like data analysis, IOTs, medical devices technologies & artificial intelligence in health etc.

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Near Sanganer Airport, Jaipur-302029

- Undertake routine field visit for technologies intensive program evaluation in States/UTs with a Consultant/Senior Consultant.
- Support the division in organizing the national level workshop regarding orientation on various technologies intensive programs.
- Undertake such other assignments, which may be assigned from time to time by the immediate supervisor.

C. Deliverables

- The deliverables shall be based on the above-mentioned thematic areas of work assigned after a detailed induction training.

Tenure: One Year (Fixed-Term contract)

Remuneration Range: Rs. 45,000/-per month

After Conversion to Fellowship Remuneration Range: Rs.50,000/- per month

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

1361

KIMS HOSPITALS

OFFER LETTER

Jan 07, 2023

To
Ms. Rashi Gupta,
Hyderabad.

Dear Ms. Rashi,

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

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

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

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

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

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

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

For Krishna Institute of Medical Sciences Limited

CH Koteswara Rao

Koteswara Rao CH
Sr. Manager – HR

KRISHNA INSTITUTE OF MEDICAL SCIENCES LTD. Secunderabad

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

Krishna Institute of Medical Sciences Limited
Minister Road, Secunderabad - 500 003, Telangana, India
Phone: +91-40 4488 5000/4488 5184 | Fax: +91-40-27840980 | kimshospitals.com
CIN: L55101TG1973PLC040558

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KIMS HOSPITALS

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

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

A Mamatha
Prepared
Mamatha A

CH Koteswara Rao
Approved
CH Koteswara Rao

KRISHNA INSTITUTE OF MEDICAL SCIENCES LTD. Secunderabad

Accepted
Rashi Gupta

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

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1362

KIMS HOSPITALS

OFFER LETTER

Jan 07, 2023

To
Ms. Rashi Kabia,
Jaipur.

Dear Ms. Rashi,

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

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

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

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

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

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

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

For Krishna Institute of Medical Sciences Limited

CH. Koteswara Rao

Koteswara Rao CH
Sr. Manager – HR

KRISHNA INSTITUTE OF MEDICAL SCIENCES LTD. Secunderabad

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

Krishna Institute of Medical Sciences Limited
Minister Road, Secunderabad - 500 003, Telangana, India
Phone: +91 40 4488 5000/4488 5184 | Fax. +91-40-27840980 | kimshospitals.com
CIN: L55101TG1973PLC040558

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KIMS

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

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

Prepared
Mamatha A

Approved
CH Koteswara Rao

INSTITUTE OF MEDICAL SCIENCES LTD. Secunderabad

Accepted
Rashi Kabia

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

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1363

Global Health Limited

LETTER OF INTENT

Ms. Rashi Sinha
IIHMR, Jaipur

Date: 7-Dec-22

Dear
Congratulations! We are pleased to offer you a position at Medanta, The Medicity on the following terms:

1.	Designation	**Management Trainee**
2.	Compensation	- Rs. 20,000/- (Rupees Twenty Thousand only) per month as stipend during dissertation period - Rs. 6,00,000/- (Rupees Six Lakhs per annum) upon degree being awarded (post completion of course, dissertation & feedback from Medanta mentor)
4.	Date of joining	1-Mar-23 or earlier, if possible.
5.	Current posting	Gurgaon

Please note this offer is subject to you being found medically fit. You will be governed by the general terms and conditions of the organization as published in the appointment letter which will be given to you post joining.

LIST OF DOCUMENTS REQUIRED FOR JOINING

1	Certificates & mark sheets of class 10th, 12th, Graduation, PG or any other professional course	2 Copies of each
2	Registration certificate from respective Clinical/Nursing/Pharmacy Council (as applicable)	
3	Internship completion certificate	
Mandatory for Doctors: All documents mentioned in 1&2 above has to be notarized or attested by a Gazetted Officer		
4	**PAN CARD** or Acknowledgement receipt if **"PAN applied for"** (30% tax will be deducted in absence of PAN Card, Irrespective of CTC)	
5	Address Proof (Passport / Voter card / Driving license)	
6	Appointment Letter and salary slip from the last employer	
7	Relieving Letter/Resignation acceptance from the last employer	
8	Experience Certificate from all previous employers	
9	Other Documents • 5 Passport Size photographs • 1 Family Photograph for ESI Card (if applicable) • Copy of Vehicle Registration Certificate (RC) incase parking facility is required	

Please return the duplicate copy of this letter duly signed as acknowledgement in case offer is acceptable to you.
We look forward to your being part of Medanta, The Medicity.

Yours faithfully,
For **GLOBAL HEALTH LTD**

MANOJ GUPTA
SENIOR VICE PRESIDENT & HEAD – HUMAN RESOURCES

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

I Accept.....

(1364)

FIGmd
an MRO company

Ref: LOI/FI066/2022

Date: 18th October 2022

College: IIHMR, Jaipur

Sub: Letter of Intent

Dear Dr Rehan Rais Sheikh,

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

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

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

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

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

Sincerely,

For FIGmd (India) Pvt.Ltd.,

Shawn Powlick

CHRO

Rehan

For Employee,

Name: Dr. REHAN RAIS SHEIKH

Location: JAIPUR

Date: 19/10/22

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

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1365

ART FERTILITY CLINICS
Science Assisting Nature

ART/HRD/LOI/105
05/09/2023

Riya Gulguliya
Ridhi Siddhi Bhawan, Bikaner Rajasthan - 334001
9119350628
Email: riagulgulia08@gmail.com

Dear Ms. Riya,

This refers to the interview you had with us for the suitable position, in our organization.

We are pleased to offer you the position of **Trainer – Telesales** to be based at **Gurugram.**

Your total compensation shall be **Rs 504000 per annum (Five Lakh four Thousand only/-)** payable on the Company's regular payroll dates. A detailed breakup of your compensation is attached in Annexure A, to be read as a part of this offer letter. The above terms and conditions have been mutually discussed and agreed between us.

You are requested to join us on **September 5th, 2023** The formal letter of appointment shall be issued after you have joined the organization and have completed your documentation. Kindly send us the copy of your resignation/relieving letter with your present employer at the earliest.

Please sign the duplicate copy of the offer letter and return to us for our records.

Please note that by signing this letter, you confirm with the company that you are under no contractual or other legal obligation that would prohibit you from taking this position or performing your duties with the company.

This offer, if not accepted, will expire at the close of business on **September 5th, 2023.**
We take this opportunity to welcome you to the organization and look forward to a long and fruitful association
In case you have any clarification, please feel free to be in touch with us. Yours faithfully.

Head - Human Resources

I accept this Letter Agreement: Riagulgulia

Name: Ria Gulguliya

Date: 1 September, 2023

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

ART FERTILITY CLINICS
Science Assisting Nature

STRICTLY CONFIDENTIAL

ART Fertility Clinics Pvt.Ltd.

Name	Ms. Riya
Date of Joining	05-Sep-23
Location	Gurugram
Designation	Trainer
CTC (Per Annum)	5,04,001

Component	Description	Amount (in INR p.a.)	Amount (in INR monthly)
Base Salary	This amount is paid to the employee along with the monthly payroll and is fully taxable.	2,01,600	16,800
HRA	This amount is paid to the employee along with the monthly payroll and will be taxable as per applicable I.T. Rules.	1,00,800	8,400
Bonus	As per the minimum Bonus Act.	16,793	1,399
Special Allowance	Residual amount of the Fixed CTC. This amount is paid to the employee along with the monthly payroll and is fully taxable.	1,53,510	12,793
Gross Salary		**4,72,704**	**39,392**
Provident Fund (Employer)	The Employees Provident Fund Scheme would be administered by Govt.	21,600	1,800
Gratuity	As per Gratuity Act	9,697	808
		5,04,001	**42,000**

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

Registered Office:
ART Fertility Clinics
(A Brand of Global Fertility Solutions Pvt. Ltd.)
E-14, 1st Floor, Defence Colony,
New Delhi-110024
CIN: U85100DL2020FTC362985

hello@artfertilityclinics.com
www.artfertilityclinics.com

1368

KIMS HOSPITALS

OFFER LETTER

Jan 07, 2023

To
Ms. Richa Sharma,
Vadodara.

Dear Ms. Richa,

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

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

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

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

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

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

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

For Krishna Institute of Medical Sciences Limited

CH Koteswara Rao

Koteswara Rao CH
Sr. Manager – HR

KRISHNA INSTITUTE OF MEDICAL SCIENCES LTD. Secunderabad

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

Krishna Institute of Medical Sciences Limited
Minister Road, Secunderabad - 500 003, Telangana, India
Phone: +91 40 4488 5000/4488 5184 | Fax: +91-40-27840980 | kimshospitals.com
CIN: L55101TG1973PLC040558

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KIMS

KRISHNA INSTITUTE OF MEDICAL SCIENCES		
CTC Annexure		
Name:	Ms. Richa Sharma	
Designation:	Executive Trainee	
Grade:	TR01	
Department :	Corporate Projects	
Unit:	Secunderabad	
Components	Monthly	Per Annum
Basic + DA	31,094	3,73,128
HRA	12,438	1,49,256
Conveyance & Medical Allowance	5,653	67,836
Child Education Allowance	200	2,400
Leave Travel Allowance	2,591	31,092
City Compensation Allowance	4,558	54,696
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Note:
1. PF Contribution will be Optional slabbed at 15,000
2. If employees basic is 21000 below will be eligible for statutory bonus @ 8.33% on miminum wages
3. Gratuity applicable as per the Act

A Mamatha
Prepared
Mamatha A

CH Koteswara Rao
Approved
CH Koteswara Rao

KRISHNA INSTITUTE OF MEDICAL SCIENCES LTD. Secunderabad

Accepted
Richa Sharma

Registrar
The IIHMR University
1, Prabhu Dayal Marg
Near Sanganer Airport, Jaipur-3

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HEALTH INSURANCE

14-May-23

Ridhima Khandelwal
35, Tonk Road, Jaipur
302029- Rajasthan

Dear Ridhima,

Letter of Appointment

With reference to our recent discussions regarding your possible employment with **Care Health Insurance Limited**, hereafter referred to as the Company, we are pleased to offer you the position of **Manager – FCU** on the following terms and conditions defined herein:

1. **Date of Joining:** Your appointment will be effective from **18-Mar-24** or any other date mutually agreed upon inwriting.

2. **Place of work:** Your place of work is **Gurgaon-Vipul Tech**.. Your place of work may be changed to any other location within India / any group Company, as directed by the Company from time to time. In addition, in performance of your duties for the company, you may be required to travel within and/or outside.

3. **Reporting:** You will report to **Corporate Manager – FCU** or any other designate person as specified by the Company from time to time.

4. **Remuneration:** Your annual compensation package on a Total Fixed Cost (TFC) basis is **Rs. 600000 (Rupees Six Lakh(s) Only).** This amount will include basic salary, taxable and non-taxable allowances & benefits, and other payments, payable as per the designate acts. Annexure 1 provides your compensation break-up, as per the applicable Compensation Structure.

5. **Medical**: You may be required to undergo medical examination by a Company appointed medical practitioner as and when directed by the Company and to comply with rules and instructions in the matter. Your services may be terminated without notice if the Company considers you unsuitable for retention in service on medical grounds.

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

6. Group Insurance: You will be covered under the Group Personal Accident Insurance, Group Life Insurance and Hospitalization Insurance/ Employee's State Insurance Corporation (as applicable) in accordance with company'spolicy.

7. Hours of Work: Your hours of work will be in line with the needs of your role/function, in accordance with the company policy and provisions of applicable laws

8. Probation: You will work on probation for a period of six months from the date of joining. This may be extended at the discretion of the Company and you will continue to be on probation till a confirmation letter has been issued to you in writing. During your probation or thereafter, you shall undertake such studies /vocational courses as may be required by Company / your superiors. You may also be required to take such examinations / obtain such certifications as the Company / your superiors may require from time to time, and your confirmation / promotions/ salary enhancements etc. may be linked to your having successfully cleared the required examinations / certifications &/or successfully undergone required studies.

9. Age of Retirement: Your age of retirement will be 58 years and you shall stand relieved on retirement at the end of the month in which you attain the age of 58 years.

10. Whole Time and Attention: During your employment with the Company you shall devote your best efforts for promoting the Company's (and of any other relevant Group Company, affiliate and/ or business associate of the Company) business and may not without prior written consent of the Company(and subject to any terms and conditions the Company may impose) engage or be interested (directly or indirectly) in any other business or employment.

11. Leave: In addition to public holidays observed by the Company, you shall be entitled to a paid annual leave for each calendar year in accordance with the existing leave policy, prorated from your date of joining. The Company is covered by the Maternity Benefit Act, 1961 and the eligible employees will be entitled to the benefits like maternity leave as per the amended provisions of the Maternity Benefit Act save and except those who are covered by ESI Act since they will be entitled to the benefits as per the applicable said Act.

12. Confidentiality: You shall not during the course or even after cessation of your employment with the Company or any time thereafter, use or disclose to any other Company, firm or person, any of the business or affairs of the Company, nor shall you without the consent of the Company, publish any book, booklet, brochure or any other publication, whether for remuneration or otherwise, relating to the affairs of the Company or to your work in the Company. You shall also not disclose to any public papers, journals, pamphlets or leaflets, or cause to be disclosed at any time, information or documents, official or otherwise relating to the Company or its subsidiaries, except with prior approval. Any breach of this clause would be viewed with severity by the Management and a strict action shall be taken by the Company.. You may also be also required to execute and sign a separate Maintenance or Non-Disclosure Agreement.

13. Disclosure: You (including on behalf of your family) shall disclose to the Company all your business interests and any material transaction(s) with the Company (and with any other relevant Group Company, affiliate and/ or any subsidiary of the Company), whether or not they are similar to or in conflict with the business(es) or activities of the Company (and with any other relevant Group Company, affiliate and/ or any subsidiary of the Company), and all circumstances in respect thereof and whether there is, or might be, a conflict of interest between the Company (and with any other relevant Group Company, affiliate and/ or any subsidiary of the Company) and you (and/or your

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

family) during the period of your employment with the Company and for a period of 12 months after cessation of youremployment.

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 bylaw.

Further please note that the emails sent to you and by you may be monitored, from time to time, for the purposes of identifying any non-compliance with company policies, or applicable laws.

Any data of customers, partners, employee or company contact data is strictly prohibited for circulation to anyone outside the Company and also you should restrain the circulation of data even for internal purpose except to the concerned employees of the Company.

If such monitoring discloses any breaches of any law or company policies disciplinary action may follow, including termination from the employment.

During Employment or cessation of your employment you cannot share any such data of the company pertaining to its customers, partners, employees, sensitive information

17. Intellectual Property: Subject to any relevant legislation, if at any time in the course of your employment you make or discover or participate in the making or discovery of any letters patent, trade marks, service marks, designs, copyrights, inventions, drawings, computer programs, know- how and rights of like nature however arising and whether registered or unregistered ("intellectual property") relating to or capable of being used in the Company (and of any other relevant Group Company, affiliate and/ or business associate of the Company) you shall immediately disclose full details thereof to the Company and, at the request and expense of the Company, you shall do all things which may be necessary or desirable for obtaining appropriate forms of protection for such intellectual property in such parts of the world as may be specified by the Company and for vesting all rights in the same in the Company or its nominee.

All rights and obligations under this paragraph in respect of intellectual property made or discovered by you during your employment shall continue in full force and effect after the termination of your employment and shall be binding upon your personal representatives

The employee shall not disclose to anyone, directly or indirectly, except when the duties may

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require, during or subsequent to the term of employment, any trade secret or confidential information regarding Company's business. Trade Secrets and Confidential information for this purpose shall include, but not limited to, product information, process information, customer lists, employee details, company policies and procedures and financial information (including results, budgets and other financial plans and systems).

18. Notice Period: In case either the employer or the employee wishes to terminate the employment contract, a notice of 90 days should be served in writing by the party who wishes to terminate the contract to the other party. The Company depending on the business context and its sole discretion may allow you to pay the equivalent of the Total Fixed Cost (TFC) (*excluding gratuity and GMC if applicable)*amount in lieu of any period and / or adjust notice period against your leave balance subject to satisfactory handing over of the charges to your superior.

Notice period during probation would be 30 days or equivalent of the TFC (*excluding gratuity)* in lieu of notice.

19. Termination: 1. If any time during the course of your employment it is found that you have made a false or an incomplete declaration as regards to your qualifications/ experience and other details, your appointment will be treated void *ab initio* and you shall cease to be on the rolls of the company with immediate effect. In that case you shall not be entitled to any notice period or payment in lieuthereof.

2. If any time during the course of your employment it is found that you have:

a. committed any act of gross misconduct; or

b. committed any serious breach or repeated or continued a material breach of the terms of your employment; or

c. been guilty of conduct tending to bring yourself or the company into disrepute; or

d. been convicted of a criminal offence, other than a road traffic offence for which you are not sentenced to a term of imprisonment whether immediate or suspended; or

e. become bankrupt or made any arrangement or composition with or for the benefit of your creditors; or

f. cease to hold the qualifications necessary for you to carry out your work with the company; or

g. been found in an act of moral turpitude or having indulged in violations laws as applicable in general to the Company; or

h. been absent for a continuous period of 14 days (including absence when leave though applied for, is not granted or when you overstay period of sanctioned leave by 14 days); or

i. provided false, inaccurate or incomplete information to the company regarding your background and/or previous employment.

j. been found inefficient or lower performer as compared to other employees of your category.

In all such aforementioned cases you shall not be entitled to any notice period or payment in lieu thereof.

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20. **Performance Monitoring** :You are required to deliver performance up to the expected levels as per the targets entrusted to you by reporting officer from time to time. In case your performance is not found to be satisfactory, you will be put under an appropriate Performance Improvement Plan. In case your performance does not improve even after you are put on such plan, the Company will review the matter of continuance of your employment and take appropriate action, including but not limited totermination.

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 SalarySlip

4. Copy of Relieving Letter / Endorsed Resignation letter.

5. Copy of Address proof (any one) :-Ration Card/ Utility Bills/ Driving License/ Passport/ Affidavit

6. Copy of PAN Card

7. Copy of AADHAR Card

We take this opportunity to congratulate you on your selection and look forward to a long and mutually beneficial professional association.

For **Care Health Insurance Limited**
(formerly known as Religare Health Insurance Company Limited)

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Rashi Ramani

Khandelwal Head - Human Resources

Accepted and agreed by **Ridhima**

Annexure: 1

	Per Annum	Per Month
BASIC	240000	20000
ALLOWANCES		
House Rent Allowance	120000	10000
Education Allowance	132324	11027
LTA Through Salary	42000	3500
MONTHLY GROSS *		**45688**
BENEFITS:CONTRIBUTION BY ORGANISATION		
Statutory Bonus	13932	1161
Provident Fund	28800	2400
Gratuity	11544	962
GMC	11400	950
TOTAL FIXED COST(TFC)	600000	
Annual Performance Pay	54000	0
Total Cost to Company (TCTC)	654000	0

*** The following amount will be deducted from your monthly gross as your contribution towards statutory benefits**

PF - 2400

Leave Travel Allowance or Medical Allowance (if applicable) will be paid as monthly components

Gratuity (if applicable) - As per Gratuity Act, payable only after completion of 5 continuous years of service in organization.

****Guaranteed Bonus**: You will be entitled for a onetime bonus of 60000 (all relevant taxes applicable) in April'25 in lieu of performance bonus for FY 24-25. This will be subject to your being in active services (non-resigned) with Care Health Insurance Limited at the time of payout(s). From year 25-26, you will be eligible to participate in the Company's Annual Incentive/Bonus Plan subject to the terms and conditions of such Plan and any amendments as may be made from time to time.

- **Deductions** The Company may during your employment, or on termination for whatever reason, deduct from your remuneration any monies due from you to the Company including but not limited to:
  - Any overpayment of salary or expenses or payment made to you by mistake or misrepresentation; and/or
  - Any outstanding loans or advances made to you by the Company; and/or Amounts equal
  - in sum to the amount of any secret/illegitimate profits that you make from the Company's business/interests; and/or
  - Any debt owed by you to the Company; and/or
  - Any other deductions permitted under applicable law including Tax.

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Health Insurance
Aditya Birla Health Insurance Co. Limited
(A subsidiary of Aditya Birla Capital Ltd.)

ADITYA BIRLA CAPITAL
PROTECTING INVESTING FINANCING ADVISING

Dr. Ridhima Vyas
IIHMR

Dear **Dr. Ridhima**,

Congratulations on your selection with Aditya Birla Health Insurance Co. Ltd.!

With reference to your application and subsequent selection process, we are pleased to confirm your selection to join the **"Aditya Birla Health Insurance Co. Ltd."** as **Management Trainee.**

You are joining a team of young enthusiasts who strive to give their best each day. We look forward to see you grow and develop into an astute professional who along with commitment towards work, exhibit care, concern and compassion towards fellow employees. We hope that you find your work to be meaningful, challenging and equally rewarding.

We wish to see you grow both personally and professionally while you commit yourself to enhancing lives of the customers entrusted in your care.

A detailed letter of appointment will be issued to you on your joining. We would expect you to join us latest by **19th June 2023**. In the event of you not being able to join on or before the joining date as mentioned, please intimate the undersigned in writing, failing which this offer will be deemed void.

Kindly note that this offer is valid subject to submission of all required documentation, feedback from your Business School and satisfactory results of your pre-employment medical examination as well as satisfactory results.

Initially you will be on probation for a period of 12 months from the date of your joining us and your confirmation thereafter would be in writing and would depend on your satisfactory performance else you would continue in Probation. During the probation either party may terminate the service by giving 30 Days notice or payment in lieu of Notice.

Kindly send the acceptance of this offer letter and the **Annexure A** as an acknowledgement and have it sent to us within 2 days of receipt of this offer.

We wish you a great learning and enriching experience.
Happy Learning!

Best Wishes,

Ankesh Amin
Head – HR, Training & Admin

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Dr. Ridhima Vyas

Annexure "A"

Name	: Dr. Ridhima Vyas	Unit	: Aditya Birla Wellness Co. Pvt. Ltd
Date of Joining	: 19/06/2023	Function	: Ops - Underwriting - Retail
Job Band	: MT	Location of Posting	: Thane
Designation	: Management Trainee	Performance Review Year	: April to March
Fucntional Designation	: Management Trainee	Compensation Review Year	: July to June

	Per MONTH	Per ANNUM	Remarks
Salary		**2,45,000**	
Basic Salary	20,417	2,45,000	This is paid on a monthly basis. Retirement benefits are linked to it.
Allowances/ Reimbursements		**2,91,316**	
Leave Travel Allowance		10,000	This covers reimbursement for travel on leave within India. It is governed by the IT Act where one can take tax exemptions twice in a block of four years.
Education Allowance	100	1,200	This is paid on a monthly basis.
Special Allowance	21,943	2,63,316	This is paid on a monthly basis. This does not have any link to retirement benefits.
Statutory Bonus		16,800	
Guaranteed Cash		**5,36,316**	
Retirement Benefits		**41,185**	
Employers Contribution to Provident Fund (12% of Basic)	2,450	29,400	The employer contributes to the extent of 12% of basic salary.
Gratuity (15 days Basic)		11,785	This is governed by the Payment of Gratuity Act.
Fixed Compensation w/o housing		**5,77,500**	
Housing		**1,22,500**	
HRA	10,208	1,22,500	This is calculated @ 50% of Basic Salary. This amount is paid as a part of the monthly salary
Fixed Compensation		**7,00,000**	
Variable Pay		1,05,000	This is a performance linked pay plan as applicable to your role. This amount is the target pay on achievement of 100% of the target set for individual, function and organization. The amount indicated here is for a performance period of 12 months, Apr-March. The actual payout will vary due to performance levels and period worked in the performance period.
Cost to Company		**8,05,000**	
Benefits/ Perks not Valued			
Mobile Phone		Yes	Rental and official calls (For VIL subscriptions only).
Hospitalization Insurance		Yes	As per company's GMC policy - Sum Insured is Rs 5 Lacs p.a. for self and dependents. This is a Co-Pay policy
Accident Insurance		Yes	As per company's GPA policy - Sum Insured is Rs 50 Lacs. This is borne by the company.
Term Insurance		Yes	As per company's GTL (Nischint) policy - Sum Insured is Rs 10 Lacs. Coverage as per company's policy.

Notes:
- Taxes as applicable, to be borne by the incumbent, as per prevailing tax laws.

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Dr. Ridhima Vyas

VISIT HEALTH PRIVATE LIMITED | CIN U72200DL2018PTC333356.
237, Okhla Industrial Area Phase III, Okhla Industrial Estate,
New Delhi, Delhi 110020

Date: May 09th.2023

Ms. Ritika Saini,
H. No. 35, Ajay Park, Naya Bazaar,
Najafgarh, Near BVM Public School,
South West Delhi, Delhi - 110043.

Dear Ritika,

Subject: Your Appointment as **"Assistant Manager - Operations"** and terms & condition

With reference to your application and subsequent interview you had with us for employment in **Visit Health Private Limited** ("**Company**"). we have pleasure in appointing you for the position **"Assistant Manager - Operations"** in our organization with effect from **June 05th,2023** under the terms and conditions ("**Employment Agreement**").

The terms of this Employment Agreement are strictly confidential between you and the Company and any breach of confidentiality may result in withdrawal of this offer or termination of your employment. This Employment Agreement supersedes all of our prior written and oral communications with you on this subject and can only be modified by a written letter signed by the head of the human resources department of the Company or the chief executive officer of the Company or such other officer as may be authorized by the Company.

1. Place of posting

(a) You shall be based at **Noida**. Your place of work may be changed to any other location to address business / client requirement as directed by the Company.

(b) However, during your employment with the Company, your services may be transferred or loaned to any of the offices/projects/divisions/departments of the Company existing or to be set up at any location in India or abroad. It is understood that the appointment will involve travel anywhere in India or abroad. As a part of your regular schedule, you may be required to travel extensively, you will be eligible to claim travel expenses etc., as approved by the manager/reporting person.

(c) Your appointment shall commence on **June 05th,2023.**

(d) Your appointment and continuation in employment of the Company will be subject to your being and remaining medically fit.

(e) Your manager will have the authority to change the portfolio of your responsibilities, as may be required, from time to time.

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2. **Compensation & Reporting**

Your annual CTC including variable shall be **INR Rs 6,50,000/- (Rupees Six Lacs and Fifty Thousand Only).** The salary breakup shall be as per Annexure 1. Your eligibility for Performance Linked Incentives shall be to a maximum of **INR 50,000/- (Rupees Fifty Lacs Only)** gross per annum given equally on a six-monthly basis. To the extent any documentary proof or supporting documents are required for any payments to be made by the Company to you, the Company shall not be liable for non-payment thereof on account of your failure to submit any such documentary proof or supporting documents within the time stipulated by the Company.

(a) All the tax liabilities are to your account. Appropriate deductions for tax, professional tax, employee's contribution towards provident fund and such other applicable taxes shall be made by the Company from the compensation payable to you.

(b) Company may at its complete discretion, revise your compensation in future.

(c) Your compensation will be subject to deductions as application under provisions of Income Tax Act. 1961 and other application laws in India.

(d) The Company may modify its standard benefit package from time to time, as it may deem necessary in its sole discretion, which would thereby also modify the benefits available to you.

(e) The company reserves the right to withhold any incentive or award payment or withdraw any such payment of any time. Further, in the event wherein you leave/ quit/ resign from the services of the Company/ relieved from your services by the Company for any reasons anytime within a period of 1 (one) month of your date of joining, the Company shall not be obliged to make any payments unless the Company decides to the contrary at its sole discretion.

3. **Probation Period**

You will be on a probationary period of **1 month** from date of joining (**"Probation Period"**).

During the Probation Period, you or the Company may terminate your employment at any time and for any reason whatsoever by giving a minimum notice period of 15 (fifteen) days or by payment of 15 (fifteen) days salary (basic) in lieu of the notice period.

4. **Benefits**

You will be entitled to participate in all of the company's benefit plans as established from time to time at such times as you qualify for them or, as the case may be, as you are selected for participation in them. The Company reserves the right to amend or discontinue such benefit plans in its sole discretion and without compensation to you for such amendments or discontinuance.

5. **Work Conduct**

(a) During your employment with the Company, you shall devote your best efforts for promoting the Company's (and of any other relevant affiliate and / or business associate of the Company) business.

(b) You are required to effectively carry out all duties and responsibilities as assigned to you by the Company and shall faithfully and diligently perform these in compliance with established policies and procedures, endeavouring to the best of your ability to protect and promote the interests of the Company.

(c) You shall not, except with the prior written consent of the Company, engage directly or indirectly in any other business, occupation or activity, whether as a principal, agent or otherwise which will be either for profits or otherwise or which is in anyways detrimental whether directly or indirectly to the Company's interests.

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(d) You will be bound by the rules, regulations, policies and orders issued by the Company from time to time in relation to your conduct, discipline rules, regulation, policies et al, as part of this contract of appointment.

(e) You shall devote yourself exclusively to the performance of your duties during normal working hours at your place of employment and at all other times that may be necessary for the proper performance of your duties except in case of illness or accident.

(f) You shall at all times keep your manager or any other person that your manager may nominate, promptly and fully informed (in writing if so requested) of your conduct of the business or affairs of the Company and provide such explanations as he/she or they may require in connection therewith.

6. Hours of work

Official work timings will be communicated to You by the Company. You may be required to work outside normal working hours and/or on other days, as may be required by the Company from you from time to time, or for you to complete your work and obligations. In such instances you will not be eligible for any additional compensation.

7. Holiday entitlement or paid holidays

You will be entitled for holidays as per the policy of the Company. Such holidays will be taken by you at times that will be determined depending upon the requirements of the business activities of the Company and depending upon the provisions of applicable laws, unless the Company and you shall otherwise specifically agree.

8. Past Record

If any declaration given or information furnished by you to the Company proves to be false or if you are found to have wilfully suppressed any material, information, you will be liable to removal from services without any notice or compensation whatsoever.

9. Training

You may be imparted training on-the-job and periodically when the training programs will be organized. The Company lays high importance when the training its employees and spends considerable resources on it. A full commitment from employee side is expected during the training period.

10. Fitness

In order to perform your duties towards the Company, you are required to keep yourself in good health and fitness both physically and mentally. The Company may subject you to medical check-up at regular intervals. If it is found on your medical check-up that you are not physically or mentally fit to perform your duties towards the Company, your services will be liable to be terminated.

11. Representation and Warranties

You hereby expressly represent and warrant to the Company that:

(a) You have duly completed all the necessary formalities in relation to the termination of your employment with your previous employer;

(b) You will not, so long as you continue to be employed with the Company, disclose or misuse any confidential information that may have been disclosed to you during the course of your employment with any of your former employers;

(c) You will not accept any commission or any kind of gratification in cash or kind from any person, firm, institution or organization have dealings with the Company and if you are offered any, will immediately report the same to the management of the Company in writing;

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(d) You confirm and undertakes that you do not have and have not brought to premises of the Company and shall not use for the business of the Company any confidential or proprietary information or trade secrets including but not limited to products, designs, methods, know-how, formulae, technologies, systems, processes, software programs, supplier list, customer lists, customer pricing and order data, projects, plans proposals, technical information or other information belonging to your former employers or associates. In this regard, you should be extremely careful not to bring to the Company any documents or other materials in any form belonging to or acquired from any prior employer or associates.

12. Termination

(a) During the Probation Period (including any extension), services may be terminated by either party by giving written notice of 15 (fifteen) days to the other party or payment in lieu of the notice period.

(b) Post expiry of the Probation Period, your employment with the Company may be terminated by either party, at will, by Company issuing 1 (one) months' notice or by Employee issuing 2 (two) months' notice or salary in lieu of notice. Provided however that, unless you have handed over your duties and responsibilities, to the satisfaction of the Company to such officer as may be designated by the Company, you will not be eligible to be released from the Company prior to the expiry of the notice period of 1 (one) month if the Company has issued the notice or 2 (two) months if the Employee has issued the notice. The decision of the Company in this regard shall be final and binding upon you.

(c) The Company shall be entitled to terminate your employment with immediate effect without serving a notice of termination and without being liable to pay the salary in lieu of the notice period on occurrence of any of the following events:

(i) If at any time during the course of your employment, it is found that you have made a false or an incomplete declaration with regard to your qualification / experience and other detail, your appointment will be treated void with immediate effect without any payment in lieu of notice period; or

(ii) If at any time during the course of your employment, it is found that you have committed any act of gross misconduct or serious breach of employment terms, been guilty of conduct tending to bring yourself or the Company into disrepute, been absent for a continuous period of 3 days or more without approval/information,

indulged in policy violation/fraud/financial irregularities and/or been found to demonstrate unsatisfactory job performance your employment with the Company will be terminated forthwith and you shall not be entitled to any notice period or payment in lieu thereof; or

(iii) The Company may terminate / suspend your services at its discretion at any time immediately upon written notice to you if it has been alleged and prima facie established through preliminary internal inquiry that you have committed (i) any heinous criminal act or any offense involving moral turpitude. Examples include but not limited to rape, forgery, robbery, etc. (ii) sexual harassment or (iii) other act that threatens or (iii) Gross Misconduct (iv) breach of this Employment Agreement or an act likely to damage the Company's reputation; or

(iv) If the Company is informed of any previous conviction by any court of law involving moral turpitude; or

(v) Your performance is not as per the agreed terms in the sole judgement of the Company.

13. No conflict of Interest

(a) You represent and warrant that you have not entered into any previous or contemporaneous agreements which may be in conflict with the terms and conditions of Employment Agreement, or which preclude you from fully performing your job responsibilities for the Company.

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(b) You represent that your performance of all the terms of this Employment Agreement and as an employee of the Company does not and will not breach any agreement to keep in confidence or in trust prior to your employment by the Company to use any confidential or proprietary information. In case of any objection from your previous employer, you shall be solely and fully responsible for the same, and shall hold Company harmless.

14. Confidentiality

(a) All information regarding the affairs or business matters of the Company (and of any other relevant affiliate and/or business associate of the Company) including but not limited to concepts, working methods, client portfolios, strategies, inventions, research, products, designs, methods, know-how, customer list, supplier list, marketing and business plans, prototypes, data, customer pricing and order data, projects, plans, proposals, market knowledge, projects, potential project, financial information, technical information and all such other information which is deemed to be confidential in the context of the business of the Company that comes to your knowledge by reasons of your employment is deemed to be confidential and considered a trade secret.

(b) You shall be required to maintain strict confidentiality of such information and data that may come to your possession or knowledge by virtue of the engagement, use it only as may be required in the normal course of your work and shall not disclose or divulge any information or data, without prior consent of an authorized officer of the Company.

(c) You shall at all times keep the details of your salary and employment benefits at the Company strictly confidential and shall not disclose such details to any other person within the Company or outside the Company.

(d) You shall use the Company name, Logos trademarks or other identifiers strictly in the manner permitted by the Company's policies or for the purposes of provision of Services delegated to you to the extent required.

(e) You shall at all times, whether during or the termination of your employment act with utmost fidelity and shall not disclose or divulge any such confidential information to third parties or make use of such information for your own benefit or for the benefit of any third party, either during the term of your employment or thereafter.

(f) This clause applies during the employment and continues even after expiry or termination of employment. Failure to adhere to this clause will invite legal action by the Company and you shall indemnify and hold Company harmless for any losses incurred by Company for any breach of confidentiality obligation.

15. Proprietary Information

All rights in and to any copyrightable material, including but not limited to computer programs, analyst report, research report, databases, client profile report which has/may have originated pursuant to or in connection with the business of the Company in writing, shall be the sole and exclusive property of the Company, its successors, assigns or other

legal representative and that you shall have no Intellectual Property Right over the same. Neither during your employment with the Company nor thereafter for a period of 3 (three) years shall you, directly or indirectly, use for you or another, or disclose to another (an unauthorized person), any Proprietary information (whether acquired learned, obtained or developed by you alone or in conjunction with others) of the Company or others, except as such disclosure or use may be required in connection with your employment with the Company or may be consented to in writing by the Company. Any work done, by an employee of Visit Health Private Limited ("VISIT"), for VISIT and the output there-from shall be the property of VISIT in perpetuity.

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16. **Assignment of Developments**

(a) If at any time during your employment with the Company, you shall (either alone or with others) make, conceive, discover or reduce to practice any invention, modification, discovery, design, development, improvement, process, software program, work of authorship, documentation, formulae, data, technique, know-how, secret or intellectual property right whatsoever or any interest therein (whether or not patentable or registrable under copyright or similar statutes or subject to analogous protection) (herein called "**Developments**") that relates to the business of the Company or any of the products or services being developed, manufactured or sold by the Company or that may be used in relation therewith, such Developments and the benefits thereof shall immediately become the sole and absolute property of the Company and its assigns, and you shall promptly disclose to the Company of each such Development and you hereby agree to assign any rights that you may have or acquire in the Development and you hereby agree to assign any rights that you may have or acquire in the Developments and benefits and/or rights resulting there from to the Company and its assigns without further compensation and shall communicate, without cost or delay, and without publishing the same, all available information relating thereto to the Company.

(b) Upon the request of the Company, you shall execute and deliver all the documents and do other acts which are or may be necessary to document such transfer or to enable the Company to file and prosecute applications for and to acquire, maintain, extend and enforce any and all patents, trademark registrations or copyrights under Indian law of foreign law with respect to any such Developments. In the event the Company is unable for any reason, after reasonable effort, to secure your signature on any document needed in connection with the actions specified in this clause, you hereby irrevocably designate and appoint the Company and its duly authorized officers and agents as your agent and attorneys

in fact, which appointment is coupled with an interest, to act for and in your behalf to execute, verify and file any such documents and to do all other lawfully permitted acts to further the purposes of this clause with the same legal force and effect as if executed by you. You hereby waive any and all claims, of whatsoever nature against the Company.

17. **Deductions**

During your employment or in the event of any termination the Company is entitled to deduct any amount due from you to the Company from actual total compensation including but not limited to:

i. Any debt or advance for the time being owed by you to the Company;
ii. Any deduction related to leave or holiday taken in excess of entitlement as at the date of termination of employment: and
iii. Any deduction with respect to expenses incurred by the Company or the cost of repairing damage to the Company's property caused by you (and of recovering the same)

18. **Return of Company Property**

(a) You shall promptly upon request by the Company and in any event upon the expiry or termination of your employment return and surrender to Company laptop and other assigned assets, all such confidential information including without limitation, data, information, files, books, magazines, reports, documents, manuals, any knowledge database in whatever form including but not limited to electronically held data that concerns the business of the Company which may have been prepared by you or come into your possession custody or control in the course of your employment.

(b) You shall not keep any copies of these items in any form whatsoever.

(c) Violation of this clause may invite legal action.

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19. **Information Security and Misuse of Company Resources**

(a) You recognize and are aware that the Company's computers including emails sent to you and by you may and telephone networks are monitored and you are not entitled to privacy protection. You hereby agree that at no time will you use any of the Company's resources for any benefit derived personally or to your family or any others. The term "resources" include property, premises, computer resources (software & hardware), and equipment, documentation, records, paper, and information systems.

(b) You further have a responsibility to the Company to immediately report, without exception, irregular business practices on the part of any other employees that may come to your notice.

(c) If such monitoring discloses breach of any law or Company policies, disciplinary action may follow including termination of the employment.

20. **License**

As an employee of the Company, you understand that it is your responsibility to read and be aware of any special licensing agreement that may pertain to any vendor package assigned to you for use. You also recognize that it is your professional responsibility neither to participate in nor to encourage any violation of copyright provisions for vendor software.

21. **Interaction with our Customers**

During your employment with us and for a further period of 1 (one) year from the date of separation from our Company, you will not seek employment nor act as an agent or a representative of any firm soliciting business with our customers in general and the customers you are doing project for in particular. That 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.

22. **Non-competition and Non-Solicitation**

In the event of your separation from Company for whatever reason:

(a) You hereby agree and undertake that You shall not enter into a contract or accept an obligation that is contrary to Your obligations under this Agreement during the term of Your employment with the Company and for a period of 2 (two) years after the termination of Your employment.

(b) You hereby agree and undertake that You shall not take up employment with or enter into any commercial arrangement agreement or understanding directly or indirectly with any entity or company or any person or any firm or association which competes directly/indirectly with the business of the Company during the term of Your employment with the Company and for a period of 2 (two) years after the termination of Your employment.

(c) You hereby agree and undertake that You will not directly or indirectly, own, manage, operate, control, finance or participate in the ownership, management, operation, control or financing of or be associated in any manner with any entity or company or any person or any firm or association which competes directly/indirectly with the business of the Company during Your employment with the Company and for a period of 2 (two) years after the termination of Your employment with the Company.

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Near Sanganer Airport, Jaipur-302029

(d) You hereby agree and undertake that the salary paid to You under this Agreement is sufficient consideration for the undertaking the obligations as set out herein and for the performance by You of Your duties and obligations under this. You also acknowledge and understand that the limitations as to time and the limitations of the character or nature placed in this Clause are reasonable and fair and will not preclude You from earning a livelihood, nor will they unreasonably impose limitations on Your ability to earn a living. You agree and acknowledge that You have given careful consideration to the restraints imposed upon You under this Agreement and have executed this Agreement of Your own free will.

(e) You agree that for a period of 2 (two) years after your separation from the Company, you will not endeavour to solicit or entice away any person who is an employee of the Company or who was in its employment up to 2 years preceding your severance.

23. Disclosure of Information

You confirm that you have disclosed all your as well as your relatives' business interests in the Company whether or not they are similar to or in conflict with the business (es) or the activities of the Company and all circumstances in respect of which there is, or there might be perceived, a conflict of interest between the Company and you or any immediate relatives. You agree to immediately disclose, to the Company any such interests or circumstances which may arise during your employment.

24. Indemnity

You shall indemnify and keep indemnified the Company against any/all claim, liability, loss, damage, and/or litigation, arising incurred and/or suffered by the Company, the board of directors of the Company or any employee of the Company on account of wilful default or negligence on your behalf in the conduct of the affairs of the Company or on account of breach of the terms and conditions of this Employment Agreement.

25. General Clauses

(a) You hereby undertake that you will not, directly or indirectly, whether to directors, consultants, customers, suppliers, employees, bankers, advisors, of the Company in any capacity or manner, make, express, transmit, speak, write, verbalize or otherwise communicate in any way (or cause, further, assist, solicit, encourage, support or participate in any of the foregoing), any remark, comment, message, information, declaration, communication or other statement of any kind, whether verbal, in writing, electronically transferred or otherwise, that might reasonably be construed to be disparaging of, or derogatory or critical of, or negative toward, the Company or any of its directors, officers, affiliates, shareholders, subsidiaries, employees, agents or representatives or which would reasonably be expected to lead to unwanted or unfavourable publicity to the Company.

(b) You shall upon reasonable notice, furnish such information and render proper assistance to the Company as it may reasonably require in connection with any litigation in which, it is, or may become, a party either during or after or in connection with your employment with the Company including post termination of your employment if so, required by the Company.

(c) Your appointment is contingent upon Medical Fitness Certificate satisfactory reference background checks, including verification of your application materials education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e., you do not have any non- competes obligation or other restrictive clauses with any previous employer).

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(d) You will be governed by the Company's policies during the course of your employment. It will be obligatory on your part to ensure compliance to the applicable statuses, regulations and requirements laid down by the Company and other regulatory and statutory bodies. Violation of the terms and conditions mentioned herein would attract disciplinary and/or legal action, including immediate termination.

(e) Notification rights of the Company: In the event that you leave the Company; you hereby consent to notification by the Company to your new employer about your obligations under this Employment Agreement.

(f) The Company reserves the right to amend the policies from time to time. You are advised to keep yourself updated on these policies and abide by the same.

26. Miscellaneous

(a) This Employment Agreement constitutes the entire agreement between the parties hereto on the subject matter hereof.

(b) If any part of this Employment Agreement is held by any court or authority of competent jurisdiction as void or without effect it shall be limited to that extent and be binding on the Parties hereto at the relevant time as a severable part hereof with nothing to affect the rest of this Agreement.

No alteration to or amendment of or change in this Employment Agreement shall be valid unless it is reduced to writing and is signed by each of the parties.

(c) All notices to be given under this Agreement shall be in writing and shall be sent to the address mentioned in this Employment Agreement, or any other address the recipient may designate from time to time. Notices may be delivered personally, by first class pre-paid letter. Notices shall be considered to have been received: (a) by post - 48 hours after the date of mailing; or (b) by email – immediately on transmission, provided a confirmatory copy is sent by first class pre-paid post or by hand by the end of the next business day.

(d) Termination of this Employment Agreement shall not affect those provisions hereof that by their nature are intended to survive such termination.

27. Jurisdiction and Governing Law

This Employment Agreement shall be governed by and constituted and enforced in accordance with the internal laws of India and the courts in Delhi shall have exclusive jurisdiction to settle any dispute arising out of or in connection with this Employment Agreement.

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We take this opportunity to congratulate you on your selection and look forward to a long and mutually beneficial professional association. You're are joining us at an exciting phase of your journey or building a world class firm and we are counting on you to help us get there.

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

Sincerely yours,

For Visit Health Private Limited

For Visit Health Private Limited

Chetan Anand

Director

Chetan Anand

Co-Founder COO & CFO

Signed and accepted by:

I hereby accept and agree to the terms and conditions of this employment contract and any amendments, additions hereto. I also promise to adhere and abide by the policies and regulations of the Company as mentioned and amended from time to time.

Name: Ritika Saini

Date: 10/05/2023

Place: Delhi

Saini

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	Provisional Salary Breakup		
Sl. No.	Components	Per Month	Annual
	Basic Salary	23,290	2,79,482
	HRA	11,645	1,39,741
	Other Allowances	11,645	1,39,741
	PF	1,800	21,600
A	**TOTAL GROSS**	**48,380**	**5,80,563**
	Variable		50000
	Deductions		
	PF - Employee Contribution	1,800	21,600
	PF - Employer Contribution	1,800	21,600
	TDS - as per Investments		
B	TOTAL DEDUCTIONS	3,600	43,200
	TOTAL NET = A- B	44,780	5,37,363
	Other Annual Benefits		
	Group Medical Policy		6,000
	Gratuity		13,437
	Fixed + Other Annual benefits		**6,00,000**
	Fixed + Other Annual Benefits+Variable		**6,50,000**
	Earnings shall be subject to all the statutory Deductions as applicable to any salary earned including Income Tax, Professional Tax, and any other 'Employee's deduction towards Social Security schemes. Kindly note that Company reserves the right to change the amounts in individual components or add/delete components.		

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

1371

World Trade Center, Tower 3,
Kharadi
Pune 411014 (MH)
T | +91 20 6739 5000
F | +91 20 6739 5001
www.zs.com

December 29, 2022

CONFIDENTIAL

Ritu Raj
1211, Milano, Mahagun Mansion 2, Vaibhav Khand, Indirapuram, Ghaziabad, Ghaziabad, Indirapuram, Uttar Pradesh - 201014

Subject: Letter of Intent

Dear Ritu

This letter is to notify you that you have cleared the interview process for the position Knowledge Management in our organization. Your annual compensation will be INR 13,10,600, which includes performance bonus, joining bonus and relocation (subject to eligibility) and other terms of appointment will be more clearly described in your offer letter to be released.

Your offer letter would be subject to fulfillment of following terms & conditions:

- Your meeting with the ZS Associates, India requirements for the said positions; and
- Verification of your credentials, testimonials and other particulars mentioned/ submitted by you with your application. The Offer release will be contingent upon successful verification of your documents that will be submitted by you

Kindly acknowledge the receipt of this letter by returning a duly counter-signed copy within 2 days of the receipt failing which it would be deemed that you are not interested in pursuing this opportunity further.

This communication is only an intimation of completion of initial selection process and is not an offer of employment or any promise of offer of employment by ZS Associates India Private Limited.

For **ZS Associates India Private Limited**

Ashish Bhambri
Director of Recruiting

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1, Prabhu Dayal Marg
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I Ritu Raj have read and understood the contents of the letter above and the same are acceptable to me.

Signature of the candidate

Address:
Date:

Impact where it matters

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Near Sanganer Airport, Jaipur-302029

Tata AIG General Insurance Company Limited
Regd Office: 15th Floor, Tower A, Peninsula Business Park,
G. K. Marg, Lower Parel, Mumbai - 400 013.
Tel. No.: +91 22 66930000
www.tataaig.com
IRDA Registration No.: 108
CIN : U85110MH2000PLC128425

Great Place To Work. Certified

TATA AIG INSURANCE
WITH YOU ALWAYS

06 October 2022

Dr. Riya Ranjan
Jha Bhawan, Begursari,
Bihar 851101
India

Dear Riya

Subject: Offer Proposal

We, Tata AIG General Insurance Company Limited are pleased to extend you an offer proposal for the position of **MT** at **MT** in **Health Insurance** department.

Your initial place of posting would be **Peninsula.** The Company reserves right to transfer you to any location / department and / or job role in India or abroad in the future, as maybe required for the Company's business requirement.

Your annual Cost to Company will be Rs. **900,000.00** per annum. The compensation details are detailed in the 'Annexure' to this offer letter. You will be eligible for performance bonus / incentives as per the Company's policies from time to time.

This offer letter is contingent upon the successful completion of health declaration and background verification that may be conducted by the Company or any other external agency authorized to conduct the same. By accepting this offer letter, you hereby give your unconditional consent to the Company or any third party appointed / nominated by the Company to conduct background verification including but not limited to current and past employers, criminal conviction records, university / school / college records, professional and personal references and other verifying sources / authorities.

We would expect you to revert with offer acceptance within 3 working days of receipt of this offer letter and join us latest on or before 22 July 2024, beyond which the offer and this offer letter would stand withdrawn, unless a new date is by the Company in writing.

A detailed appointment letter will be issued to you upon joining and completion of requisite documents submitted by you or as may be required by the Company.

Yours Sincerely,

For **Tata AIG General Insurance Company Limited.**

Jitesh Bawa

Chief Human Resource Officer

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Near Sanganer Airport, Jaipur-302029

ANNEXURE

Name	Riya Ranjan
Designation	MT
Band	MT
Location	Peninsula
Department	Health Insurance

Pay Component (A)	Per Annum (Rs.)	Remarks
Basic Salary	297,000.00	Fully Taxable
House Rent Allowance (HRA)	148,500.00	Taxability as per applicable IT provisions on HRA
Flexi Allowance Plan (FAP)	404,574.00	Taxability as per applicable IT provisions on (FAP)
Statutory Bonus	0.00	
Total of (A)	**850,074.00**	
Statutory Benefits (B)		
Provident Fund (Employer Contribution)	35,640.00	As per the applicable law
Gratuity	14,286.00	As per the applicable law
Total Fixed Cost (A+ B)	**900,000.00**	
Target Annual Performance Bonus (C)	**270,000.00**	Performance Bonus is payable once a year, maximum up to 30% of fixed CTC based upon the individual performance & Company performance. The mentioned is at Target level Company performance
Maximum Earning Capacity (A+B+C)	**1,170,000.00**	

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Statutory Bonus shall be payable in accordance with The Payment of Bonus Act, 1965, as applicable.

*Gratuity shall be payable in accordance with The Payment of Gratuity Act, 1972, as applicable.

*Note-All of the Above Payments would be subject to tax and other deductions as per norms.

Guidelines on Annual Performance Bonus:
You will be eligible for an Annual Performance Linked Bonus Pay in the relevant performance year under review which will be based on individual performance and Company performance. Target bonus amount mentioned above will be the maximum payable and there is no guaranteed amount. Any employee earning incentives during the year or serving notice period on the date of pay-out will not be eligible for this component. Payment of Annual Performance Bonus is as per the Company policy, which is subject to change basis management discretion.

Guidelines for Flexi Allowance Plan:	
a) Each employee is entitled to exercise his / her choice of apportionment of FAP subject to total limits available against each allowance	
b). The below selection shall be taxable / non-taxable as provided for under the Income Tax act and the rule there made under and amended from time to time	
Allow / Reimb Head	Permissible Limit (in INR)
Food Coupons	Rs 15000 (or) 26400 per annum
Gift Vouchers	Rs 4999 per annum
LTA	Upto Rs. 2 Lakhs per annum
Children Hostel Allowance	Rs 300 per child per month up to a max of 2 kids
Education Allowance	Rs 100 per child per month up to a max of 2 kids
Vehicle & Fuel Maintenance (Only for Band 3 & Above Levels)	Rs 21600 per annum
Driver Salary (Only for Band 3 & Above Levels)	Rs 10800 per annum
Telephone Reimbursement	Rs 12000 or 24000 per annum
National Pension Scheme	10% of the basic Salary or 1.5 Lakhs whichever is lower

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Other Benefits*	Cover
Group Mediclaim Insurance cover	Self, Spouse and 2 dependent children on a family floater basis.
Group Term Life Insurance cover	Two times of Annual fixed compensation less retirals or Rs.10,00,000 whichever is higher. (Retirals includes PF and Gratuity)
Group Personal Accident Insurance cover	Applicable as per the company policy.
Voluntary Parents Mediclaim Policy	An employee can cover his/her dependent Parents and/ or Parents in laws. This is a voluntary policy where the premium will be borne by the employee.

*** Please refer the Individual Policy Documents for more details**

tataaig.com | *think ahead*

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KIMS HOSPITALS

OFFER LETTER

Jan 07, 2023

To
Mr. Rohan Parashar,
Jaipur.

Dear Mr. Rohan,

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

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

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

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

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

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

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

For Krishna Institute of Medical Sciences Limited

CH. Kotes

Koteswara Rao CH
Sr. Manager – HR

KRISHNA INSTITUTE OF MEDICAL SCIENCES LTD. Secunderabad

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

Krishna Institute of Medical Sciences Limited
Minister Road, Secunderabad - 500 003, Telangana, India
Phone: +91 40 4488 5000/4488 5184 | Fax: +91-40-27840980 | kimshospitals.com
CIN: L55101TG1973PLC040558

Scanned with OKEN Scanner

KIMS

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

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

A. Mamatha
Prepared
Mamatha A

CH. Koteswara Rao
Approved
CH Koteswara Rao

KRISHNA INSTITUTE OF MEDICAL SCIENCES LTD. ★ Secunderabad

Accepted
Rohan Parashar

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

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COMMUNITY EMPOWERMENT LAB

Ref: CEL/HCAP/202307/001

Date: 15-Jul-2023

To,
Dr. Rohit Das
IIHMR, Jaipur

Sub: Offer Letter

Dear Dr. Rohit,

It is our pleasure to extend the following offer letter to you on behalf of Community Empowerment Lab (CEL), further to the interview and discussions you have had with us.

We are pleased to offer you a position as "**Program Associate**". You will be based at CEL's Varanasi office, you will play an important role in establishing district newborn model in Varanasi division and other in-depth work with our organization need for initial period. This involve collaborate with cross-functional teams to support study teams to achieve the objectives. You will travel occasionally to other locations in order to effectively carry out your duties.

Term of Consultancy:

This is a full-time offer with the date of Joining from 20th July, 2023. The first 6 months of your consultancy will be a probationary period. Based on your satisfactory performance in the probation period the contract will be extended.

Consultancy Fees:
Your fee is fixed/deliverables based at a gross consultancy fee of **INR 7,50,000/- per annum**. Your fees will be disbursed to your bank account within 7 working days upon submission of the approved invoice.

Taxes:
CEL will make deductions for Income Tax and other statutory deductions from your fees, as per Income Tax rules and provisions, and deposit the same with the concerned Treasury/Department.

Reimbursements:
CEL shall reimburse you for all reasonable expenses incurred in the proper performance of your duties hereunder against prior approval and production of written evidence of such expenses to the reasonable satisfaction of your CEL manager/ approving authority, and in accordance with CEL's travel & business expenditure policy.

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General:
On joining the organization, you shall abide by the rules and regulations of the organization as

may be in force from time to time. You will be required to maintain utmost secrecy in respect to proprietary, confidential data information, documents and the organization's Human assets profile. Regular performance reviews will be done to benchmark your performance against company standards.

We welcome you on board. At the time of joining, the Human Capital team will give you a detailed consultancy agreement. We would expect you to join on 20th July, 2023 in keeping with our discussions with you, otherwise this offer will stand withdrawn automatically within ONE week of the joining date, or it stands canceled in case of any deviations in information provided by you.

It's our pleasure to welcome you to CEL. We sincerely hope that you will look favorably upon this offer. We at CEL look forward to working with you.

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

With best wishes,
For Community Empowerment Lab

Vinay Pratap Singh
Director – Research Management

AGREED AND ACCEPTED:

DATE OF ACCEPTANCE:

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

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Global Health Limited

LETTER OF INTENT

Mr. Rohit Parashar
IIHMR, Jaipur

Date: 7-Dec-22

Dear
Congratulations! We are pleased to offer you a position at Medanta, The Medicity on the following terms:

1.	Designation	**Management Trainee**
2.	Compensation	- Rs. 20,000/- (Rupees Twenty Thousand only) per month as stipend during dissertation period - Rs. 6,00,000/- (Rupees Six Lakhs per annum) upon degree being awarded (post completion of course, dissertation & feedback from Medanta mentor)
4.	Date of joining	01-Mar-23 or earlier, if possible.
5.	Current posting	Gurgaon / Lucknow

Please note this offer is subject to you being found medically fit. You will be governed by the general terms and conditions of the organization as published in the appointment letter which will be given to you post joining.

LIST OF DOCUMENTS REQUIRED FOR JOINING

1	Certificates & mark sheets of class 10th, 12th, Graduation, PG or any other professional course	2 Copies of each
2	Registration certificate from respective Clinical/Nursing/Pharmacy Council (as applicable)	
3	Internship completion certificate	
	Mandatory for Doctors: All documents mentioned in 1&2 above has to be notarized or attested by a Gazetted Officer	
4	PAN CARD or Acknowledgement receipt if **"PAN applied for"** (30% tax will be deducted in absence of PAN Card, Irrespective of CTC)	
5	Address Proof (Passport / Voter card / Driving license)	
6	Appointment Letter and salary slip from the last employer	
7	Relieving Letter/Resignation acceptance from the last employer	
8	Experience Certificate from all previous employers	
9	Other Documents • 5 Passport Size photographs • 1 Family Photograph for ESI Card (if applicable) • Copy of Vehicle Registration Certificate (RC) incase parking facility is required	

Please return the duplicate copy of this letter duly signed as acknowledgement in case offer is acceptable to you.
We look forward to your being part of Medanta, The Medicity.

Yours faithfully,
For GLOBAL HEALTH LTD

MANOJ GUPTA
SENIOR VICE PRESIDENT & HEAD – HUMAN RESOURCES

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

I Accept.....

1376

Rhea
Healthcare Private Limited

motherhood
women & children's hospital

5th January 2022

Ms. Ruchi Verma,
IIHMR, Jaipur

LETTER OF INTENT FOR THE MANAGAMENT TRAINEE PROGRAM

Dear Ruchi,

Congratulations!

With reference to your application and the subsequent selection process, we are pleased to include you as part of our "**Management Trainee**" program. The Management Trainee program is specially designed for young talent. You will experience challenging functional stints that will enhance your learning.

On joining, you shall be designated as **'Management Trainee'** in **'Rhea Healthcare Pvt Ltd'**.

The terms and conditions of the offer are given below.

1. You will initially report for an Orientation & Induction in Bangalore.

2. You are expected to join the Management Trainee Program on **5-June-2023**, failing which we will presume that you have no interest in working with us. Accordingly, this offer will be treated as cancelled and withdrawn. The Business hours begin from **09:30 am** onwards.

3. You will be in training for an initial period of **Twelve months.** Based on assessment of your performance during the training period, you may be considered for absorption into the regular cadre of the Company at the sole discretion of the management. Your absorption shall be only by way of written communication issued by appropriate officials in this regard.

4. This letter of intent is conditional and subject to your clearance of the **Pre-employment Medical Examination** by a Medical Officer designated by the company and submission of background verification related documents.

5. Please return the duplicate copy of this letter duly signed indicating your acceptance.

6. Please submit the following at the time of your joining:
   - Documentary evidence of date of birth
   - Attested copies of all educational qualifications (**SSC, HSC, Degree/Diploma**)
   - Four passport size photographs
   - Blood group proof
   - PAN Card copy

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

REGISTERED OFFICE:
7A, 9th Floor Pinnacle Corporate Park, Building No.19,
A-Wing, G-Block, Bandra Kurla Complex, Bandra East,
Mumbai-400 051, Maharashtra, India

CORPORATE OFFICE:
3rd Floor, East Wing, Raheja Towers,
MG Road, Bengaluru-560 001, Karnataka, India
Tel: 080-4640 0000

CIN: U85110MH2008PTC375300

- Aadhar Card Copy
- Pre-employment Application Form (if not submitted already)

Please note that all the above documents and information provided by you form the basis of your representation and our offer and the same shall be subject to verification as may be required by the Company from time to time.

You will be required to produce your latest qualification certificate within 90 days from the date of joining.

7. You will be on training for a period of 12 months in the first instance, subject to extension(s), if deemed necessary, at the sole discretion of the Management.

8. This is not a regular letter of appointment but a letter of intent inviting you to be a part of the organization. The formal letter of appointment will be issued at the time of your joining.

9. On completion of your training and based on your performance, you will be deployed in any unit of the Motherhood Hospitals, Pan India, subject to the positions available at that point of time.

10. The Compensation and Benefits Program applicable to your Band is a Cost to Company of Rs 6,00,000/- Only (Six Lakhs Only) including Rs. 50,000/- as Annual Performance Variable Pay. You will not be eligible for Annual Performance Variable Pay during your training period. We reiterate that your compensation is a confidential matter between you and the Company and we reaffirm that the Company shall view any breach of confidentiality with the utmost seriousness.

Please return the duplicate copy of this letter duly signed indicating your acceptance of our terms and conditions, as stated above within seven days of receipt of this letter of intent.

We once again would like to thank you for your interest in seeking a career with us and hope you will have a fruitful and successful career with us.

Yours sincerely,

For Rhea Healthcare Pvt Ltd

A L Jayanthi
Head - HR

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

I accept the offer as outlined above,

Signature: _____ Date: _____

1377

Placements

From: Rawatkar, Ateet <arawatkar@deloitte.com>
Sent: 15 September 2022 20:08
To: Priyanka Peter; N Satheeshkanna; Placements
Cc: Pillay, Kanchan; Menon, Hari; Singhi, Nidhi; USI Consulting Campus TA
Subject: Confirmation of Verbal Offers || IIHMR Jaipur
Attachments: Deloitte USI Consulting_IIHMR Jaipur_VOE.xlsx

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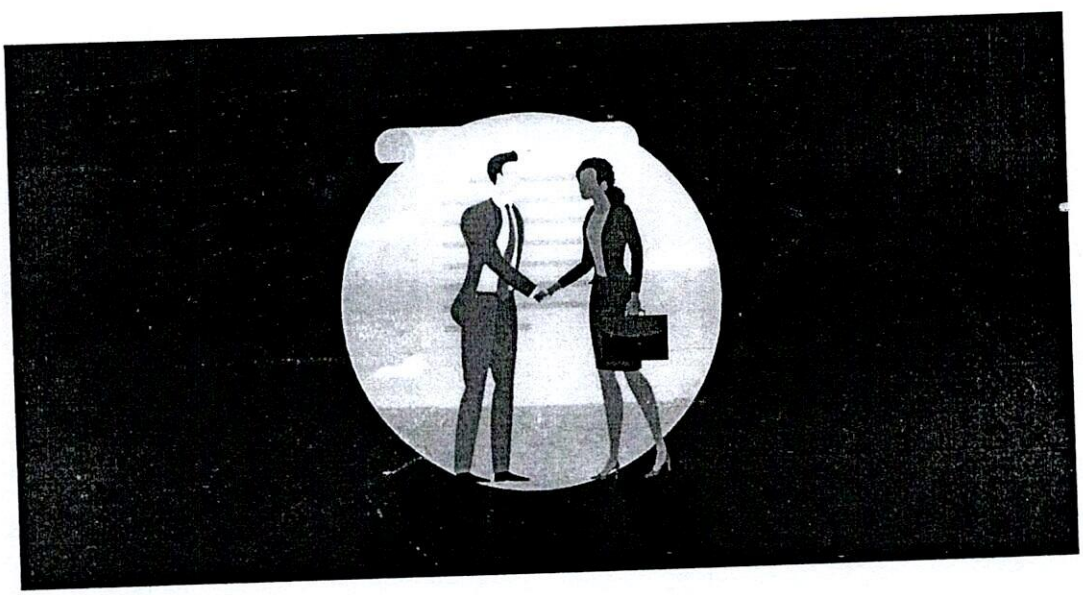

Shortlisted candidates

Confirmation

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Dear Team,

Thank you for participating in the 2022 Campus Recruitment by Deloitte Consulting.

On behalf of our organisation, we would like to thank you for all your support and collaboration.

As a follow-up to the **13** offers communicated verbally, we have attached the complete list of students selected from your institution. Please fill in the required information in the given format by downloading the document and send it back to us by 16th September 2022.

We will be reaching out to each of these selected candidates for key information/documents to release the offer.

We look forward to receiving further details from your end. Please feel free to write to us if you have any questions.

Please reach out to us if you have any queries.

Best regards,

Campus Team

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S.No	Full Name	Offer Acceptance	Title/Designation
Example	*John Peter*	*Accept/Reject*	*Analyst*
1	Nikita Singh		Analyst
2	Sahana Mohan		Analyst
3	Isha Phadke		Analyst
4	Rupali Maheshwari		Analyst
5	Pradipta Bhattacharya		Analyst
6	Divya Swamy		Analyst
7	Shreya Damle		Analyst
8	Kopal Bansal		Analyst
9	Faizan Kadiwala		Analyst
10	Manisha Sharma		Analyst
11	Yash Nagpal		Analyst
12	Yash Kalyani		Analyst
13	Glory Samal		Analyst

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Placements

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

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Deloitte Consulting | September 9, 2022

Eligibility criteria and profile details

Dear Team,

Thank you for your time.

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

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

Eligibility Criteria:

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

Link to our Job Description & more on profile:	Please refer attached JD- ***Deloitte USI Consulting_Healthcare JD.pdf"***
Registration Link:	Click Here

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

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

Important dates for the process:

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

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

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

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Please feel free to contact us if you have any questions.

Kind regards,
Campus Team

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

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1378

N Satheeshkanna

From: Rushabh Ketanbhai Shah <rushabh.j21@iihmr.in>
Sent: 02 February 2023 16:37
To: Sanganagouda Biradar
Cc: Nitin Khurana; Sanganagouda Biradar
Subject: Re: "Letter of Intent" - Indegene Limited :: Rushabh :: 1216

Hello sir/ma'am,
Hope this mail finds you in good health

Thankyou for offering me the confirmation letter.
I'm writing this to acknowledge your offer.

Thanks, Regards
Dr. Rushabh Shah

Get Outlook for Android

From: Sanganagouda Biradar <system@successfactors.com>
Sent: Thursday, February 2, 2023 9:03:56 AM
To: Rushabh Ketanbhai Shah <rushabh.j21@iihmr.in>
Cc: Nitin Khurana <nitin.khurana@indegene.com>; Sanganagouda Biradar <sanganagouda.b@indegene.com>
Subject: "Letter of Intent" - Indegene Limited :: Rushabh :: 1216

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Requisition ID # 1216

Resume ID # 17957 **02 February 2023**

To,
Rushabh Ketanbhai Shah,
403 fortune colours, nehru street

Dear Rushabh,

Congratulations! We are pleased to inform that you have successfully completed the select by Indegene Private Limited. At Indegene, success is the outcome of choice and expectatio of circumstances and we are delighted that you have chosen us. We are confident that you your role and strengthen our values by living the Indegene culture credo. We look forward to a and wishing you all the success with us.

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

I. Your designation will be **Project Associate** in the Career **A3** Career Grade.

II. Your Cost to Company (CTC) will be INR **CTC 7,00,000/-p.a**. You will also be eligibl governed by our compensation philosophy, details of which shall be shared with the

III. The offer letter will be shared with you subsequently and closer to your date of joinin at a later date.

IV Indegene shall have the sole discretion to withdraw this Letter of Intent without assig

Kindly note that your appointment is subject to the satisfactory verification of your documents and c employment application form and/or any information furnished by you at the time of interview, in a of the eligibility criteria. We look forward to having a long and fruitful relationship with you at Indege

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

With best wishes,

Bina Patil
Vice President – Human Resources

indegene

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

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

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1280

Health Insurance
Aditya Birla Health Insurance Co. Limited
(A subsidiary of Aditya Birla Capital Ltd.)

ADITYA BIRLA CAPITAL
PROTECTING INVESTING FINANCING ADVISING

Dr. Rutuja Jadhav
IIHMR

Dear **Dr. Rutuja** ,

Congratulations on your selection with Aditya Birla Health Insurance Co. Ltd.!

With reference to your application and subsequent selection process, we are pleased to confirm your selection to join the **"Aditya Birla Health Insurance Co. Ltd."** as **Management Trainee.**

You are joining a team of young enthusiasts who strive to give their best each day. We look forward to see you grow and develop into an astute professional who along with commitment towards work, exhibit care, concern and compassion towards fellow employees. We hope that you find your work to be meaningful, challenging and equally rewarding.

We wish to see you grow both personally and professionally while you commit yourself to enhancing lives of the customers entrusted in your care.

A detailed letter of appointment will be issued to you on your joining. We would expect you to join us latest by **19th June 2023**. In the event of you not being able to join on or before the joining date as mentioned, please intimate the undersigned in writing, failing which this offer will be deemed void.

Kindly note that this offer is valid subject to submission of all required documentation, feedback from your Business School and satisfactory results of your pre-employment medical examination as well as satisfactory results.

Initially you will be on probation for a period of 12 months from the date of your joining us and your confirmation thereafter would be in writing and would depend on your satisfactory performance else you would continue in Probation. During the probation either party may terminate the service by giving 30 Days notice or payment in lieu of Notice.

Kindly send the acceptance of this offer letter and the **Annexure A** as an acknowledgement and have it sent to us within 2 days of receipt of this offer.

We wish you a great learning and enriching experience.
Happy Learning!

Best Wishes,

Ankesh Amin
Head – HR, Training & Admin

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Annexure "A"

Name	: Dr. Rutuja Jadhav	Unit	: Aditya Birla Wellness Co. Pvt. Ltd
Date of Joining	: 19/06/2023	Function	: Ops - Underwriting - Retail
Job Band	: MT	Location of Posting	: Thane
Designation	: Management Trainee	Performance Review Year	: April to March
Fucntional Designation	: Management Trainee	Compensation Review Year	: July to June

	Per MONTH	Per ANNUM	Remarks
Salary		**2,45,000**	
Basic Salary	20,417	2,45,000	This is paid on a monthly basis. Retirement benefits are linked to it.
Allowances/ Reimbursements		**2,91,316**	
Leave Travel Allowance		10,000	This covers reimbursement for travel on leave within India. It is governed by the IT Act where one can take tax exemptions twice in a block of four years.
Education Allowance	100	1,200	This is paid on a monthly basis.
Special Allowance	21,943	2,63,316	This is paid on a monthly basis. This does not have any link to retirement benefits.
Statutory Bonus		16,800	
Guaranteed Cash		**5,36,316**	
Retirement Benefits		**41,185**	
Employers Contribution to Provident Fund (12% of Basic)	2,450	29,400	The employer contributes to the extent of 12% of basic salary.
Gratuity (15 days Basic)		11,785	This is governed by the Payment of Gratuity Act.
Fixed Compensation w/o housing		**5,77,500**	
Housing		**1,22,500**	
HRA	10,208	1,22,500	This is calculated @ 50% of Basic Salary. This amount is paid as a part of the monthly salary
Fixed Compensation		**7,00,000**	
Variable Pay		1,05,000	This is a performance linked pay plan as applicable to your role. This amount is the target pay on achievement of 100% of the target set for individual, function and organization. The amount indicated here is for a performance period of 12 months, Apr-March. The actual payout will vary due to performance levels and period worked in the performance period.
Cost to Company		**8,05,000**	
Benefits/ Perks not Valued			
Mobile Phone		Yes	Rental and official calls (For **VIL** subscriptions only).
Hospitalization Insurance		Yes	As per company's GMC policy - Sum Insured is Rs 5 Lacs p.a. for self and dependents. This is a Co-Pay policy
Accident Insurance		Yes	As per company's GPA policy - Sum Insured is Rs 50 Lacs. This is borne by the company.
Term Insurance		Yes	As per company's GTL (Nischint) policy - Sum Insured is Rs 10 Lacs. Coverage as per company's policy.

Notes:
- Taxes as applicable, to be borne by the incumbent, as per prevailing tax laws.

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KARKINOS

EMPLOYMENT AGREEMENT

This Employment Agreement ("Agreement") is entered into on this 31st May 2023 and is effective from 1st June 2023.

BY AND BETWEEN:

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

AND

Saahil Khandelwal, currently residing- C-275, Sarita Vihar, New Delhi- 110076.
(Hereinafter referred to as "Employee" which expression shall, unless repugnant to the context or meaning thereof, be deemed to include the employee's successors, legal heirs and permitted assigns), of the OTHER PART

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

WHEREAS:

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

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

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

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1. Definitions and interpretations

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

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

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

2. Employment

2.1. The Company hereby employs the Employee in and with the position and title as set forth herein.

2.2. The Employee shall complete a probation period of 6 Months post which the Employee's employment shall be deemed to be confirmed.

2.3. During Probation, the notice period for the termination / Resignation will be 30 days from either side. After confirmation, the notice period required from either side is 30 days.

2.4. There will be No paid leaves during probation and during serving notice period.

2.5. The Employee's primary place of employment shall be at **Bhopal, Madhya Pradesh, India**. The Company may, from time to time, require the Employee to travel to other locations (whether in or outside India) in connection with the employment .

2.6. During the course of the employment, the Employee shall perform such duties, functions and responsibilities as the Board shall from time to time determine and entrusted to the employee. The Employee shall provide their services in accordance with the directions of **State Head - Operations Madhya Pradesh**.

2.7. Your employment with the Company is subject to successful clearance of background verification check that will be initiated by the Company through a third party agency.

3. Time to be devoted to Employment; Leave Entitlement

3.1. During the course of the employment, the Employee shall devote all of their professional and

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business time, attention and energies to the business and affairs of the Company.

3.2. The Employee shall be entitled to leave in accordance with the Company's policies as adopted by the Board from time to time.

3.3. The Employee shall, at all times, be required to carry out the duties and responsibilities assigned to the employee by the Board or any of the supervisors, faithfully and diligently and in compliance with the established policies and procedures, endeavoring to the best of the employee's ability to protect and promote the interests of the Company.

4. Remuneration

4.1. The Employee's remuneration for the services rendered by the employee shall initially be as set forth in Schedule A hereto, which may be amended by or under the authority of the Board from time to time.

4.2. The payments made and other benefits given to the Employee by the Company for the services rendered to the Company shall be subject to withholding of taxes as per applicable laws. The Employee shall be liable for any income tax and all other applicable taxes arising out of such payments and benefits.

5. Invention Assignment Rights

If at any time during the course of employment under this Agreement the Employee makes or discovers or participates in the making, improvement or discovery of any intellectual property directly or indirectly relating to or capable of being used by the Company, full details of the intellectual property shall immediately be disclosed in writing by the Employee to the Company and the intellectual property shall be the absolute property of the Company. At the request of the Company, the Employee shall give and supply all such information, data, drawings and assistance as may be necessary or in the opinion of the Company desirable to enable the Company to exploit the intellectual property to the best advantage (as decided by the Company). The Employee shall execute all documents and do all things which may, in the opinion of the Company, be necessary or desirable for obtaining patent or other protection for the Intellectual Property and for vesting the same in the Company, as the Company may direct.

6. Non-Competition and Non-Solicitation

6.1. The Employee hereby undertakes that during the term of employment with the Company and for a further period of 1 (one) year from the date employee ceases to be in the employment of the Company ("**Non-Compete Period**"), the employee shall not, as an individual, partner, employee, consultant, shareholder, member, or in association with any Person, except on behalf of the Company, in any manner, directly or indirectly, during the Non-Compete Period: (i) Compete with

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the Company (ii) solicit or render services to or for a client of the Company (whether present or future) (iii) interfere with the Company's business (iv) employ any present or former employee of the company.

Further, the Employee hereby acknowledges that the type and periods of restriction imposed in the provisions of this Article 6 are fair and reasonable and are reasonably required in order to protect and maintain the legitimate business interests and the goodwill associated with the Business.

7. Confidentiality/ NDA

7.1. The Employee acknowledges that during the course of the employment with the Company, the employee will have access to and/or will possess trade secrets and other confidential information of the Company and its suppliers and customers, including the Company's business plans, technological and strategic initiatives, marketing programs, details of suppliers and customers, pricing and credit techniques, information concerning dealings, transactions or affairs of the Company or any of its Affiliates, source codes, program codes, software design know-how, research and development activities, private processes, and books and records ("**Confidential Information**"). To protect the Confidential Information and the goodwill of the Company, the Employee undertakes to the Company that the employee shall not, without the express written permission of the Company, use or disclose (either personally or through an agent or otherwise, directly or indirectly) or allow to be used or disclosed:

7.1.1. any such Confidential Information; or

7.1.2. any trade name used by the Company, or any other name similar to such a trade name.

7.2. In furtherance of Section 7.1 above, all memoranda, notes, records or other documents, made or compiled by the Employee or made available to the employee during the course of the employment, which contain Confidential Information, if in the possession or under the Employee's control, shall be delivered to the Company, or on the Company's instructions destroyed by the Employee, upon termination of the employment.

7.3. The Employee's confidentiality obligations under this Article 7 shall continue in perpetuity, except in the following circumstances:

7.3.1. if the Employee is required by any court of law or statutory, regulatory or quasi-judicial authority to disclose any Confidential Information;

7.3.2. if the Confidential Information in question is in the public domain without any breach of this Article 7 or other confidentiality obligation; and

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7.3.3. if the Employee receives the Confidential Information in question from any third party who has obtained the same lawfully.

8. Termination of Employment

8.1. The Employee's employment may be terminated for Cause immediately upon notice to the Employee. For the purpose of this Agreement, "Cause" shall mean: (i) a charge sheet being filed against the Employee (ii) gross negligence or misconduct by the Employee (iii) breach of terms of employment or company policy by the Employee (iv) Employee declared as insolvent under law (v) acts or omissions by the Employee that are grounds for summary termination of employment (vi) abandonment of continuous absence for a period greater than 5 days without notice to Company.

8.2. Without prejudice to Company's right under clause 8.1 to terminate the employment with immediate effect, Either Party may terminate this Agreement by giving a 30 (thirty) day prior notice of termination to the other Party hereinafter referred to as the "Notice Period"). Termination shall be effective on the last day of the Notice Period unless otherwise agreed by the Company. As a condition for agreeing to a shorter notice period the Party who sent the termination notice under this Clause shall pay to the other Party the prevailing salary of the Employee for the period by which the Notice Period exceeds the agreed shorter notice period, unless the Parties mutually agree otherwise.

9 Obligations upon Termination

Obligations of the Company

9.1.1. Upon the termination of the Employee's employment for any reason under this Agreement, the Company shall pay the employee (or to the employee's spouse or such other person so nominated by the employee as their nominee, any payments due to the employee in case of termination due to Employee's death), at the time of such termination, any amounts which are accrued but unpaid through the date of termination under the terms of this Agreement.

Obligations of Employee

9.1.2. As specified in Clause 7.2 above, all memoranda, notes, records or other documents, made or compiled by the Employee or made available to the employee during the course of their employment, which contain Confidential Information, shall be handed over to the Company, if in the employee's possession or under their control. Upon termination of the Employee's employment, the Employee shall handover to the Company any laptop or other communication devices including any external hard drives, data cards, etc. provided by the Company. The Employee shall also relinquish all positions and/or memberships in anybody/committee/association to which the employee was appointed or nominated by virtue of the employment with the Company.

10. Representations and Warranties

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10.1. The Employee hereby represents, warrants, and confirms that:

10.1.1. has executed and delivered this Agreement as a free and voluntary act, after having determined that the provisions contained herein are of benefit to the employee, and that the duties and obligations imposed on the employee hereunder are fair and reasonable and will not prevent the employee from earning a comparable livelihood following the termination of employment with the Company;

10.1.2. has read and fully understood the terms and conditions set forth herein and the benefits and consequences of entering into this Agreement; and

10.1.3. the execution of this Agreement by the employee and performance of the employee's obligations, responsibilities and duties hereunder shall not result in the breach of any of the employee's obligations, covenants or undertakings (including any professional, statutory, contractual or fiduciary duties or obligations) to any other Person.

11. Remedies

Upon breach of this Agreement, the Employee recognizes, and the Company reserves the right to institute and prosecute proceedings in any court of competent jurisdiction to prevent the Employee from further violating this Agreement or any other agreement, in the form of relief including but not limited to injunction(s). Relief of injunction and/or specific performance shall be in addition to any remedy for damages which the Company may be entitled to.

12. Governing Law and Dispute Resolution

12.1 Any dispute or controversy arising out of or relating to this Agreement shall be settled by arbitration with its seat Mumbai, Maharashtra in accordance with the Indian Arbitration and Conciliation Act, 1996, in the English language, and shall be heard and determined by an arbitral tribunal composed of a sole arbitrator appointed by the Company. The decision of the arbitrator shall be final, conclusive and binding on the Parties. Notwithstanding the foregoing, nothing contained herein shall be deemed to prevent either Party from seeking and obtaining injunctive and equitable relief from any court of competent jurisdiction without the posting of any bond or other security.

12.2 This Agreement shall be construed with, and be governed by, the laws of India without giving effect to the principles of conflicts of laws. Subject to Clause 12.1, courts in Mumbai, Maharashtra only shall have exclusive jurisdiction over all matters arising pursuant to this Agreement.

13. Miscellaneous

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13.1. All notices and other communications required or permitted to be given under the provisions of this Agreement shall be in writing in English and shall be deemed to have been effected: (i) (in the case of personal delivery) when delivered, (ii) (in the case of email with return receipt requested) upon the obtaining of a return receipt from the recipient for whom it is intended, provided that a hard copy of such notice or communication is forthwith sent by prepaid post to the relevant address set out below or (iii) (in the case of a letter) 3 (three) days after being dispatched in the post, postage prepaid, by an efficient form of mail available or by registered mail, if available, at the addresses of the Parties first mentioned hereinabove.

13.2. This Agreement contains the entire understanding and agreement between the Parties relating to the subject matter hereof and shall supersede all previous agreements, negotiations and undertakings in respect thereof, and neither this Agreement nor any provision hereof may be waived, modified, amended, changed, discharged or terminated, except by an agreement in writing signed by the Party against whom enforcement of any waiver, modification, change, amendment, discharge or termination is sought. Provided, however, it is hereby agreed between the Parties that the terms contained in the Investment Agreements shall prevail over this Agreement in relation to the subject matter hereto in the event of any inconsistency between the two.

13.3. This Agreement may be executed simultaneously in counterparts, each of which shall be deemed an original, and both of which counterparts shall together constitute a single agreement.

13.4. If any one or more of the provisions of this Agreement shall be invalid, illegal, or unenforceable in any respect, the validity, legality and enforceability of the remaining provisions contained herein shall not, in any way, be affected or impaired thereby. There shall be substituted for any such provision held invalid, illegal or unenforceable, a provision of similar import, reflecting the original intent of the Parties to the extent permissible under law.

13.5. The provisions of Article 6 (Non-Competition and Non-Solicitation), Article 7 (Confidentiality), Article 9 (Obligations upon Termination), Article 11 (Remedies), and Article 13 (Miscellaneous) of this Agreement shall survive the termination of the Employee's employment with the Company for any reason.

13.6. Save and except as otherwise provided in this Agreement, the waiver of any default or breach

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under this Agreement by any Party shall not constitute a waiver of the right to terminate this Agreement or otherwise exercise rights or remedies for any subsequent default of a similar nature or under any other terms and conditions of this Agreement.

13.7. No variation of this Agreement shall be binding on any Party, unless such variation is in writing and signed by each Party.

IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the date first above written.

For Karkinos Healthcare Private Limited., Through its authorized signatory R Venkataramanan	Employee: Saahil Khandelwal Saahil Khandelwal
Name: R. Venkataramanan Designation: Founder/ CEO Date: 31st May 2023	Name: Saahil Khandelwal Designation: Management Trainee Date: 31st May 2023

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KARKINOS

SCHEDULE A

Details of Remuneration

ANNEXURE 1:

The annual compensation details are as follows:

SALARY COMPUTATION		
Components	**Per Annum**	**Per Month**
Basic	289,200	24,100
Hra	144,600	12,050
Special Allowance	144,600	12,050
Gross Salary	**578,400**	**48,200**
Total CTC	**600,000**	**50,000**
Deductions		
Provident Fund	21,600	1,800
Professional Tax	2,400	200
Total Deductions	**24,000**	**2,000**
Net Pay	**554,400**	**46,200**
Employer Contribution to PF	21,600	1,800

Your Compensation will be governed by rules of the company on the subject, as applicable and/or amended hereafter. Also deductions, applicable as per prevalent statutes, shall be deducted from salary.

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1382

Placements

From: Rawatkar, Ateet <arawatkar@deloitte.com>
Sent: 15 September 2022 20:08
To: Priyanka Peter; N Satheeshkanna; Placements
Cc: Pillay, Kanchan; Menon, Hari; Singhi, Nidhi; USI Consulting Campus TA
Subject: Confirmation of Verbal Offers || IIHMR Jaipur
Attachments: Deloitte USI Consulting_IIHMR Jaipur_VOE.xlsx

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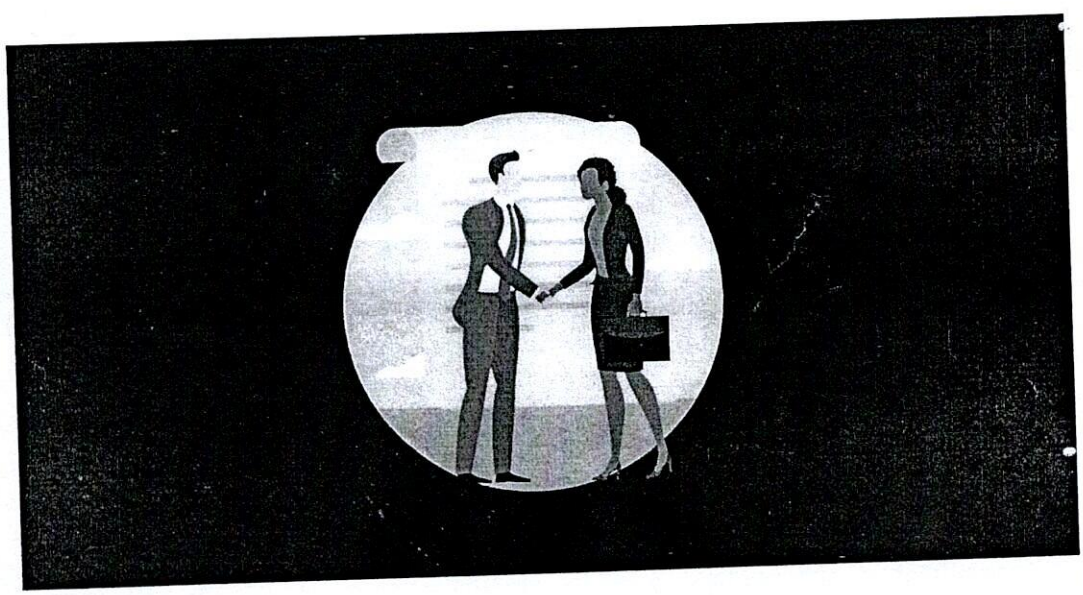

Shortlisted candidates

Confirmation

Dear Team,

Thank you for participating in the 2022 Campus Recruitment by Deloitte Consulting.

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On behalf of our organisation, we would like to thank you for all your support and collaboration.

As a follow-up to the **13** offers communicated verbally, we have attached the complete list of students selected from your institution. Please fill in the required information in the given format by downloading the document and send it back to us by 16th September 2022.

We will be reaching out to each of these selected candidates for key information/documents to release the offer.

We look forward to receiving further details from your end. Please feel free to write to us if you have any questions.

Please reach out to us if you have any queries.

Best regards,

Campus Team

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S.No	Full Name	Offer Acceptance	Title/Designation
Example	*John Peter*	*Accept/Reject*	*Analyst*
1	Nikita Singh		Analyst
2	Sahana Mohan		Analyst
3	Isha Phadke		Analyst
4	Rupali Maheshwari		Analyst
5	Pradipta Bhattacharya		Analyst
6	Divya Swamy		Analyst
7	Shreya Damle		Analyst
8	Kopal Bansal		Analyst
9	Faizan Kadiwala		Analyst
10	Manisha Sharma		Analyst
11	Yash Nagpal		Analyst
12	Yash Kalyani		Analyst
13	Glory Samal		Analyst

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Placements

From:	*Rawatkar, Ateet <arawatkar@deloitte.com>*
Sent:	*09 September 2022 20:29*
To:	*Priyanka Peter*
Cc:	*Pillay, Kanchan; Menon, Hari; Singh, Shraddha; Ghosh, Arnab; N Satheeshkanna; Placements*
Subject:	*Deloitte USI Consulting || Calling for Applications || IIHMR Jaipur*
Attachments:	*Online Registration Guidelines.pdf; Batch Profile_Format.xlsx; Deloitte USI Consulting_Healthcare JD.pdf; Candidate details.xlsx*

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Deloitte Consulting | September 9, 2022

Eligibility criteria and profile details

Dear Team,

Thank you for your time.

As per our discussion, following are the eligibility criteria for the available positions:

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Profile: Digital Care / Operations Transformation - Analyst – Deloitte Consulting

Eligibility Criteria:

- Masters or Post Graduate Diploma – Specializations – Hospital and Healthcare Management/Healthcare Management, Rural Health/Pharma, HealthCare Informatics, HealthCare strategies & HealthCare IT Management, Health Policy and Administration, Hospital Administration, Health Information administration, Pharmaceuticals & Insurance
- 2023 Graduates only
- No active backlogs

Link to our Job Description & more on profile:	Please refer attached JD- ***Deloitte USI Consulting_Healthcare JD.pdf"***
Registration Link:	Click Here

The compensation set for the requisite role is **CTC ₹ 7,60,000**

Please share this email with all the students, as it is **mandatory** for them to register through this link to appear for the process. The attached PDF document will guide them through the online registration procedure.

Important dates for the process:

- Registration end date: **10- Sept-2022, 6:00 PM**
- Last date to share the candidate/applicant details on attached candidate details excel and the resumes: **10-Sept-2022, 6:00 PM**
- Online test process - **12-Sept-2022**
- Hiring event- **14-Sep-2022 9:00 AM onwards**

Please ensure all the below points are taken into consideration before the process:

1. **It is mandatory for all eligibility applicants to register on the registration link**
2. Request you to send the details of the candidates who have registered on the link in the attached excel by **10-Sept-2022, 6:00 PM.**
3. Students should have laptop/desktop with functional web-cam capability and stable and secure internet connectivity.

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Please feel free to contact us if you have any questions.

Kind regards,
Campus Team

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v.E.1

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Anita Thapa

From: Tabrez <tabrez@hr.thumbay.com>
Sent: 17 January 2023 11:48
To: N Satheeshkanna; 'sidhiq'
Cc: 'Manvir Singh Walia'; 'Dr. Shihad'; 'Ms. Tushara Bhuvana'; Hem K. Bhargava
Subject: RE: Interested to be part of Campus placement - Thumbay Group, UAE

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Dear Sir,

Greetings!!

We would like to inform you, that based on the Campus interview held on 11th January 2023.

Below candidates are shortlisted as Management Trainee and we will send them provisional appointment letter within 2 da

IIHMR Jaipur - Management Trainee			
SL NO	**NAME**	**DEPARTMENT**	**FACILITY**
1	Mr. Harish S Madival	Insurance	Thumbay Hospital, Fujairah UAE
2	Mr. Jatin Tyagi	Marketing	Thumbay Hospital, Fujairah UAE
3	Ms. Sajini Shivan Kutty	Quality	Thumbay Hospital, Fujairah UAE
4	Dr. Pratyay Banerjee	Quality	Thumbay Dental Hospital, Ajman.
5	Ms. Ankita Chouhan	Quality	Thumbay University Hospital, Ajman
6	Ms. Nandini	Quality	Thumbay Physical Therapy and Rehabilitation Hospital, Ajman.

Thanks & Regards,
Tabrez Ahmad

From: N Satheeshkanna [mailto:satheeshkanna@iihmr.edu.in]
Sent: Monday, January 16, 2023 1:31 PM
To: sidhiq
Cc: 'Manvir Singh Walia'; 'Dr. Shihad'; 'Ms. Tushara Bhuvana'; 'Tabrez Ahmad'; Hem K. Bhargava
Subject: RE: Interested to be part of Campus placement - Thumbay Group, UAE

Dear Sir,

Greetings!!!

Thanks for hiring the students from IIHMR University, Jaipur, India

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I would like to let you know that from the below-mentioned students, **Jatin Tyagi** has not received any mail regarding the Documents sharing. Kindly let me know the proceedings further for him.

Also, the below-listed students have directly got a mail from **Zainab** regarding the documentation process. I would request you to kindly let me know their status as the students are following for the same.

- Dr. Nandini
- Dr. Pratyay Banerjee
- Ms. Ankita Chouhan

Thanks & Regards,

N. Satheeshkanna,
Asst. Manager - Placements

A: IIHMR University | 1, Prabhu Dayal Marg,
Near Sanganer Airport, Jaipur – 302029
E: satheeshkanna@iihmr.edu.in| **W:** www.iihmr.edu.in
M: +91 978-245-3035 | **P:** +91 141 3924700 (455)

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From: sidhiq <sidhiqak@hr.thumbay.com>
Sent: 13 January 2023 01:33 PM
To: N Satheeshkanna <satheeshkanna@iihmr.edu.in>
Cc: 'Manvir Singh Walia' <manvir@thumbay.com>; 'Dr. Shihad' <dr.shihad@thumbayhospital.ae>; 'Ms. Tushara Bhuvana' <tushara@hr.thumbay.com>; 'Tabrez Ahmad' <tabrez@hr.thumbay.com>; Hem K. Bhargava <hkb@iihmr.edu.in>
Subject: RE: Interested to be part of Campus placement - Thumbay Group, UAE

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Dear Sir,

Greetings from Thumbay Group, UAE

Thank you for your wonderful hospitality & coordination, during our visit to IIHMR.

We are happy to inform you, that based on the Campus interviews held on 11th January 2023, below are the shortlisted names of candidates identified for employment with Thumbay Group Hospitals Location – Thumbay Hospital – Emirate of Fujairah

Congratulations

- Dr.Harish – Insurance
- Jatin Tyagi – Marketing
- Sajani Shivan – Quality Assurance

COMPENSATION & JOB ROLE – IIHMR

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DESIGNATION	TIMEFRAME	REMUNERATION	
Trainee	0-3 months	AED 2000 + Accommodation	
Assistant Officer	3-15 months	MBBS – AED 4800 BDS, BAMS, BHMS– AED 3800	Bachelors & Master's Degree - 3200
Based on the Performance of (3-15months) – Upgrade to the Total Remuneration & Designation will be considered			

Tentative timelines of onboarding is February 20th 2023 – March 1st 2023. Our Recruitment Team members will shortly get in touch with the candidates for the further process and discussion.

Request your acknowledgment & revert.

Thanking you

Regards,

Sidhiq. A. K
Acting In Charge
HCM Department
THUMBAY Group
P.O Box: 4184, Ajman, UAE
Mobile - 0525296366 | Telephone -97167431333, Ext - 1472
Email:-sidhiqak@hr.thumbay.com | **Web:-** www.thumbay.com

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From: N Satheeshkanna [mailto:satheeshkanna@iihmr.edu.in]
Sent: Friday, January 6, 2023 1:30 PM
To: sidhiq
Cc: 'Manvir Singh Walia'; 'Dr. Shihad'; 'Ms. Tushara Bhuvana'; 'Tabrez Ahmad'; Hem K. Bhargava
Subject: RE: Interested to be part of Campus placement - Thumbay Group, UAE

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Dear Sir,

Greetings!!!

With reference to the job description, herewith I have enclosed the interested student's details and their CV's for your kind perusal.

EMPLOYMENT AGREEMENT

This Employment Agreement ("Agreement") is entered into on this 31st May 2023 and is effective from 1st June 2023.

BY AND BETWEEN:

Karkinos Healthcare Private Limited, a private limited company incorporated and existing under the laws of India and having its registered office at Mumbai, (hereinafter referred to as the "**Company**" which expression shall, unless repugnant to the context or meaning thereof, be deemed to include its successors-in-interest and assigns), of the **ONE PART**;

AND

Sakshi Shrivastava, currently residing H - 121/73, Opp. Pragati Petrol Pump, Shivaji Nagar, Bhopal, M.P.. (Hereinafter referred to as "Employee" which expression shall, unless repugnant to the context or meaning thereof, be deemed to include the employee's successors, legal heirs and permitted assigns), of the OTHER PART

The Company and the Employee are hereinafter referred to individually as a "**Party**" and collectively as the "**Parties**".

WHEREAS:

A. The Company is engaged in the business of developing healthcare solutions ("**Business**").

B. The Company proposes to engage the services of the Employee as a full time employee of the company in the designation of **"Management Trainee"** subject to the terms and conditions set out in this Agreement and the Employee has agreed to accept such offer of employment, on the terms and conditions set forth in this Agreement.

NOW THEREFORE, in consideration of the mutual promises, covenants, understandings and conditions hereinafter set forth and other good and valuable consideration, the sufficiency of which is hereby acknowledged, the Parties agree as follows:

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1. Definitions and interpretations

In this Agreement, unless the context clearly indicates a contrary intention, and in addition to the terms defined in the body of the Agreement, the following words or expressions shall have the meaning assigned herein:

1.1.1. "**Board of Directors**" or "**Board**" shall mean the board of directors of the Company;

1.1.2. "**Person**" shall mean any natural person, limited or unlimited liability company, corporation, partnership (whether limited or unlimited), proprietorship, Hindu undivided family, trust, union, association, government or any agency or political subdivision thereof or any other entity that may be treated as a Person under Applicable Law;

2. Employment

2.1. The Company hereby employs the Employee in and with the position and title as set forth herein.

2.2. The Employee shall complete a probation period of 6 Months post which the Employee's employment shall be deemed to be confirmed.

2.3. During Probation, the notice period for the termination / Resignation will be 30 days from either side. After confirmation, the notice period required from either side is 30 days.

2.4. There will be No paid leaves during probation and during serving notice period.

2.5. The Employee's primary place of employment shall be at **Bhopal, Madhya Pradesh, India**. The Company may, from time to time, require the Employee to travel to other locations (whether in or outside India) in connection with the employment .

2.6. During the course of the employment, the Employee shall perform such duties, functions and responsibilities as the Board shall from time to time determine and entrusted to the employee. The Employee shall provide their services in accordance with the directions of **State Head - Operations Madhya Pradesh**.

2.7. Your employment with the Company is subject to successful clearance of background verification check that will be initiated by the Company through a third party agency.

3. Time to be devoted to Employment; Leave Entitlement

3.1. During the course of the employment, the Employee shall devote all of their professional and

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business time, attention and energies to the business and affairs of the Company.

3.2. The Employee shall be entitled to leave in accordance with the Company's policies as adopted by the Board from time to time.

3.3. The Employee shall, at all times, be required to carry out the duties and responsibilities assigned to the employee by the Board or any of the supervisors, faithfully and diligently and in compliance with the established policies and procedures, endeavoring to the best of the employee's ability to protect and promote the interests of the Company.

4. Remuneration

4.1. The Employee's remuneration for the services rendered by the employee shall initially be as set forth in Schedule A hereto, which may be amended by or under the authority of the Board from time to time.

4.2. The payments made and other benefits given to the Employee by the Company for the services rendered to the Company shall be subject to withholding of taxes as per applicable laws. The Employee shall be liable for any income tax and all other applicable taxes arising out of such payments and benefits.

5. Invention Assignment Rights

If at any time during the course of employment under this Agreement the Employee makes or discovers or participates in the making, improvement or discovery of any intellectual property directly or indirectly relating to or capable of being used by the Company, full details of the intellectual property shall immediately be disclosed in writing by the Employee to the Company and the intellectual property shall be the absolute property of the Company. At the request of the Company, the Employee shall give and supply all such information, data, drawings and assistance as may be necessary or in the opinion of the Company desirable to enable the Company to exploit the intellectual property to the best advantage (as decided by the Company). The Employee shall execute all documents and do all things which may, in the opinion of the Company, be necessary or desirable for obtaining patent or other protection for the Intellectual Property and for vesting the same in the Company, as the Company may direct.

6. Non-Competition and Non-Solicitation

6.1. The Employee hereby undertakes that during the term of employment with the Company and for a further period of 1 (one) year from the date employee ceases to be in the employment of the Company ("**Non-Compete Period**"), the employee shall not, as an individual, partner, employee, consultant, shareholder, member, or in association with any Person, except on behalf of the Company, in any manner, directly or indirectly, during the Non-Compete Period: (i) Compete with

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the Company (ii) solicit or render services to or for a client of the Company (whether present or future) (iii) interfere with the Company's business (iv) employ any present or former employee of the company.

Further, the Employee hereby acknowledges that the type and periods of restriction imposed in the provisions of this Article 6 are fair and reasonable and are reasonably required in order to protect and maintain the legitimate business interests and the goodwill associated with the Business.

7. Confidentiality/ NDA

7.1. The Employee acknowledges that during the course of the employment with the Company, the employee will have access to and/or will possess trade secrets and other confidential information of the Company and its suppliers and customers, including the Company's business plans, technological and strategic initiatives, marketing programs, details of suppliers and customers, pricing and credit techniques, information concerning dealings, transactions or affairs of the Company or any of its Affiliates, source codes, program codes, software design know-how, research and development activities, private processes, and books and records ("**Confidential Information**"). To protect the Confidential Information and the goodwill of the Company, the Employee undertakes to the Company that the employee shall not, without the express written permission of the Company, use or disclose (either personally or through an agent or otherwise, directly or indirectly) or allow to be used or disclosed:

7.1.1. any such Confidential Information; or

7.1.2. any trade name used by the Company, or any other name similar to such a trade name.

7.2. In furtherance of Section 7.1 above, all memoranda, notes, records or other documents, made or compiled by the Employee or made available to the employee during the course of the employment, which contain Confidential Information, if in the possession or under the Employee's control, shall be delivered to the Company, or on the Company's instructions destroyed by the Employee, upon termination of the employment.

7.3. The Employee's confidentiality obligations under this Article 7 shall continue in perpetuity, except in the following circumstances:

7.3.1. if the Employee is required by any court of law or statutory, regulatory or quasi-judicial authority to disclose any Confidential Information;

7.3.2. if the Confidential Information in question is in the public domain without any breach of this Article 7 or other confidentiality obligation; and

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7.3.3. if the Employee receives the Confidential Information in question from any third party who has obtained the same lawfully.

8. Termination of Employment

8.1. The Employee's employment may be terminated for Cause immediately upon notice to the Employee. For the purpose of this Agreement, "Cause" shall mean: (i) a charge sheet being filed against the Employee (ii) gross negligence or misconduct by the Employee (iii) breach of terms of employment or company policy by the Employee (iv) Employee declared as insolvent under law (v) acts or omissions by the Employee that are grounds for summary termination of employment (vi) abandonment of continuous absence for a period greater than 5 days without notice to Company.

8.2. Without prejudice to Company's right under clause 8.1 to terminate the employment with immediate effect, Either Party may terminate this Agreement by giving a 30 (thirty) day prior notice of termination to the other Party hereinafter referred to as the "Notice Period"). Termination shall be effective on the last day of the Notice Period unless otherwise agreed by the Company. As a condition for agreeing to a shorter notice period the Party who sent the termination notice under this Clause shall pay to the other Party the prevailing salary of the Employee for the period by which the Notice Period exceeds the agreed shorter notice period, unless the Parties mutually agree otherwise.

9 Obligations upon Termination

Obligations of the Company

9.1.1. Upon the termination of the Employee's employment for any reason under this Agreement, the Company shall pay the employee (or to the employee's spouse or such other person so nominated by the employee as their nominee, any payments due to the employee in case of termination due to Employee's death), at the time of such termination, any amounts which are accrued but unpaid through the date of termination under the terms of this Agreement.

Obligations of Employee

9.1.2. As specified in Clause 7.2 above, all memoranda, notes, records or other documents, made or compiled by the Employee or made available to the employee during the course of their employment, which contain Confidential Information, shall be handed over to the Company, if in the employee's possession or under their control. Upon termination of the Employee's employment, the Employee shall handover to the Company any laptop or other communication devices including any external hard drives, data cards, etc. provided by the Company. The Employee shall also relinquish all positions and/or memberships in anybody/committee/association to which the employee was appointed or nominated by virtue of the employment with the Company.

10. Representations and Warranties

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1, Prabhu Dayal Marg
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10.1. The Employee hereby represents, warrants, and confirms that:

10.1.1. has executed and delivered this Agreement as a free and voluntary act, after having determined that the provisions contained herein are of benefit to the employee, and that the duties and obligations imposed on the employee hereunder are fair and reasonable and will not prevent the employee from earning a comparable livelihood following the termination of employment with the Company;

10.1.2. has read and fully understood the terms and conditions set forth herein and the benefits and consequences of entering into this Agreement; and

10.1.3. the execution of this Agreement by the employee and performance of the employee's obligations, responsibilities and duties hereunder shall not result in the breach of any of the employee's obligations, covenants or undertakings (including any professional, statutory, contractual or fiduciary duties or obligations) to any other Person.

11. Remedies

Upon breach of this Agreement, the Employee recognizes, and the Company reserves the right to institute and prosecute proceedings in any court of competent jurisdiction to prevent the Employee from further violating this Agreement or any other agreement, in the form of relief including but not limited to injunction(s). Relief of injunction and/or specific performance shall be in addition to any remedy for damages which the Company may be entitled to.

12. Governing Law and Dispute Resolution

12.1 Any dispute or controversy arising out of or relating to this Agreement shall be settled by arbitration with its seat Mumbai, Maharashtra in accordance with the Indian Arbitration and Conciliation Act, 1996, in the English language, and shall be heard and determined by an arbitral tribunal composed of a sole arbitrator appointed by the Company. The decision of the arbitrator shall be final, conclusive and binding on the Parties. Notwithstanding the foregoing, nothing contained herein shall be deemed to prevent either Party from seeking and obtaining injunctive and equitable relief from any court of competent jurisdiction without the posting of any bond or other security.

12.2 This Agreement shall be construed with, and be governed by, the laws of India without giving effect to the principles of conflicts of laws. Subject to Clause 12.1, courts in Mumbai, Maharashtra only shall have exclusive jurisdiction over all matters arising pursuant to this Agreement.

13. Miscellaneous

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13.1. All notices and other communications required or permitted to be given under the provisions of this Agreement shall be in writing in English and shall be deemed to have been effected: (i) (in the case of personal delivery) when delivered, (ii) (in the case of email with return receipt requested) upon the obtaining of a return receipt from the recipient for whom it is intended, provided that a hard copy of such notice or communication is forthwith sent by prepaid post to the relevant address set out below or (iii) (in the case of a letter) 3 (three) days after being dispatched in the post, postage prepaid, by an efficient form of mail available or by registered mail, if available, at the addresses of the Parties first mentioned hereinabove.

13.2. This Agreement contains the entire understanding and agreement between the Parties relating to the subject matter hereof and shall supersede all previous agreements, negotiations and undertakings in respect thereof, and neither this Agreement nor any provision hereof may be waived, modified, amended, changed, discharged or terminated, except by an agreement in writing signed by the Party against whom enforcement of any waiver, modification, change, amendment, discharge or termination is sought. Provided, however, it is hereby agreed between the Parties that the terms contained in the Investment Agreements shall prevail over this Agreement in relation to the subject matter hereto in the event of any inconsistency between the two.

13.3. This Agreement may be executed simultaneously in counterparts, each of which shall be deemed an original, and both of which counterparts shall together constitute a single agreement.

13.4. If any one or more of the provisions of this Agreement shall be invalid, illegal, or unenforceable in any respect, the validity, legality and enforceability of the remaining provisions contained herein shall not, in any way, be affected or impaired thereby. There shall be substituted for any such provision held invalid, illegal or unenforceable, a provision of similar import, reflecting the original intent of the Parties to the extent permissible under law.

13.5. The provisions of Article 6 (Non-Competition and Non-Solicitation), Article 7 (Confidentiality), Article 9 (Obligations upon Termination), Article 11 (Remedies), and Article 13 (Miscellaneous) of this Agreement shall survive the termination of the Employee's employment with the Company for any reason.

13.6. Save and except as otherwise provided in this Agreement, the waiver of any default or breach

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under this Agreement by any Party shall not constitute a waiver of the right to terminate this Agreement or otherwise exercise rights or remedies for any subsequent default of a similar nature or under any other terms and conditions of this Agreement.

13.7. No variation of this Agreement shall be binding on any Party, unless such variation is in writing and signed by each Party.

IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the date first above written.

For Karkinos Healthcare Private Limited., Through its authorized signatory R Venkataramanan	Employee: Sakshi Shrivastava Sakshi Shrivastava
Name: R. Venkataramanan Designation: Founder/ CEO Date: 31st May 2023	Name: Sakshi Shrivastava Designation: Management Trainee Date: 31st May 2023

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SCHEDULE A

Details of Remuneration

ANNEXURE 1:

The annual compensation details are as follows:

SALARY COMPUTATION		
Components	**Per Annum**	**Per Month**
Basic	289,200	24,100
Hra	144,600	12,050
Special Allowance	144,600	12,050
Gross Salary	**578,400**	**48,200**
Total CTC	**600,000**	**50,000**
Deductions		
Provident Fund	21,600	1,800
Professional Tax	2,400	200
Total Deductions	**24,000**	**2,000**
Net Pay	**554,400**	**46,200**
Employer Contribution to PF	21,600	1,800

Your Compensation will be governed by rules of the company on the subject, as applicable and/or amended hereafter. Also deductions, applicable as per prevalent statutes, shall be deducted from salary.

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Placements

From: Saloni Kathuria <saloni.j21@iihmr.in>
Sent: 08 February 2023 13:07
To: Placements
Subject: Fwd: "Letter of Intent" - Indegene Limited :: Saloni :: 1216

Dear sir,
I have acknowledged the letter of intent received by Indegene.
Thank you,
Saloni kathuria

Get Outlook for Android

From: Saloni Kathuria <saloni.j21@iihmr.in>
Sent: Thursday, February 2, 2023, 16:25
To: Sanganagouda Biradar <sanganagouda.b@indegene.com>
Cc: Nitin Khurana <nitin.khurana@indegene.com>; Sanganagouda Biradar <sanganagouda.b@indegene.com>
Subject: Re: "Letter of Intent" - Indegene Limited :: Saloni :: 1216

Hope this mail finds you in good health
Thank you for offering me the confirmation letter.
I'm writing this to acknowledge your offer.
Thank you,
Saloni kathuria
Get Outlook for Android

From: Sanganagouda Biradar <system@successfactors.com>
Sent: Thursday, February 2, 2023 9:03:55 AM
To: Saloni Kathuria <saloni.j21@iihmr.in>
Cc: Nitin Khurana <nitin.khurana@indegene.com>; Sanganagouda Biradar <sanganagouda.b@indegene.com>
Subject: "Letter of Intent" - Indegene Limited :: Saloni :: 1216

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Requisition ID # 1216

Resume ID # 17958

02 February 2023

Registrar
The IIHMR University
1, Prabhu Dayal Marg
Near Sanganer Airport, Jaipur-302029

To,
Saloni Kathuria,
20-A,adarsh Colony, Shinde Ki Chawni, Lashkar Gwalior

Dear Saloni,

Congratulations! We are pleased to inform that you have successfully completed the select by Indegene Private Limited. At Indegene, success is the outcome of choice and expectatio of circumstances and we are delighted that you have chosen us. We are confident that you your role and strengthen our values by living the Indegene culture credo. We look forward to a and wishing you all the success with us.

This letter is to confirm that we intend to offer you employment on the following terms and c

I. Your designation will be **Project Associate** in the Career **A3** Career Grade.

II. Your Cost to Company (CTC) will be INR **CTC 7,00,000/-p.a**. You will also be eligibl governed by our compensation philosophy, details of which shall be shared with

III. The offer letter will be shared with you subsequently and closer to your date of joinin at a later date.

IV Indegene shall have the sole discretion to withdraw this Letter of Intent without assig

Kindly note that your appointment is subject to the satisfactory verification of your documents and c employment application form and/or any information furnished by you at the time of interview, in a of the eligibility criteria. We look forward to having a long and fruitful relationship with you at Indege

Please acknowledge this letter of intent on the duplicate copy of the same in token of your a

With best wishes,

Bina Patil
Vice President – Human Resources

indegene

Indegene Private Limited, Aspen Block G4, 3rd Floor, Manyata Embassy Business Park, Outer Rin Road, Nagawara, Bengaluru - 560 045, India

Phone: +91 80 4674 4567, +91 80 4644 7777
www.indegene.com

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Near Sanganer Airport, Jaipur-302029

1386

Rhea
Healthcare Private Limited

motherhood
women & children's hospital

5th January 2022

Ms. Saloni Sethi,
IIHMR, Jaipur

LETTER OF INTENT FOR THE MANAGAMENT TRAINEE PROGRAM

Dear Saloni,

Congratulations!

With reference to your application and the subsequent selection process, we are pleased to include you as part of our "**Management Trainee**" program. The Management Trainee program is specially designed for young talent. You will experience challenging functional stints that will enhance your learning.

On joining, you shall be designated as **'Management Trainee'** in **'Rhea Healthcare Pvt Ltd'**.

The terms and conditions of the offer are given below.

1. You will initially report for an Orientation & Induction in Bangalore.

2. You are expected to join the Management Trainee Program on **5-June-2023**, failing which we will presume that you have no interest in working with us. Accordingly, this offer will be treated as cancelled and withdrawn. The Business hours begin from **09:30 am** onwards.

3. You will be in training for an initial period of **Twelve months.** Based on assessment of your performance during the training period, you may be considered for absorption into the regular cadre of the Company at the sole discretion of the management. Your absorption shall be only by way of written communication issued by appropriate officials in this regard.

4. This letter of intent is conditional and subject to your clearance of the **Pre-employment Medical Examination** by a Medical Officer designated by the company and submission of background verification related documents.

5. Please return the duplicate copy of this letter duly signed indicating your acceptance.

6. Please submit the following at the time of your joining:
   - Documentary evidence of date of birth
   - Attested copies of all educational qualifications (**SSC, HSC, Degree/Diploma**)
   - Four passport size photographs
   - Blood group proof
   - PAN Card copy

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REGISTERED OFFICE:
7A, 9th Floor Pinnacle Corporate Park, Building No.19,
A-Wing, G-Block, Bandra Kurla Complex, Bandra East,
Mumbai-400 051, Maharashtra, India

CORPORATE OFFICE:
3rd Floor, East Wing, Raheja Towers,
MG Road, Bengaluru-560 001, Karnataka, India
Tel: 080-4640 0000

CIN: U85110MH2008PTC375300

- Aadhar Card Copy
- Pre-employment Application Form (if not submitted already)

Please note that all the above documents and information provided by you form the basis of your representation and our offer and the same shall be subject to verification as may be required by the Company from time to time.

You will be required to produce your latest qualification certificate within 90 days from the date of joining.

7. You will be on training for a period of 12 months in the first instance, subject to extension(s), if deemed necessary, at the sole discretion of the Management.

8. This is not a regular letter of appointment but a letter of intent inviting you to be a part of the organization. The formal letter of appointment will be issued at the time of your joining.

9. On completion of your training and based on your performance, you will be deployed in any unit of the Motherhood Hospitals, Pan India, subject to the positions available at that point of time.

10. The Compensation and Benefits Program applicable to your Band is a Cost to Company of Rs 6,00,000/- Only (Six Lakhs Only) including Rs. 50,000/- as Annual Performance Variable Pay. You will not be eligible for Annual Performance Variable Pay during your training period. We reiterate that your compensation is a confidential matter between you and the Company and we reaffirm that the Company shall view any breach of confidentiality with the utmost seriousness.

Please return the duplicate copy of this letter duly signed indicating your acceptance of our terms and conditions, as stated above within seven days of receipt of this letter of intent.

We once again would like to thank you for your interest in seeking a career with us and hope you will have a fruitful and successful career with us.

Yours sincerely,

For Rhea Healthcare Pvt Ltd

A L Jayanthi
Head - HR

I accept the offer as outlined above,

Signature: _____ Date: _____

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Near Sanganer Airport, Jaipur-302029

FROST & SULLIVAN

#53, ASV Hansa, Greams Road
Thousand Lights, Chennai - 600 006
INDIA
Tel : +91 44 6160 6666 | +91 44 4411 7777
www.frost.com
CIN No: U74140TN1999PTC079226

24th April, 2023

Mr. Sambhav Jain
A3/602, White House apartment,
R.T. Nagar, Bangalore
Karnataka- 560032

Dear Sambhav,

Sub: Offer of Employment

Thank you for your interest in becoming a part of Frost & Sullivan (India) Private Limited (*hereinafter referred to as "Frost & Sullivan" or Company).*

Based on your interest, application and the subsequent discussions we have had with you, we are pleased to offer you the position of **'Associate – Growth Analytics'** at our **Gurugram** facility, India. Please contact our Human Resource Division to get a copy of the terms and conditions of employment for your reference.

Your employment with us will be governed by the terms & conditions detailed in Annexure A. For the purpose of identification, please submit documents listed in Annexure B.

Your offer has been made on the basis of the information furnished by you. Please note that this offer of employment is subject to satisfactory professional reference checks and documentary evidence of your educational qualification and previous employment. If there is any discrepancy in the copies of documents or certificates submitted as proof, the Company retains the right to review or revoke its offer of employment.

We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards becoming the world's leading growth partnership services organization. We assure you of our support for your professional development and growth. All the best!

Sincerely,
For **Frost & Sullivan (India) Pvt. Ltd.,**

APARNA SRINIVASAN
Digitally signed by APARNA SRINIVASAN
Date: 2023.04.28 13:16:42 +05'30'

Aparna Srinivasan
Authorized Signatory

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Near Sanganer Airport, Jaipur-302029

Annexure A

1. Position

Your job title would be **"Associate – Growth Analytics"**.

2. Date of Joining

The commencement of your employment with Frost & Sullivan will be from **30th May 2023**.

3. Compensation and Benefits

Your Cost to the Company (CTC) will be **Rupees (INR) 550,000/- (Rupees Five Lakhs Fifty Thousand per annum).** The details of the components are as follows.

Fixed Components

Basic Salary	**INR 302,496/- per annum**
Provident Fund	12% of Basic Salary as employee contribution towards provident fund (equal contribution towards provident fund by the company)

Flexible Components

Component	Eligibility
House Rent Allowance	You may avail HRA at either 40% or 50% of Basic or not opt for it at all.
Vehicle Expense Reimbursement	Vehicle reimbursement for a four-wheeler registered in your name: • INR 1,800 per month for car of engine capacity less than or equal to 1600 cc **or** • INR 2,400 per month for car of engine capacity greater than 1600 cc
Meal Pass	You may avail meal passes for either INR 1,250 or INR 2,300 per month
Leave Travel Allowance	You may avail one month basic *per annum* which may get split equally and paid over a period of 12 months/remainder of months.

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Telephone and Internet Reimbursement	• Reimbursement amount: INR 1,000 per month or INR 2,000 per month or INR 3,500 per month. • You may claim this reimbursement for landline, mobile and broadband connection in your name.
Professional Development Reimbursement	• Reimbursement amount: INR 6,000 per month • You may claim this reimbursement for fee towards your professional development courses.
Chauffeur Reimbursement	• Claim Amount: up to INR 900 per month • You may claim this reimbursement, provided the vehicle is registered in your name.
National Pension Scheme	You may avail this scheme and choose to opt for employer's contribution on a percent of basic salary, at either 5% or 10% per month.
Other Allowance	Other Allowance = CTC - (Basic + PF + Flexi components) The allowance is taxable.

- Over and above the CTC, you will be eligible for a performance-linked annual bonus plan, after successful completion of the probation period. The maximum eligibility for bonus will be **16%** of CTC for one evaluation year. The actual bonus amount would depend on your performance, per the measurement criteria and the business unit's/group's performance. The payment of bonus is subject to employee being in active service of the company, when the bonus is disbursed.

Gratuity
You will be eligible for gratuity, per the Payment of Gratuity Act at the time of leaving the company.

Medical Insurance
You shall be eligible for Medical Insurance Plan per company policy. Your contribution towards the premium amount paid/incurred is subject to change every year, after renewal of the policy. Availing this benefit rests on your discretion.

Accident Insurance
In accordance with the Company's policy, you shall be eligible for Accident Insurance. Other details of said benefit can be obtained at the time of joining.

Group Term Life Insurance
In accordance with the Company's policy, you shall be eligible for Group Term Life Insurance. Other details of said benefit can be obtained at the time of joining.

4. Personal Particulars

You will keep the company informed of any change in your residential address, family status or any other relevant particulars. You would also let the company know the name and address of your legal heir/nominee.

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5. Probation

You will be under evaluation during the probationary period, the first three months of continuous employment at the Company. Confirmation or extension of probation will rest on your performance. During probation, you will not be eligible for any leave. Upon completion of said probationary period, you will be entitled to leave, in accordance with company rules. At the end of the three-month probationary period, there shall be neither automatic confirmation of employment nor automatic extension of probation. You will be informed of confirmation/extension of probation only by express written communication from the company to that effect.

6. Nature of Work

Your designation is indicative of the responsibilities which you are required to carry out. The company shall require you, at any time, to perform any other administrative, managerial, supervisory, or other function, and you shall be bound to carry out such functions. Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the company.

7. Working Hours

The regular working hours of the company is eight and half hours from Monday through Friday, with half an hour break on all working days.

8. Leave

The employee would be entitled to customary legal holidays (list declared by the company at the beginning of the calendar year) as recognized by the Company.

- You will be entitled to fifteen paid leaves per the current leave policy of the company. You have an option of carrying forward a part of your leave to the subsequent year. Paid leave can be encashed only at the time of leaving the company and will be based on the Basic Salary. Detailed guidelines for paid leave are provided in the employee manual.
- You will be entitled to six days casual leave on a *pro rata* basis; casual leave cannot be carried forward to the subsequent year
- You will be eligible for six days of sick leave for every twelve months of employment. Any unused sick time at the end of each year or at the time you leave the company is not encashable.
- You will accrue sick leave immediately upon your hire date but would not be eligible to take paid sick leave until you have been with the company for three months.
- All leaves have to be applied for and prior approval obtained from your reporting authority.
- The company reserves the right to change its leave policies from time to time, in line with the prevalent labor law.
- Maternity Leave will be applicable to all female employees as per The Maternity Benefit Act.

9. Location, Transfer and Deputation

You will be based out of **Gurugram**. Your services are liable to be transferred from one department to another or from one location to another, anywhere in India or outside India, or to any subsidiary group or company whether existing at present or to be set up in future. While every attempt will be made to give you reasonable advance notice of such transfer, in case of emergencies, such transfers may be made effective immediately. Consequent to such transfer, you will be governed by the terms and conditions of service applicable to your category of employment in the new location.

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10. Training

You will hold yourself in readiness for any training at any place whenever required. Such training would be imparted to you at the company's expense.

11. Performance Reviews/Appraisal

The Company also has a policy of annual salary appraisal. You will be eligible for a salary appraisal under this policy solely based on the performance ratings achieved during the previous year.

12. Intellectual Property Right

All designs, business practices, discoveries, inventions, ideas, improvements, specifications, drawings, works, systems software, programmes, manuals, materials, documentation, knowledge and information which may now or hereafter be made, created, developed or conceived by you (whether alone or jointly with Frost & Sullivan, including its officers, employees or agents) in the course of, in connection with, arising out of, or resulting from (or which may reasonably be expected to be in the course of, in connection with, arising out of or resulting from) the work done at Frost & Sullivan shall be the sole property of the Company.

13. Secrecy/Confidentiality

During the course of your employment with the company, you will, at all times, observe secrecy in respect of technical, trade or business data or any other information that might come to our knowledge or possession, which, according to the company, are necessarily confidential and form valuable property of the company and not made available to the trade. Furthermore, you will not disclose them without authority of the company to anyone other than the company's officers authorized to receive them and that even after you have ceased to be in the services of the company, you shall not disclose them to anyone.

You shall maintain and keep in your safe custody such books, registers, documents or files and other papers, either paper or electronic, as may be issued to you or may come into your possession during the course of your employment and shall return the same when required.

14. Code of Conduct

As part of your employment, you will be required to adhere to the code of conduct of the Company. We expect all employees to fully understand the philosophy, policies and procedures governing the standard of business behaviors and to adhere to them. You will especially note the following:

- You would be wholly and exclusively in the employment of the Company and would not be permitted to carry on any other business, profession, short-term project/assignment or employment.
- You would have to obtain prior written permission from the Company before undertaking any teaching, training or writing assignment and would ensure that views expressed by him/her in the media/publications are strictly personal.

You should use the access control system to record time and attendance.

15. Termination & Retirement

Either party can terminate this employment by serving a notice of three months; the days of notice to serve will be based on the Company's discretion, depending on the criticality of the position/responsibility held. The company may at its discretion pay salary *in lieu* of the notice period to terminate employment with immediate effect.

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In the event of your services being terminated during the period of probation/extension of probation, Frost & Sullivan **will not** provide any notice period or salary *in lieu* thereof.

On termination of employment and/or your resignation, you will immediately hand over to the Company all company assets, accessories, software, documents, specifications, books, etc., of whatsoever nature in your possession, care or charge and obtain clearance from relevant authority or person(s), on production of which alone your dues, if any, will be settled by the Company.

The Company reserves the right to terminate your services on grounds of misconduct, disloyalty, commission of any act involving moral turpitude or any acts of indiscipline or breach of conduct in accordance with the disciplinary policy of the organization.

You shall retire from the services of the Company on attaining the age of 60 or earlier, if found medically unfit for the job assigned to him/her at the sole discretion of the Company. The date of birth as submitted by you at the time of joining the services of the Company will be treated as binding and final. The Company may, at its sole discretion, extend the terms & conditions of employment beyond the age of retirement.

16. Non Compete

The employee, at no time during the term of their employment with Frost & Sullivan (India) Pvt. Ltd. will engage in any business activity nor work for any other company/ business or other organization in any capacity whatsoever.

For a period of six months immediately following the termination of the employment, the employee will not, for himself/ herself or on behalf of any other person or business enterprise, engage in any business activity which competes with Frost & Sullivan.

Soliciting Customers after Termination of Agreement:

For a period of six months following the termination of employment and employee's relationship with the Company, the employee shall not, directly or indirectly, disclose to any person, firm or corporation the names or addresses of any of the customers or clients of Frost & Sullivan or any other information pertaining to them. Neither shall the employee call on, solicit, take away, or attempt to call on, solicit, or take away any customer of the Company on whom they have called or with whom the employee became acquainted during the term of their employment, as a direct or indirect result of their employment with the Company.

17. Standing Orders

You will abide by the standing orders, rules & regulations and service conditions that may be in force or are framed from time to time by the Company.

18. Modification

Frost & Sullivan reserves unto itself the right to alter, add, modify, cancel, change or make additions to any of conditions mentioned above and such alterations, modifications, cancellation, change or additions will come into force immediately, and will not form the subject matter of any dispute between you and the Company.

The above terms and conditions are based on the company's policy, procedures and other rules currently applicable in India and are subject to amendments and adjustments from time to time. In all matter including those not specifically covered here, such as travelling, retirement, etc., you will be governed by the rules of the company as shall be in force from time to time

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Annexure B

You will submit copies of the following mandatory documents on the first day of joining Frost & Sullivan:

- Photo copy of Educational certificates of class 10, 12, Bachelor's degree, Post-graduation.
- Original copy of medical certificate from reputed hospital/medical practitioner confirming that you are fit for Employment. Blood group must be mentioned in the certificate. The appointment and its continuance are subject to your being found and remaining medically fit.
    a) Three color photographs of self
    b) Photocopy of relieving letter from last organization
    c) Original and photocopy of last pay slip received
    d) Photocopy of your PAN card

To indicate your acceptance of this offer, please sign and date this document in the space below and return it to the Company.

Accepted, per terms and conditions in Annexure A

APARNA SRINIVASAN
Digitally signed by APARNA SRINIVASAN
Date: 2023.04.28 13:17:12 +05'30'

Sambhav Jain

This message and any included attachments are from Frost & Sullivan (India) Private Limited and are intended only for the addressee(s). The information contained herein may include trade secrets or privileged or otherwise confidential information. Unauthorized review, forwarding, printing, copying, distributing, or using such information is strictly prohibited and may be unlawful. Thank you.

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1, Prabhu Dayal Marg
Near Sanganer Airport, Jaipur-302029

1388

Health Insurance
Aditya Birla Health Insurance Co. Limited
(A subsidiary of Aditya Birla Capital Ltd.)

ADITYA BIRLA CAPITAL
PROTECTING INVESTING FINANCING ADVISING

Dr. Samiksha Arun Rushiya
IIHMR

Dear **Dr. Samiksha**,

Congratulations on your selection with Aditya Birla Health Insurance Co. Ltd.!

With reference to your application and subsequent selection process, we are pleased to confirm your selection to join the **"Aditya Birla Health Insurance Co. Ltd."** as **Management Trainee.**

You are joining a team of young enthusiasts who strive to give their best each day. We look forward to see you grow and develop into an astute professional who along with commitment towards work, exhibit care, concern and compassion towards fellow employees. We hope that you find your work to be meaningful, challenging and equally rewarding.

We wish to see you grow both personally and professionally while you commit yourself to enhancing lives of the customers entrusted in your care.

A detailed letter of appointment will be issued to you on your joining. We would expect you to join us latest by **19th June 2023**. In the event of you not being able to join on or before the joining date as mentioned, please intimate the undersigned in writing, failing which this offer will be deemed void.

Kindly note that this offer is valid subject to submission of all required documentation, feedback from your Business School and satisfactory results of your pre-employment medical examination as well as satisfactory results.

Initially you will be on probation for a period of 12 months from the date of your joining us and your confirmation thereafter would be in writing and would depend on your satisfactory performance else you would continue in Probation. During the probation either party may terminate the service by giving 30 Days notice or payment in lieu of Notice.

Kindly send the acceptance of this offer letter and the **Annexure A** as an acknowledgement and have it sent to us within 2 days of receipt of this offer.

We wish you a great learning and enriching experience.
Happy Learning!

Best Wishes,

Ankesh Amin
Head – HR, Training & Admin

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1, Prabhu Dayal Marg
Near Sanganer Airport, Jaipur-302029

Dr. Samiksha Rushiya
IIHMR University

Annexure "A"

Name	: Dr. Samiksha Arun Rushiya	Unit	: Aditya Birla Wellness Co. Pvt. Ltd
Date of Joining	: 19/06/2023	Function	: Ops - Underwriting - Retail
Job Band	: MT	Location of Posting	: Thane
Designation	: Management Trainee	Performance Review Year	: April to March
Fucntional Designation	: Management Trainee	Compensation Review Year	: July to June

	Per MONTH	Per ANNUM	Remarks
Salary		**2,45,000**	
Basic Salary	20,417	2,45,000	This is paid on a monthly basis. Retirement benefits are linked to it.
Allowances/ Reimbursements		**2,91,316**	
Leave Travel Allowance		10,000	This covers reimbursement for travel on leave within India. It is governed by the IT Act where one can take tax exemptions twice in a block of four years.
Education Allowance	100	1,200	This is paid on a monthly basis.
Special Allowance	21,943	2,63,316	This is paid on a monthly basis. This does not have any link to retirement benefits.
Statutory Bonus		16,800	
Guaranteed Cash		**5,36,316**	
Retirement Benefits		**41,185**	
Employers Contribution to Provident Fund (12% of Basic)	2,450	29,400	The employer contributes to the extent of 12% of basic salary.
Gratuity (15 days Basic)		11,785	This is governed by the Payment of Gratuity Act.
Fixed Compensation w/o housing		**5,77,500**	
Housing		**1,22,500**	
HRA	10,208	1,22,500	This is calculated @ 50% of Basic Salary. This amount is paid as a part of the monthly salary
Fixed Compensation		**7,00,000**	
Variable Pay		1,05,000	This is a performance linked pay plan as applicable to your role. This amount is the target pay on achievement of 100% of the target set for individual, function and organization. The amount indicated here is for a performance period of 12 months, Apr-March. The actual payout will vary due to performance levels and period worked in the performance period.
Cost to Company		**8,05,000**	
Benefits/ Perks not Valued			
Mobile Phone		Yes	Rental and official calls (For VIL subscriptions only).
Hospitalization Insurance		Yes	As per company's GMC policy - Sum Insured is Rs 5 Lacs p.a. for self and dependents. This is a Co-Pay policy
Accident Insurance		Yes	As per company's GPA policy - Sum Insured is Rs 50 Lacs. This is borne by the company.
Term Insurance		Yes	As per company's GTL (Nischint) policy - Sum Insured is Rs 10 Lacs. Coverage as per company's policy.

Notes:
- Taxes as applicable, to be borne by the incumbent, as per prevailing tax laws.

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Near Sanganer Airport, Jaipur-302029

Dr. Samiksha Rushiya
IIHMR University

VISIT HEALTH PRIVATE LIMITED | CIN U72200DL2018PTC333356.
237, Okhla Industrial Area Phase III, Okhla Industrial Estate,
New Delhi, Delhi 110020

Date: March 29th,2023

Ms. Sanskriti Dubey, (sanskriti.j21@iihmr.in)
IIHMR University | 1, Prabhu Dayal Marg, Near Sanganer Airport, Jaipur – 302029.

Dear Sanskriti,

Subject: Your Appointment as **"Management Trainee - Operations"** and terms & condition

With reference to your application and subsequent interview you had with us for employment in **Visit Health Private Limited ("Company")**, we have pleasure in appointing you for the position **"Management Trainee - Operations"** in our organization with effect from **April 03rd,2023** under the terms and conditions ("**Employment Agreement**").

The terms of this Employment Agreement are strictly confidential between you and the Company and any breach of confidentiality may result in withdrawal of this offer or termination of your employment. This Employment Agreement supersedes all of our prior written and oral communications with you on this subject and can only be modified by a written letter signed by the head of the human resources department of the Company or the chief executive officer of the Company or such other officer as may be authorized by the Company.

1. **Place of posting**

(a) You shall be based at **Noida**. Your place of work may be changed to any other location to address business / client requirement as directed by the Company.

(b) However, during your employment with the Company, your services may be transferred or loaned to any of the offices/projects/divisions/departments of the Company existing or to be set up at any location in India or abroad. It is understood that the appointment will involve travel anywhere in India or abroad. As a part of your regular schedule, you may be required to travel extensively, you will be eligible to claim travel expenses etc., as approved by the manager/reporting person.

(c) Your appointment shall commence on **April 03rd,2023.**

(d) Your appointment and continuation in employment of the Company will be subject to your being and remaining medically fit.

(e) Your manager will have the authority to change the portfolio of your responsibilities, as may be required, from time to time.

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2. **Compensation & Reporting**

Your gross stipend during the training period shall be **INR 20,000 /- (Rupees Twenty Thousand Only).** Based on performance after three months of training, you shall be confirmed as **"Assistant Manager - Operations"** Your annual CTC after confirmation including variable shall be **INR Rs 6,50,000/- (Rupees Six Lacs and Fifty Thousand Only).** The salary breakup shall be as per Annexure 1. The variable or Performance Linked Incentives shall be to a maximum of **INR 50000/-(Rupees Fifty Thousand Only)** gross per annum given equally on a six-monthly basis. To the extent any documentary proof or supporting documents are required for any payments to be made by the Company to you, the Company shall not be liable for non-payment thereof on account of your failure to submit any such documentary proof or supporting documents within the time stipulated by the Company.

(a) All the tax liabilities are to your account. Appropriate deductions for tax, professional tax, employee's contribution towards provident fund and such other applicable taxes shall be made by the Company from the compensation payable to you.

(b) Company may at its complete discretion, revise your compensation in future.

(c) Your compensation will be subject to deductions as application under provisions of Income Tax Act. 1961 and other application laws in India.

(d) The Company may modify its standard benefit package from time to time, as it may deem necessary in its sole discretion, which would thereby also modify the benefits available to you.

(e) The company reserves the right to withhold any incentive or award payment or withdraw any such payment of any time. Further, in the event wherein you leave/ quit/ resign from the services of the Company/ relieved from your services by the Company for any reasons anytime within a period of 1 (one) month of your date of joining, the Company shall not be obliged to make any payments unless the Company decides to the contrary at its sole discretion.

3. **Probation Period**

You will be on a probationary period of **1 month** from date of joining ("**Probation Period**").

During the Probation Period, you or the Company may terminate your employment at any time and for any reason whatsoever by giving a minimum notice period of 15 (fifteen) days or by payment of 15 (fifteen) days salary (basic) in lieu of the notice period.

4. **Benefits**

You will be entitled to participate in all of the company's benefit plans as established from time to time at such times as you qualify for them or, as the case may be, as you are selected for participation in them. The Company reserves the right to amend or discontinue such benefit plans in its sole discretion and without compensation to you for such amendments or discontinuance.

5. **Work Conduct**

(a) During your employment with the Company, you shall devote your best efforts for promoting the Company's (and of any other relevant affiliate and / or business associate of the Company) business.

(b) You are required to effectively carry out all duties and responsibilities as assigned to you by the Company and shall faithfully and diligently perform these in compliance with established policies and procedures, endeavouring to the best of your ability to protect and promote the interests of the Company.

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(c) You shall not, except with the prior written consent of the Company, engage directly or indirectly in any other business, occupation or activity, whether as a principal, agent or otherwise which will be either for profits or otherwise or which is in anyways detrimental whether directly or indirectly, to the Company's interests.

(d) You will be bound by the rules, regulations, policies and orders issued by the Company from time to time in relation to your conduct, discipline rules, regulation, policies et al, as part of this contract of appointment.

(e) You shall devote yourself exclusively to the performance of your duties during normal working hours at your place of employment and at all other times that may be necessary for the proper performance of your duties except in case of illness or accident.

(f) You shall at all times keep your manager or any other person that your manager may nominate, promptly and fully informed (in writing if so requested) of your conduct of the business or affairs of the Company and provide such explanations as he/she or they may require in connection therewith.

6. Hours of work

Official work timings will be communicated to You by the Company. You may be required to work outside normal working hours and/or on other days, as may be required by the Company from you from time to time, or for you to complete your work and obligations. In such instances you will not be eligible for any additional compensation.

7. Holiday entitlement or paid holidays

You will be entitled for holidays as per the policy of the Company. Such holidays will be taken by you at times that will be determined depending upon the requirements of the business activities of the Company and depending upon the provisions of applicable laws, unless the Company and you shall otherwise specifically agree.

8. Past Record

If any declaration given or information furnished by you to the Company proves to be false or if you are found to have wilfully suppressed any material, information, you will be liable to removal from services without any notice or compensation whatsoever.

9. Training

You may be imparted training on-the-job and periodically when the training programs will be organized. The Company lays high importance when the training its employees and spends considerable resources on it. A full commitment from employee side is expected during the training period.

10. Fitness

In order to perform your duties towards the Company, you are required to keep yourself in good health and fitness both physically and mentally. The Company may subject you to medical check-up at regular intervals. If it is found on your medical check-up that you are not physically or mentally fit to perform your duties towards the Company, your services will be liable to be terminated.

11. Representation and Warranties

You hereby expressly represent and warrant to the Company that:

(a) You have duly completed all the necessary formalities in relation to the termination of your employment with your previous employer;

(b) You will not, so long as you continue to be employed with the Company, disclose or misuse any confidential information that may have been disclosed to you during the course of your employment with any of your former employers;

(c) You will not accept any commission or any kind of gratification in cash or kind from any person, firm, institution or organization have dealings with the Company and if you are offered any, will immediately report the same to the management of the Company in writing;

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(d) You confirm and undertakes that you do not have and have not brought to premises of the Company and shall not use for the business of the Company any confidential or proprietary information or trade secrets including but not limited to products, designs, methods, know-how, formulae, technologies, systems, processes, software programs, supplier list, customer lists, customer pricing and order data, projects, plans proposals, technical information or other information belonging to your former employers or associates. In this regard, you should be extremely careful not to bring to the Company any documents or other materials in any form belonging to or acquired from any prior employer or associates.

12. Termination

(a) During the Probation Period (including any extension), services may be terminated by either party by giving written notice of 15 (fifteen) days to the other party or payment in lieu of the notice period.

(b) Post expiry of the Probation Period, your employment with the Company may be terminated by either party, at will, by Company issuing 1 (one) months' notice or by Employee issuing 2 (two) months' notice or salary in lieu of notice. Provided however that, unless you have handed over your duties and responsibilities, to the satisfaction of the Company to such officer as may be designated by the Company, you will not be eligible to be released from the Company prior to the expiry of the notice period of 1 (one) month if the Company has issued the notice or 2 (**two**) months if the Employee has issued the notice. The decision of the Company in this regard shall be final and binding upon you.

(c) The Company shall be entitled to terminate your employment with immediate effect without serving a notice of termination and without being liable to pay the salary in lieu of the notice period on occurrence of any of the following events:

(i) If at any time during the course of your employment, it is found that you have made a false or an incomplete declaration with regard to your qualification / experience and other detail, your appointment will be treated void with immediate effect without any payment in lieu of notice period; or

(ii) If at any time during the course of your employment, it is found that you have committed any act of gross misconduct or serious breach of employment terms, been guilty of conduct tending to bring yourself or the Company into disrepute, been absent for a continuous period of 3 days or more without approval/information,

indulged in policy violation/fraud/financial irregularities and/or been found to demonstrate unsatisfactory job performance your employment with the Company will be terminated forthwith and you shall not be entitled to any notice period or payment in lieu thereof; or

(iii) The Company may terminate / suspend your services at its discretion at any time immediately upon written notice to you if it has been alleged and prima facie established through preliminary internal inquiry that you have committed (i) any heinous criminal act or any offense involving moral turpitude. Examples include but not limited to rape, forgery, robbery, etc. (ii) sexual harassment or (iii) other act that threatens or (iii) Gross Misconduct (iv) breach of this Employment Agreement or an act likely to damage the Company's reputation; or

(iv) If the Company is informed of any previous conviction by any court of law involving moral turpitude; or

(v) Your performance is not as per the agreed terms in the sole judgement of the Company.

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13. No conflict of Interest

(a) You represent and warrant that you have not entered into any previous or contemporaneous agreements which may be in conflict with the terms and conditions of Employment Agreement, or which preclude you from fully performing your job responsibilities for the Company.

(b) You represent that your performance of all the terms of this Employment Agreement and as an employee of the Company does not and will not breach any agreement to keep in confidence or in trust prior to your employment by the Company to use any confidential or proprietary information. In case of any objection from your previous employer, you shall be solely and fully responsible for the same, and shall hold Company harmless.

14. Confidentiality

(a) All information regarding the affairs or business matters of the Company (and of any other relevant affiliate and/or business associate of the Company) including but not limited to concepts, working methods, client portfolios, strategies, inventions, research, products, designs, methods, know-how, customer list, supplier list, marketing and business plans, prototypes, data, customer pricing and order data, projects, plans, proposals, market knowledge, projects, potential project, financial information, technical information and all such other information which is deemed to be confidential in the context of the business of the Company that comes to your knowledge by reasons of your employment is deemed to be confidential and considered a trade secret.

(b) You shall be required to maintain strict confidentiality of such information and data that may come to your possession or knowledge by virtue of the engagement, use it only as may be required in the normal course of your work and shall not disclose or divulge any information or data, without prior consent of an authorized officer of the Company.

(c) You shall at all times keep the details of your salary and employment benefits at the Company strictly confidential and shall not disclose such details to any other person within the Company or outside the Company.

(d) You shall use the Company name, Logos trademarks or other identifiers strictly in the manner permitted by the Company's policies or for the purposes of provision of Services delegated to you to the extent required.

(e) You shall at all times, whether during or the termination of your employment act with utmost fidelity and shall not disclose or divulge any such confidential information to third parties or make use of such information for your own benefit or for the benefit of any third party, either during the term of your employment or thereafter.

(f) This clause applies during the employment and continues even after expiry or termination of employment. Failure to adhere to this clause will invite legal action by the Company and you shall indemnify and hold Company harmless for any losses incurred by Company for any breach of confidentiality obligation.

15. Proprietary Information

All rights in and to any copyrightable material, including but not limited to computer programs, analyst report, research report, databases, client profile report which has/may have originated pursuant to or in connection with the business of the Company in writing, shall be the sole and exclusive property of the Company, its successors, assigns or other

legal representative and that you shall have no Intellectual Property Right over the same. Neither during your employment with the Company nor thereafter for a period of 3 (three) years shall you, directly or indirectly, use for you or another, or disclose to another (an unauthorized person), any Proprietary information (whether acquired learned, obtained or developed by you alone or in conjunction with others) of the Company or others, except as such

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disclosure or use may be required in connection with your employment with the Company or may be consented to in writing by the Company. Any work done, by an employee of Visit Health Private Limited ("VISIT"), for VISIT and the output there-from shall be the property of VISIT in perpetuity.

16. Assignment of Developments

(a) If at any time during your employment with the Company, you shall (either alone or with others) make, conceive, discover or reduce to practice any invention, modification, discovery, design, development, improvement, process, software program, work of authorship, documentation, formulae, data, technique, know-how, secret or intellectual property right whatsoever or any interest therein (whether or not patentable or registrable under copyright or similar statutes or subject to analogous protection) (herein called "**Developments**") that relates to the business of the Company or any of the products or services being developed, manufactured or sold by the Company or that may be used in relation therewith, such Developments and the benefits thereof shall immediately become the sole and absolute property of the Company and its assigns, and you shall promptly disclose to the Company of each such Development and you hereby agree to assign any rights that you may have or acquire in the Development and you hereby agree to assign any rights that you may have or acquire in the Developments and benefits and/or rights resulting there from to the Company and its assigns without further compensation and shall communicate, without cost or delay, and without publishing the same, all available information relating thereto to the Company.

(b) Upon the request of the Company, you shall execute and deliver all the documents and do other acts which are or may be necessary to document such transfer or to enable the Company to file and prosecute applications for and to acquire, maintain, extend and enforce any and all patents, trademark registrations or copyrights under Indian law of foreign law with respect to any such Developments. In the event the Company is unable for any reason, after reasonable effort, to secure your signature on any document needed in connection with the actions specified in this clause, you hereby irrevocably designate and appoint the Company and its duly authorized officers and agents as your agent and attorneys

in fact, which appointment is coupled with an interest, to act for and in your behalf to execute, verify and file any such documents and to do all other lawfully permitted acts to further the purposes of this clause with the same legal force and effect as if executed by you. You hereby waive any and all claims, of whatsoever nature against the Company.

17. Deductions

During your employment or in the event of any termination the Company is entitled to deduct any amount due from you to the Company from actual total compensation including but not limited to:

i. Any debt or advance for the time being owed by you to the Company;
ii. Any deduction related to leave or holiday taken in excess of entitlement as at the date of termination of employment: and
iii. Any deduction with respect to expenses incurred by the Company or the cost of repairing damage to the Company's property caused by you (and of recovering the same)

18. Return of Company Property

(a) You shall promptly upon request by the Company and in any event upon the expiry or termination of your employment return and surrender to Company laptop and other assigned assets, all such confidential information

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(b) including without limitation, data, information, files, books, magazines, reports, documents, manuals, any knowledge database in whatever form including but not limited to electronically held data that concerns the business of the Company which may have been prepared by you or come into your possession custody or control in the course of your employment.

(c) You shall not keep any copies of these items in any form whatsoever.

(d) Violation of this clause may invite legal action.

19. Information Security and Misuse of Company Resources

(a) You recognize and are aware that the Company's computers including emails sent to you and by you may and telephone networks are monitored and you are not entitled to privacy protection. You hereby agree that at no time will you use any of the Company's resources for any benefit derived personally or to your family or any others. The term "resources" include property, premises, computer resources (software & hardware), and equipment, documentation, records, paper, and information systems.

(b) You further have a responsibility to the Company to immediately report, without exception, irregular business practices on the part of any other employees that may come to your notice.

(c) If such monitoring discloses breach of any law or Company policies, disciplinary action may follow including termination of the employment.

20. License

As an employee of the Company, you understand that it is your responsibility to read and be aware of any special licensing agreement that may pertain to any vendor package assigned to you for use. You also recognize that it is your professional responsibility neither to participate in nor to encourage any violation of copyright provisions for vendor software.

21. Interaction with our Customers

During your employment with us and for a further period of 1 (one) year from the date of separation from our Company, you will not seek employment nor act as an agent or a representative of any firm soliciting business with our customers in general and the customers you are doing project for in particular. That 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.

22. Non-competition and Non-Solicitation

In the event of your separation from Company for whatever reason:

(a) You hereby agree and undertake that You shall not enter into a contract or accept an obligation that is contrary to Your obligations under this Agreement during the term of Your employment with the Company and for a period of 2 (two) years after the termination of Your employment.

(b) You hereby agree and undertake that You shall not take up employment with or enter into any commercial arrangement agreement or understanding directly or indirectly with any entity or company or any person or any firm or association which competes directly/indirectly with the business of the Company during the term of Your employment with the Company and for a period of 2 (two) years after the termination of Your employment.

(c) You hereby agree and undertake that You will not directly or indirectly, own, manage, operate, control, finance or participate in the ownership, management, operation, control or financing of or be associated in any manner with any entity or company or any person or any firm or association which competes directly/indirectly with the business of the Company during Your employment with the Company and for a period of 2 (two) years after the termination of Your employment with the Company.

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(d) You hereby agree and undertake that the salary paid to You under this Agreement is sufficient consideration for the undertaking the obligations as set out herein and for the performance by You of Your duties and obligations under this. You also acknowledge and understand that the limitations as to time and the limitations of the character or nature placed in this Clause are reasonable and fair and will not preclude You from earning a livelihood, nor will they unreasonably impose limitations on Your ability to earn a living. You agree and acknowledge that You have given careful consideration to the restraints imposed upon You under this Agreement and have executed this Agreement of Your own free will.

(e) You agree that for a period of 2 (two) years after your separation from the Company, you will not endeavour to solicit or entice away any person who is an employee of the Company or who was in its employment up to 2 years preceding your severance.

23. Disclosure of Information

You confirm that you have disclosed all your as well as your relatives' business interests in the Company whether or not they are similar to or in conflict with the business (es) or the activities of the Company and all circumstances in respect of which there is, or there might be perceived, a conflict of interest between the Company and you or any immediate relatives. You agree to immediately disclose, to the Company any such interests or circumstances which may arise during your employment.

24. Indemnity

You shall indemnify and keep indemnified the Company against any/all claim, liability, loss, damage, and/or litigation, arising incurred and/or suffered by the Company, the board of directors of the Company or any employee of the Company on account of wilful default or negligence on your behalf in the conduct of the affairs of the Company or on account of breach of the terms and conditions of this Employment Agreement.

25. General Clauses

(a) You hereby undertake that you will not, directly or indirectly, whether to directors, consultants, customers, suppliers, employees, bankers, advisors, of the Company in any capacity or manner, make, express, transmit, speak, write, verbalize or otherwise communicate in any way (or cause, further, assist, solicit, encourage, support or participate in any of the foregoing), any remark, comment, message, information, declaration, communication or other statement of any kind, whether verbal, in writing, electronically transferred or otherwise, that might reasonably be construed to be disparaging of, or derogatory or critical of, or negative toward, the Company or any of its directors, officers, affiliates, shareholders, subsidiaries, employees, agents or representatives or which would reasonably be expected to lead to unwanted or unfavourable publicity to the Company.

(b) You shall upon reasonable notice, furnish such information and render proper assistance to the Company as it may reasonably require in connection with any litigation in which, it is, or may become, a party either during or after or in connection with your employment with the Company including post termination of your employment if so, required by the Company.

(c) Your appointment is contingent upon Medical Fitness Certificate satisfactory reference background checks, including verification of your application materials education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e., you do not have any non- competes obligation or other restrictive clauses with any previous employer).

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(d) You will be governed by the Company's policies during the course of your employment. It will be obligatory on your part to ensure compliance to the applicable statuses, regulations and requirements laid down by the Company and other regulatory and statutory bodies. Violation of the terms and conditions mentioned herein would attract disciplinary and/or legal action, including immediate termination.

(e) Notification rights of the Company: In the event that you leave the Company; you hereby consent to notification by the Company to your new employer about your obligations under this Employment Agreement.

(f) The Company reserves the right to amend the policies from time to time. You are advised to keep yourself updated on these policies and abide by the same.

26. Miscellaneous

(a) This Employment Agreement constitutes the entire agreement between the parties hereto on the subject matter hereof.

(b) If any part of this Employment Agreement is held by any court or authority of competent jurisdiction as void or without effect it shall be limited to that extent and be binding on the Parties hereto at the relevant time as a severable part hereof with nothing to affect the rest of this Agreement.

No alteration to or amendment of or change in this Employment Agreement shall be valid unless it is reduced to writing and is signed by each of the parties.

(c) All notices to be given under this Agreement shall be in writing and shall be sent to the address mentioned in this Employment Agreement, or any other address the recipient may designate from time to time. Notices may be delivered personally, by first class pre-paid letter. Notices shall be considered to have been received: (a) by post - 48 hours after the date of mailing; or (b) by email – immediately on transmission, provided a confirmatory copy is sent by first class pre-paid post or by hand by the end of the next business day.

(d) Termination of this Employment Agreement shall not affect those provisions hereof that by their nature are intended to survive such termination.

27. Jurisdiction and Governing Law

This Employment Agreement shall be governed by and constituted and enforced in accordance with the internal laws of India and the courts in Delhi shall have exclusive jurisdiction to settle any dispute arising out of or in connection with this Employment Agreement.

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We take this opportunity to congratulate you on your selection and look forward to a long and mutually beneficial professional association. You're are joining us at an exciting phase of your journey or building a world class firm and we are counting on you to help us get there.

Kindly return a copy of this letter duly signed by you in acceptance of the terms and conditions set out herein.

Sincerely yours,
For Visit Health Private Limited

For Visit Health Private Limited

Chetan Anand
Director

Chetan Anand
Co-Founder COO & CFO
Signed and accepted by:

I hereby accept and agree to the terms and conditions of this employment contract and any amendments, additions hereto. I also promise to adhere and abide by the policies and regulations of the Company as mentioned and amended from time to time.

Name:
Date:
Place:

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Annexure 1

For the Training Period :

1.1 In consideration of the Services to be rendered by the Consultant / Trainee to the Company, the Company shall pay the Consultant a fixed fee of **INR 20,000/- (Indian Twenty Thousand Only)** gross monthly, during the Term ("Fixed Fees") subject to the applicable deduction under the applicable laws, in consideration for the Services rendered by the Consultant.

1.2 The Fees payable under this Agreement are subject to applicable tax deductions.

1.3 The Parties hereby agree that payment of the Fees and any other amount payable by the Company hereunder shall be made directly to the Consultant's account, as applicable, by cheque/ demand draft/ RTGS/electronic transfer in the account of the Consultant.

	Salary Breakup After Confirmation		
Sl. No.	**Components**	**Per Month**	**Annual**
	Basic Salary	23,290	2,79,482
	HRA	11,645	1,39,741
	Other Allowances	11,645	1,39,741
	PF	1,800	21,600
A	**TOTAL GROSS**	**48,380**	**5,80,563**
	Variable (PLI)		50000
	Deductions		
	PF - Employee Contribution	1,800	21,600
	PF - Employer Contribution	1,800	21,600
	TDS - as per Investments		
B	TOTAL DEDUCTIONS	3,600	43,200
	TOTAL NET = A- B	44,780	5,37,363
	Other Annual Benefits		
	Group Medical Policy		6,000
	Gratuity		13,437
	Fixed + Other Annual benefits		**6,00,000**
	Fixed + Other Annual Benefits+Variable		**6,50,000**
	Earnings shall be subject to all the statutory Deductions as applicable to any salary earned including Income Tax, Professional Tax, and any other 'Employee's deduction towards Social Security schemes. Kindly note that Company reserves the right to change the amounts in individual components or add/delete components.		

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Letter of Intent

Dear Sanwarmal Jaiswal, 10-04-2023

We are pleased to inform you on behalf of Mahatma Gandhi Medical College and Hospital that your application dated 01-04-23 for Dissertation in Operation has been accepted and you have been selected for the dissertation, under Dr. Shubhi Shrivastava (Manger-Administration), Mahatma Gandhi Hospital, Jaipur Your dissertation will begin from 12-04-23 and you will be posted at Mahatma Gandhi Hospital, Jaipur. During the period of dissertation, you must adhere to the rules and regulations of the hospital.

After completion of dissertation, We offer you position of **Floor Administrator** with the Annual CTC of Rs. 400000 (Four Lakh Only).

With best wishes.

Dr. Shubhi Shrivastava

Manager-Administration

Dr.Shubhi Shrivastava
Manager Administration
Mahatma Gandhi Hospital,Jaipur

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KIMS HOSPITALS

OFFER LETTER

Jan 07, 2023

To
Ms. Saroja Susmitha Bhogadula,
Andhra Pradesh.

Dear Ms. Saroja,

Sub: Offer for the position of **Executive Trainee – Corporate Projects Department, KIMS Hospital, Secunderabad.**

With reference to your application and the subsequent interview, we are pleased to offer you a position at **KIMS Hospital, Secunderabad** as **Executive Trainee – Corporate Projects Department.** Your remuneration would be **Rs. 7,00,000/- (Rupees Seven Lakhs Only)** per annum. **You will be reporting to HOD – Corporate Projects Department, KIMS Group of Hospitals.**

The detailed terms of Appointment will be issued on the day of reporting at the time of joining.

You are informed to report for duty on or before **Jun 15, 2023**, failing which it shall be presumed that you are not interested in the offer made to you and consequently, the Letter of Offer shall stand irrevocably withdrawn/ canceled without any further reference to you.

We take this opportunity to extend to you, a warm welcome to our Organization and look forward for a mutually rewarding and enriching association.

You may give your consent via signed copy of the offer / reply to this email and confirm the date of joining.

Note: You are informed to keep your scanned copies of documents ready, we will be sharing an On-Boarding link through adrenalin shortly. You will have to upload the documents as per the checklist on the link. Checklist will enclose with your offer letter.

For Krishna Institute of Medical Sciences Limited

CH. Koteswara Rao

Koteswara Rao CH
Sr. Manager – HR

KRISHNA INSTITUTE OF MEDICAL SCIENCES LTD. Secunderabad

Registrar
The IIHMR University
1, Prabhu Dayal Marg
Near Sanganer Airport, Jaipur-302029

Krishna Institute of Medical Sciences Limited
Minister Road, Secunderabad - 500 003, Telangana, India
Phone: +91 40 4488 5000/4488 5184 | Fax: +91-40-27840980 | kimshospitals.com
CIN: L55101TG1973PLC040558

Scanned with OKEN Scanner

KIMS

KRISHNA INSTITUTE OF MEDICAL SCIENCES		
CTC Annexure		
Name:	Ms. Saroja Susmitha Bhogadula	
Designation:	Executive Trainee	
Grade:	TR01	
Department :	Corporate Projects	
Unit:	Secunderabad	
Components	Monthly	Per Annum
Basic + DA	31,094	3,73,128
HRA	12,438	1,49,256
Conveyance & Medical Allowance	5,653	67,836
Child Education Allowance	200	2,400
Leave Travel Allowance	2,591	31,092
City Compensation Allowance	4,558	54,696
Total Gross	56,534	6,78,408
Providend Fund Employer's Contribution (12% of 15000 Basic)	1,800	21,600
Performance Linked Incentive	0	0
Total CTC	58,334	7,00,008
PF (Employees share of 12%)	1,800	21,600
Professional Tax	200	2,400
Net Pay	54,534	6,54,408

Note:
1. PF Contribution will be Optional slabbed at 15,000
2. If employees basic is 21000 below will be eligible for statutory bonus @ 8.33% on miminum wages
3. Gratuity applicable as per the Act

Prepared
Mamatha A

Approved
CH Koteswara Rao

KRISHNA INSTITUTE OF MEDICAL SCIENCES LTD. Secunderabad

Accepted
Saroja Susmitha

Registrar
The IIHMR University
1, Prabhu Dayal Marg
Near Sanganer Airport, Jaipur-302029

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IPA International Pediatric Association

Every Child · Every Age · Everywhere

IPA Officers and Executives

President
Naveen Thacker, India

President-Elect
Joseph Haddad, Lebanon

Executive Director
Aman Pulungan, Indonesia

Coordinator of Development
Adamos Hadjipanayis, Cyprus

Treasurer
Jonathan Klein, USA

IPA Executive Committee
(also members of Standing Committee)

Naveen Thacker, India
Joseph Haddad, Lebanon
Enver Hasanoglu, Türkiye
Aman Pulungan, Indonesia
Adamos Hadjipanayis, Cyprus
Jonathan D Klein, USA
Camilla Kingdon, UK
Amy Gray, Australia
Carlos G A Rivera, Mexico

IPA Standing Committee

Iqbal Ahmad Memon (APPA)
Ashraf Sultan, Pakistan (APPA)
Nitin Kapur, Australia (APPA)
Santosh T Soans, India (APPA)
Piprim B Yanuarso, Indonesia (APPA)
Sara Helen Goza, US (AAP)
Catherine Farrell, Canada (CPS)
Marcela María Fama Pereira (ALAPE)
Dipesalema Joel, Botswana (UNAPSA)
John Adabie Appiah, Ghana (UNAPSA)
Massimo Pettoello-Mantovani, Italy (EPA/UNEPSA)
Stefano del Torso, Italy (EAP/PS-UEMS)
Koray Boduroglu, Türkiye (UNPSTR)
Erkin Rahimov, Azerbaijan (UNPSTR)
Basim Al-Zoubi, Jordan (UAPS)
Hassan Afilal, Morocco (UAPS)
Barbara Rubio, Spain (ISSOP)
Maria del Carmen Calle Dávila, Peru (IAAH)
Rajeshwar Dayal, India (ISTP)
Sameh Shehata, Egypt (WOFAPS)

Administrative Office:
9804 Voss Road Marengo Il.
60152 USA Il
Admin Email id: adminoffice@ipa-world.org

No : 196/IPA/VII/2023

4 July 2023

Dear Dr Sayali Lawate,

We are pleased to offer you a contractual appointment of Project Manager, with International Pediatric Association (IPA). The position will allow you to work from Gandhidham, Gujarat, India. You will be working under the guidance of Dr. Naveen Thacker, President, IPA, and will be directly reporting to him.

Below mentioned is your job profile:

1. The Project manager will be responsible for communications and coordination related to the project. Most of the communication will be by email.
2. To manage relations and communications with stakeholders
3. To provide all the support to the organization with research and data analysis work
4. To facilitate various national/international events (meetings, webinars, & workshops)
5. To prepare and submit reports/minutes of meeting
6. To develop a detailed plan to monitor and track the progress of the project.
7. To report and escalate to upper management as and when needed
8. To create and maintain a comprehensive project documentation
9. To perform any other duties assigned by senior management as per the need of the projects

We are happy to offer you the monthly consolidated remuneration of Rs. 40,000/- which includes internet and mobile charges. Please send your acceptance to this offer letter indicating the joining date so that a formal appointment letter can be extended to you as well.

Sincerely,

NThacker

Amanpulungan

Dr. Naveen Thacker
IPA President

Dr. Aman Pulungan
IPAExecutive Director

Registrar
The IIHMR University
1, Prabhu Dayal Marg
Near Sanganer Airport, Jaipur-302029

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R SYSTEMS INTERNATIONAL LIMITED
Corporate Identity Number: L74899DL1993PLC053579
[CMMI Level 5, PCMM Level 5, ISO 9001:2008 & ISO 27001:2005 Company]
C-40, Sector-59, NOIDA, Distt. Gautam Budh Nagar, U.P. India-201, Phones : +91-120-4303500

Ref: RSIL-IT/LOI/05-23

09th May, 2023

Shailly Thukar
201, Tower-7, Civitech Florencia,
Ramprastha Greens, Vaishali,
Ghaziabad-201010

Dear Shailly,

This has reference to your application and subsequent interview you had with us for a suitable opening in our organization.

1. We are pleased to offer you an appointment as **"Management Trainee- Healthcare Domain".** This offer is valid for you to join us on date decided by management, which will be communicated to you separately.

2. Your CTC will be 6.5 LPA.

3. Your appointment in the organization shall be subject to your being found medically fit by a medical practitioner appointed by the company. You will be advised on whether to undergo the medical formalities before you join the organization.

4. You shall be confirmed in the organization's regular grade on successful completion of your training cum probation period & provided you have completed your degree successfully.

5. Confirmation of your service is subject to suitable performance and on issue of confirmation letter. Your probation cum training period is liable to be extended at the sole discretion of the Company for the period deemed necessary.

6. You will be governed by the Company rules, as amended from time to time. You will be entitled to provident fund, leave and other benefits in accordance with such rules.

Registrar
The IIHMR University
1, Prabhu Dayal Marg
Near Sanganer Airport, Jaipur-302029

Shailly

R SYSTEMS
Caring - Innovating - Transforming

7. As informed, your place of posting shall be at **NOIDA.** However, organization reserves the rights to transfer you to and / or utilize your services in any of the Company's offices, work sites or associated or affiliated companies located within the country or abroad.

8. Your joining will be subject to you executing an **"Employment Service Agreement"** with the Company for a period of 2.5 years from your Date of joining. As per this agreement you will be liable to refund Rs. 1, 00,000 /- (Rupees One Lac only) towards bond in case you leave the Company within 2.5 years of your Date of joining.

9. On the day of joining, you are requested to contact **Manager HR** for completion of your joining formalities and induction.

10. A detailed Appointment Letter and Employment Service Agreement setting out terms and conditions of your appointment shall be issued to you subsequent to your completing the joining formalities.

11. On the day of joining , please bring the following with you :-

    a) Copy of all Education Certificates / Mark Sheets
    b) Copy of Passport (with original)
    c) Six passport size and two stamp size photographs (Color).
    d) Latest copy of your resume.

12. Please sign below in token of your acceptance of the terms and conditions of this letter of intent and return the duplicate copy duly signed by you to us.

The above terms and conditions are acceptable to me.

Sincerely yours,
For R SYSTEMS INTERNATIONAL LTD.,

Prem Goswami
Vice President - HR

Registrar
The IIHMR University
1, Prabhu Dayal Marg
Near Sanganer Airport, Jaipur-302029

Shailly

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Dr. Shalini Kumari
IIHMR

Dear **Dr. Shalini**,

Congratulations on your selection with Aditya Birla Health Insurance Co. Ltd.!

With reference to your application and subsequent selection process, we are pleased to confirm your selection to join the **"Aditya Birla Health Insurance Co. Ltd."** as **Management Trainee.**

You are joining a team of young enthusiasts who strive to give their best each day. We look forward to see you grow and develop into an astute professional who along with commitment towards work, exhibit care, concern and compassion towards fellow employees. We hope that you find your work to be meaningful, challenging and equally rewarding.

We wish to see you grow both personally and professionally while you commit yourself to enhancing lives of the customers entrusted in your care.

A detailed letter of appointment will be issued to you on your joining. We would expect you to join us latest by **19th June 2023**. In the event of you not being able to join on or before the joining date as mentioned, please intimate the undersigned in writing, failing which this offer will be deemed void.

Kindly note that this offer is valid subject to submission of all required documentation, feedback from your Business School and satisfactory results of your pre-employment medical examination as well as satisfactory results.

Initially you will be on probation for a period of 12 months from the date of your joining us and your confirmation thereafter would be in writing and would depend on your satisfactory performance else you would continue in Probation. During the probation either party may terminate the service by giving 30 Days notice or payment in lieu of Notice.

Kindly send the acceptance of this offer letter and the **Annexure A** as an acknowledgement and have it sent to us within 2 days of receipt of this offer.

We wish you a great learning and enriching experience.
Happy Learning!

Best Wishes,

Ankesh Amin
Head – HR, Training & Admin

Registrar
The IIHMR University
1, Prabhu Dayal Marg
Near Sanganer Airport, Jaipur-302029

Trademark/Logo Aditya Birla Capital is owned by Aditya Birla Management Corporation Private Limited and is used by Aditya Birla Health Insurance Co. Limited under licensed user agreement(s).

Annexure "A"

Name	: Dr. Shalini Kumari	**Unit**	: Aditya Birla Wellness Co. Pvt. Ltd
Date of Joining	: 19/06/2023	**Function**	: Ops - Claims
Job Band	: MT	**Location of Posting**	: Thane
Designation	: Management Trainee	**Performance Review Year**	: April to March
Fucntional Designation	: Management Trainee	**Compensation Review Year**	: July to June

	Per MONTH	Per ANNUM	Remarks
Salary		**2,45,000**	
Basic Salary	20,417	2,45,000	This is paid on a monthly basis. Retirement benefits are linked to it.
Allowances/ Reimbursements		**2,91,316**	
Leave Travel Allowance		10,000	This covers reimbursement for travel on leave within India. It is governed by the IT Act where one can take tax exemptions twice in a block of four years.
Education Allowance	100	1,200	This is paid on a monthly basis.
Special Allowance	21,943	2,63,316	This is paid on a monthly basis. This does not have any link to retirement benefits.
Statutory Bonus		16,800	
Guaranteed Cash		**5,36,316**	
Retirement Benefits		**41,185**	
Employers Contribution to Provident Fund (12% of Basic)	2,450	29,400	The employer contributes to the extent of 12% of basic salary.
Gratuity (15 days Basic)		11,785	This is governed by the Payment of Gratuity Act.
Fixed Compensation w/o housing		**5,77,500**	
Housing		**1,22,500**	
HRA	10,208	1,22,500	This is calculated @ 50% of Basic Salary. This amount is paid as a part of the monthly salary
Fixed Compensation		**7,00,000**	
Variable Pay		1,05,000	This is a performance linked pay plan as applicable to your role. This amount is the target pay on achievement of 100% of the target set for individual, function and organization. The amount indicated here is for a performance period of 12 months, Apr-March. The actual payout will vary due to performance levels and period worked in the performance period.
Cost to Company		**8,05,000**	
Benefits/ Perks not Valued			
Mobile Phone		Yes	Rental and official calls (For VIL subscriptions only).
Hospitalization Insurance		Yes	As per company's GMC policy - Sum Insured is Rs 5 Lacs p.a. for self and dependents. This is a Co-Pay policy
Accident Insurance		Yes	As per company's GPA policy - Sum Insured is Rs 50 Lacs. This is borne by the company.
Term Insurance		Yes	As per company's GTL (Nischint) policy - Sum Insured is Rs 10 Lacs. Coverage as per company's policy.

Notes:
- Taxes as applicable, to be borne by the incumbent, as per prevailing tax laws.

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National Health Systems Resource Centre

Technical Support Institution with National Health Mission
Ministry of Health & Family Welfare, Government of India

FILE.REF- NHSRC / ADMIN-HR/ 0202 (VOLUME-1)
Date: 2 May 2023

To

Dr. Shikha Sharma
W/O Mr. Ojaswa Sharma
903, Faculty Building
Indraprastha Institute of information Technology
IIIT Delhi, Okhla Phase3, Okhla Industrial Estate
South Delhi, Delhi-110020

Dear Ms. Shikha Sharma,

We are pleased to inform that you have been offered Fellowship in NHSRC from 2 May 2023. You will report to Advisor Quality and Patient Safety Division, NHSRC. Your station of work after initial induction will be decided by Advisor Quality and Patient Safety Division, NHSRC

During the fellowship you would be paid a Rs. 45,000/- per month and TA/DA with travel as per entitlements.

Brig Sanjay Barweja
Principal Administrative Officer

Copy to

1) FM, NHSRC
2) HRM, NHSRC

I Accept._____ Date: 2nd May 2023

Registrar
The IIHMR University
1, Prabhu Dayal Marg
Near Sanganer Airport, Jaipur-302029

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Orbees

Orbees Business Solutions Pvt. Ltd.

Q1, B1, B2, B3, 6th Floor, Cyber Towers, Hitec City, Madhapur, Hyderabad – 500 081. CIN: U72200TG2006PTC049670
Tel: +91 - 040 - 2311 4722, Fax: +91 - 040 - 2311 4723. info@orbees.com | www.orbees.com | www.orbeesmedical.com

24th November 2022
Hyderabad

To,

Ms. Shipra Sharma
C3/8 Samundra Township, Mundra,
Kutch, Gujarat 370 421.

Dear Ms. Sharma

This has reference to the discussion you had with us during the campus interviews conducted by Orbees on 16th November 2022.

we are pleased to offer you paid internship followed by full-time employment in our organization. You will be designated as **Senior Analyst** after the internship period and your gross annual compensation will be Rs. 8,00,000/- per annum (rupees eight lakh only). 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 tentative joining for the internship will be in the month of February 2023. 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.**

Rakesh Valluru
Manager – Operations

Shipra Sharma
30/11/22

Registrar
The IIHMR University
1, Prabhat Dayal Marg
Near Sanganer Airport, Jaipur-302029

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DATTA MEGHE
INSTITUTE OF HIGHER
EDUCATION & RESEARCH
(DEEMED TO BE UNIVERSITY)
LEARN. LEAD.

Ref. No. : DMIHER(DU)/HRD/2023-24/15

Date: 10th May 2023

Dear Ms.Shivangi Shrivastava,

Sub: Offer Letter

As per the recommendation of the Selection Committee, I, on behalf of **Jawaharlal Nehru Medical College (JNMC), Sawangi Wardha**, am pleased to offer you the post of **Asst. Administrative Officer in OPD Department, at Jawaharlal Nehru Medical College (JNMC), Sawangi (M), Wardha**. You will be posted at **Acharya Vinoba Bhave Rural Hospital,** a teaching Hospital of JNMC, which is a constituent college of DMIHER(DU).

The Nature of the appointment would be on the following terms & conditions:

11. Appointment shall be on full time basis.

12. Your CTC shall be Rs.7,00,000/-(Rupees Seven Lakhs only per annum) including fixed component of Rs.5,00,000/- p.a (Rupees Five Lakhs per annum) payable on monthly basis & variable component of Rs.2,00,000/-p.a (Rupees Two Lakhs per annum) post review with reporting head payable on quarterly basis as per the terms and conditions set out herein. The statutory deductions (PF, TDS, Prof. Tax, and Security Deposit etc.) shall be done as per the rules.

13. You will be on Training (under mentorship) for a period of One **(01)** year. On successful completion of your Training Period and further recommendation of reporting head, you will be posted at equivalent rank of Manager (designation as per institutional hierarchy) and the same shall be communicated in writing to you.

14. Your initial period of appointment under mentorship as mentioned above will be treated on training & on successful completion of mentorship, you will be put on probation for a period of 02 years.

15. In case your performance is found to be non-satisfactory; your probation period may be extended further for a period of six months or one-year, as the case may be. In such case an official order will be issued to that effect. The authority competent to consider and evaluate your services shall issue a communication to the appointing authority, thereby certifying your performance to be satisfactory, warranting it to be continued

16. In case you do not receive any written communication regarding confirmation of your services on completion of 02 years of probation period, your status shall remain as of Probationer. During the period of probation, either side will be entitled to terminate the employment relationship without assigning any reason, by giving three months' notice in writing or by payment of three month's salary in lieu of such notice to other side. After confirmation of your services, your employment is liable to be terminated by giving **three months' notice** on either side and the Institution could also terminate your service by making payment in lieu of notice.

17. During the notice period given by you, you are required to compulsorily serve the Organization unless the same is specifically relaxed or waived by the Institution. In case you leave our employment without giving notice, we shall have the right to deduct an amount

Registrar
The IIHMR University
1, Prabhu Dayal Marg
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equivalent to the notice period of three months gross salary from any amount that may be payable to you or call upon to make the payment in lieu of shortfall in notice period, besides taking legal action for breach of contract.

18. During the period of Probation, you will be entitled for Weekly Off, Public holidays. You will also be entitled for **08 days** of casual leave (on pro-rata basis) in a calendar year.

19. Your services shall be governed by the Service Rules, Regulations & Policies **of Datta Meghe Institute of Higher Education & Research (Declared as Deemed to be University)**, Sawangi (M), Wardha.

20. This is merely a letter of offer. The appointment letter containing exhaustive terms and conditions of employment will be issued on your joining the organization.

Please sign and send the enclosed copy of Offer Letter within 3 days.

For Datta Meghe Institute of Higher Education & Research (DU),

Authorized Signatory

LIST OF DOCUMENTS FOR JOINING

- CV
- School Leaving Certificate/SSC Board Certificate/Notified agencies for registration of Birth & Death
- Recent Passport size photo – 02 copies
- Photo ID proof issued by Govt. Authorities: Passport / PAN Card / Voter ID, Copy of Passport /Voter Card /Aadhar Card
- Domicile Certificate / Electricity Bill / Telephone Bill Attached as a proof of residence
- Copies of Diploma/ Degree/ PG Degree certificates
- Copy of experience certificate for all previous appointments
- PAN Card
- Certificate of fitness from a registered medical practitioner (Medical Test Report)

Kindly bring original documents at the time of joining for verification.

Registrar
The IIHMR University
1, Prabhu Dayal Marg
Near Sanganer Airport, Jaipur-302029

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Placements

From: Docthub HR <HR@docthub.com>
Sent: 27 June 2023 16:39
To: Shivani Gupta
Cc: Vinod Tejwani; Anita Thapa; Placements; Ankit Ramani; Sandip Patel; butterscotch9479@gmail.com
Subject: Offer of Employment | Assistant Manager - Marketing | Docthub Health Tech Private Limited

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 Shivani,

Greetings from Docthub!

Sub.: Offer of Employment

1. Designation: Assistant Manager - Marketing
2. Department: Marketing
3. Type of Association: Full Time
4. Work Location: Ahmedabad
5. Association Details:
   Joining date will be on or before 24th July, 2023.

   Your employment will be subject to a review for skills, performance, key result areas on time to time as per company policy. Pay revision will be on annual basis, from the date of your joining

   Probation period will be 3 months from the day of joining
6. Work Schedule: Monday – Friday; 09:30 AM – 06:30 PM
7. Salary Details: Annual CTC will be INR 4,00,000/-
8. Other terms & conditions:
   a. During probation period, organization will review your work related to job responsibility, observations regarding your technical expertise, ability to train juniors, skills, and communication with team members, cooperation / flexibility in your duty
   b. During your association to the company, you are bound to follow company's policies and SOPs, failing which would lead to disciplinary and legal proceeding

Revert us with the acceptance of this offer and scanned copies of below required documents to process your candidature.

Education Certificate (Bachelors/Masters/PG Diploma)

PAN Card

Aadhar Card

2 recent passport size photographs

Registrar
The IIHMR University
1, Prabhu Dayal Marg
Near Sanganer Airport, Jaipur-302029

Bank details (Into which you want to get your salary credited)

Kindly give a confirmation and feel free to approach for any clarification on the same.

Thanks & Regards
Human Resource Department
Docthub.com

Registrar
The IIHMR University
1, Prabhu Dayal Marg
Near Sanganer Airport, Jaipur-302029

1400

Global Health Limited

LETTER OF INTENT

Ms. Shraddha Rai
IIHMR, Jaipur

Date: 7-Dec-22

Dear
Congratulations! We are pleased to offer you a position at Medanta, The Medicity on the following terms:

1.	Designation	**Management Trainee**
2.	Compensation	- Rs. 20,000/- (Rupees Twenty Thousand only) per month as stipend during dissertation period - Rs. 6,00,000/- (Rupees Six Lakhs per annum) upon degree being awarded (post completion of course, dissertation & feedback from Medanta mentor)
4.	Date of joining	1-Mar-23 or earlier, if possible.
5.	Current posting	Gurgaon

Please note this offer is subject to you being found medically fit. You will be governed by the general terms and conditions of the organization as published in the appointment letter which will be given to you post joining.

LIST OF DOCUMENTS REQUIRED FOR JOINING

1	Certificates & mark sheets of class 10th, 12th, Graduation, PG or any other professional course	2 Copies of each
2	Registration certificate from respective Clinical/Nursing/Pharmacy Council (as applicable)	
3	Internship completion certificate	
	Mandatory for Doctors: All documents mentioned in 1&2 above has to be notarized or attested by a Gazetted Officer	
4	**PAN CARD** or Acknowledgement receipt if **"PAN applied for"** (30% tax will be deducted in absence of PAN Card, Irrespective of CTC)	
5	Address Proof (Passport / Voter card / Driving license)	
6	Appointment Letter and salary slip from the last employer	
7	Relieving Letter/Resignation acceptance from the last employer	
8	Experience Certificate from all previous employers	
9	Other Documents • 5 Passport Size photographs • 1 Family Photograph for ESI Card (if applicable) • Copy of Vehicle Registration Certificate (RC) incase parking facility is required	

Please return the duplicate copy of this letter duly signed as acknowledgement in case offer is acceptable to you.
We look forward to your being part of Medanta, The Medicity.

Yours faithfully,
For GLOBAL HEALTH LTD

MANOJ GUPTA
SENIOR VICE PRESIDENT & HEAD – HUMAN RESOURCES

Registrar
The IIHMR University
1, Prabhu Dayal Marg
Near Sanganer Airport, Jaipur-302029

I Accept.....

1402 ~~1554~~

Placements

From: Rawatkar, Ateet <arawatkar@deloitte.com>
Sent: 15 September 2022 20:08
To: Priyanka Peter; N Satheeshkanna; Placements
Cc: Pillay, Kanchan; Menon, Hari; Singhi, Nidhi; USI Consulting Campus TA
Subject: Confirmation of Verbal Offers || IIHMR Jaipur
Attachments: Deloitte USI Consulting_IIHMR Jaipur_VOE.xlsx

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Deloitte.

MAKING AN IMPACT THAT MATTERS since 1845

Deloitte Consulting | September 2022

Shortlisted candidates

Confirmation

Dear Team,

Thank you for participating in the 2022 Campus Recruitment by Deloitte Consulting.

Registrar
The IIHMR University
1, Prabhu Dayal Marg
Near Sanganer Airport, Jaipur-302029

On behalf of our organisation, we would like to thank you for all your support and collaboration.

As a follow-up to the **13** offers communicated verbally, we have attached the complete list of students selected from your institution. Please fill in the required information in the given format by downloading the document and send it back to us by 16th September 2022.

We will be reaching out to each of these selected candidates for key information/documents to release the offer.

We look forward to receiving further details from your end. Please feel free to write to us if you have any questions.

Please reach out to us if you have any queries.

Best regards,

Campus Team

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S.No	Full Name	Offer Acceptance	Title/Designation
Example	*John Peter*	*Accept/Reject*	*Analyst*
1	Nikita Singh		Analyst
2	Sahana Mohan		Analyst
3	Isha Phadke		Analyst
4	Rupali Maheshwari		Analyst
5	Pradipta Bhattacharya		Analyst
6	Divya Swamy		Analyst
7	Shreya Damle		Analyst
8	Kopal Bansal		Analyst
9	Faizan Kadiwala		Analyst
10	Manisha Sharma		Analyst
11	Yash Nagpal		Analyst
12	Yash Kalyani		Analyst
13	Glory Samal		Analyst

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1, Prabhu Dayal Marg
Near Sanganer Airport, Jaipur-302029

Placements

From:	*Rawatkar, Ateet <arawatkar@deloitte.com>*
Sent:	*09 September 2022 20:29*
To:	*Priyanka Peter*
Cc:	*Pillay, Kanchan; Menon, Hari; Singh, Shraddha; Ghosh, Arnab; N Satheeshkanna; Placements*
Subject:	*Deloitte USI Consulting || Calling for Applications || IIHMR Jaipur*
Attachments:	*Online Registration Guidelines.pdf; Batch Profile_Format.xlsx; Deloitte USI Consulting_Healthcare JD.pdf; Candidate details.xlsx*

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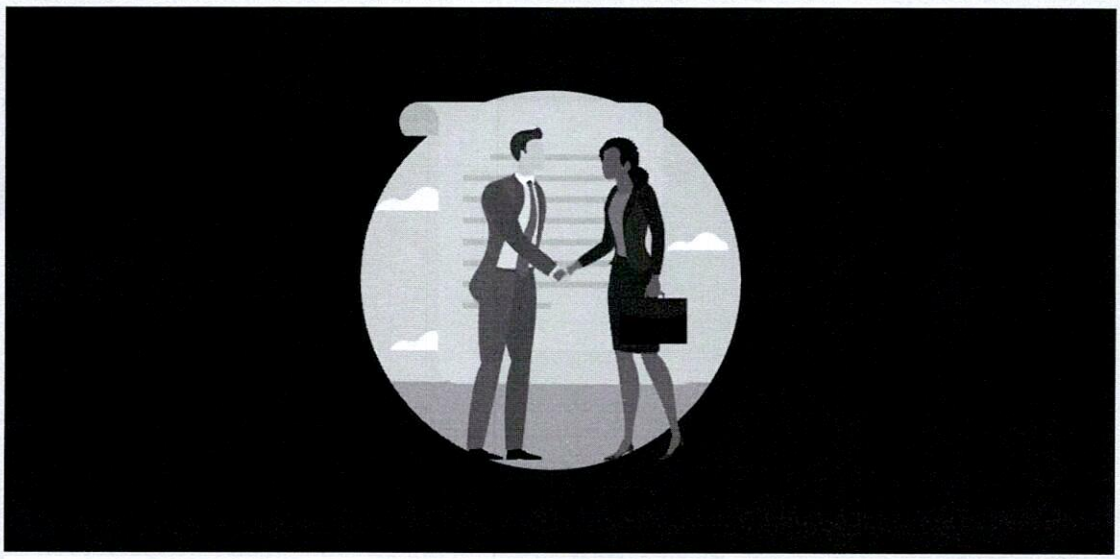
Deloitte Consulting | September 9, 2022



Eligibility criteria and profile details

Dear Team,

Thank you for your time.

As per our discussion, following are the eligibility criteria for the available positions:

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Near Sanganer Airport, Jaipur-302029

Profile: Digital Care / Operations Transformation - Analyst – Deloitte Consulting

Eligibility Criteria:

- Masters or Post Graduate Diploma – Specializations – Hospital and Healthcare Management/Healthcare Management, Rural Health/Pharma, HealthCare Informatics, HealthCare strategies & HealthCare IT Management, Health Policy and Administration, Hospital Administration, Health Information administration, Pharmaceuticals & Insurance
- 2023 Graduates only
- No active backlogs

Link to our Job Description & more on profile:	Please refer attached JD- ***Deloitte USI Consulting_Healthcare JD.pdf"***
Registration Link:	Click Here

The compensation set for the requisite role is **CTC ₹ 7,60,000**

Please share this email with all the students, as it is **mandatory** for them to register through this link to appear for the process. The attached PDF document will guide them through the online registration procedure.

Important dates for the process:

- Registration end date: **10- Sept-2022, 6:00 PM**
- Last date to share the candidate/applicant details on attached candidate details excel and the resumes: **10-Sept-2022, 6:00 PM**
- Online test process - **12-Sept-2022**
- Hiring event- **14-Sep-2022 9:00 AM onwards**

Please ensure all the below points are taken into consideration before the process:

1. **It is mandatory for all eligibility applicants to register on the registration link**
2. Request you to send the details of the candidates who have registered on the link in the attached excel by **10-Sept-2022, 6:00 PM.**
3. Students should have laptop/desktop with functional web-cam capability and stable and secure internet connectivity.

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Please feel free to contact us if you have any questions.

Kind regards,
Campus Team

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Placements

From: *Rawatkar, Ateet <arawatkar@deloitte.com>*
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Cc: *Pillay, Kanchan; Menon, Hari; Singh, Shraddha; Ghosh, Arnab; N Satheeshkanna; Placements*
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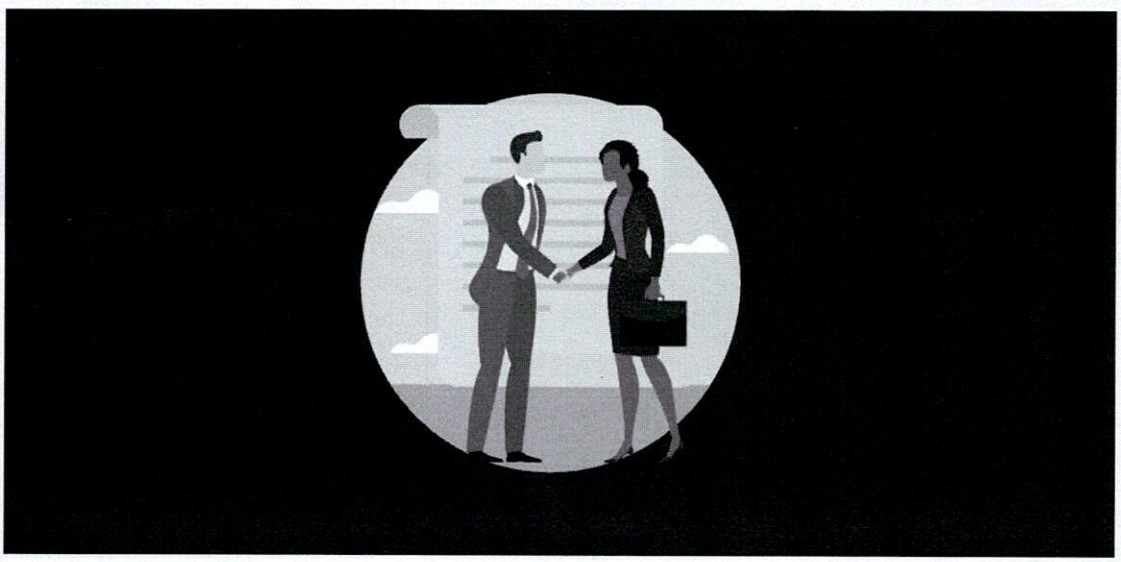

Eligibility criteria and profile details

Dear Team,

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As per our discussion, following are the eligibility criteria for the available positions:

Registrar
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Profile: Digital Care / Operations Transformation - Analyst – Deloitte Consulting

Eligibility Criteria:

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Please feel free to contact us if you have any questions.

Kind regards,
Campus Team

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1403

SHALBY
MULTI-SPECIALTY
HOSPITALS

Reference Number : SHALBY/CORP/OL/23-24/04/1456

Date: 10-Apr-2023

Name: Shreyash Mhatre,

House No 74,
Uran, Navi Mumbai,
Maharashtra
India

Subject: Offer Letter

Dear Mr. Shreyash,

With reference to the interview you had with us, we are pleased to offer you the position of **Management Trainee** in our organization. This offer is subject to positive feedback on your Medical Checkup, Reference Check and your acceptance of Terms and Conditions which have been mutually discussed and agreed upon.

You shall be paid fixed CTC of Rs. 4,00,000/- (Rupees Four Lakhs only) per annum as per Annexure A. You will be deployed at Shalby's Corporate Office based at Ahmedabad for the initial 6 months and then deployed to various units as per the requirement.

As per the discussion, you will be joining us on or before **17-July-2023**. Detailed appointment letter will be issued to you after your joining the organization.

You are requested to submit copies of the below mentioned documents at the time of your joining.

[A] PAN Card & Aadhar Card

[b] Relieving letter, Salary Certificate, Experience Letter from the previous employer.

[c] All Educational Certificates

[d] Three Passport size Photographs

Kindly sign the duplicate copy of this letter and send the same back to us as a token of your acceptance. Also send us copy of resignation submitted by you to your present employer within 3 days, if applicable.

We welcome you to be part of our **Shalby** family and wish you a long and successful career with us.

Thanking you,

For, Shalby limited.

Babu Thomas
Chief Human Resource Officer

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Near Sanganer Airport, Jaipur-302029

SHALBY
MULTI-SPECIALTY
HOSPITALS

Annexure-A - STRICTLY PERSONAL & CONFIDENTIAL

Salary Breakup of Mr. Shreyash Mhatre,

Sr. No	Particulars	Amount (Rs.) per month	Amount (Rs.) per Annum
	Basic	15,375	1,84,500
	HRA	6,150	73,800
	Special Allowance	6,149	73,788
	Bonus	3,075	36,900
(A)	**Gross Salary**	**30,749**	**3,68,988**
	P.F. (Employer's Contribution)	1,845	22,140
	Gratuity	740	8,880
(B)	**Cost To Company**	**33,334**	**4,00,008**
	Deductions		
	P.F. (Employee's Contribution)	1,845	22,140
	Professional Tax	200	2,400
(C)	**Total Deduction**	**2,045**	**24,540**
(A – C)	**Net Salary**	**28,704**	**3,44,448**

1. The above compensation structure is subject to change without affecting the CTC.
2. The above mentioned net salary will be subjected to deduction of Income Tax, if applicable.
3. Gratuity shall be payable on continuous service of 5 years.
4. In addition to above CTC, you shall be eligible for Long Term Incentive (LTI) of Rs. 1,00,000/- (Rs. One Lakh Only) on successful completion of every Two Years with Shalby Limited effective from your date of joining.

For, Shalby limited.

Babu Thomas
Chief Human Resource Officer

Registrar
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1, Prabhu Dayal Marg
Near Sanganer Airport, Jaipur-302029

1404

December 29, 2022

CONFIDENTIAL

shristy priya
rakesh kumar radha laxmi nivas near jogeshwar hospital barauni,kalambagh shokhara 2, Begusarai, Begusarai, Bihar - 851112

Subject: Letter of Intent

Dear shristy

This letter is to notify you that you have cleared the interview process for the position Knowledge Management in our organization. Your annual compensation will be INR 13,10,600, which includes performance bonus, joining bonus and relocation (subject to eligibility) and other terms of appointment will be more clearly described in your offer letter to be released.

Your offer letter would be subject to fulfillment of following terms & conditions:

- Your meeting with the ZS Associates, India requirements for the said positions; and
- Verification of your credentials, testimonials and other particulars mentioned/ submitted by you with your application. The Offer release will be contingent upon successful verification of your documents that will be submitted by you

Kindly acknowledge the receipt of this letter by returning a duly counter-signed copy within 2 days of the receipt failing which it would be deemed that you are not interested in pursuing this opportunity further.

This communication is only an intimation of completion of initial selection process and is not an offer of employment or any promise of offer of employment by ZS Associates India Private Limited.

For **ZS Associates India Private Limited**

Ashish Bhambri
Director of Recruiting

I shristy priya have read and understood the contents of the letter above and the same are acceptable to me.

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Near Sanganer Airport, Jaipur-302029

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Shristy Priya

Signature of the candidate

Address: Radha laxmi nivas, near yogeshwar hospital, Shokhara 2, Barauni Bihar

Date: 29/12/22

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1, Prabhu Dayal Marg
Near Sanganer Airport, Jaipur-302029

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N Satheeshkanna

From: Kanika Batra <kanika.batra@fortishealthcare.com>
Sent: 12 June 2023 09:14
To: N Satheeshkanna
Cc: Rahul Prashad; Vinod Tejwani
Subject: RE: Invitation for Campus Engagement- IIHMR University, Jaipur

Follow Up Flag: Follow up
Flag Status: Flagged

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Dear Mr Satheesh,

Greetings!

After successful completion of the multiple interview rounds, the final list of selected students are below for your information,

1. Dr Abisharika Bhalwal
2. Dr Namrata Kotwal
3. Dr Shruti Singh

As mentioned, the CTC for the selected students will be 3.6 lpa until their probationary period.

Regards
Kanika
9350065277

Fortis MEMORIAL RESEARCH INSTITUTE GURUGRAM
Sector - 44, Opposite HUDA City Centre, Gurugram, Haryana 122002 | 0124 - 4962200, 7162200 | Ambulance: 105010

From: N Satheeshkanna <satheeshkanna@iihmr.edu.in>
Sent: Tuesday, June 6, 2023 1:31 PM
To: Kanika Batra <kanika.batra@fortishealthcare.com>
Cc: Rahul Prashad <rahul.prashad@fortishealthcare.com>; Vinod Tejwani <vinodtejwani@iihmr.edu.in>
Subject: RE: Invitation for Campus Engagement- IIHMR University, Jaipur

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Dear Ma'am,

Greetings!!!

Referring to the interviews of the students, we would request you to kindly share us the selected students details for our further correspondence with the students.

Thanks for your kind support.

Thanks & Regards,

Registrar
The IIHMR University
1, Prabhu Dayal Marg
Near Sanganer Airport, Jaipur-302029

N. Satheeshkanna,
Asst. Manager - Placements

A: IIHMR University | 1, Prabhu Dayal Marg,
Near Sanganer Airport, Jaipur – 302029
E: satheeshkanna@iihmr.edu.in| **W:** www.iihmr.edu.in
M: +91 978-245-3035 | **P:** +91 141 3924700 (455)

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1406

antara*foundation*

EMPLOYMENT AGREEMENT

THIS EMPLOYMENT AGREEMENT ("Agreement") is made and entered into as of **7th June 2023**, by and between **The Antara Foundation ("Antara Foundation")**, a company incorporated under section 25 of the Companies Act, 1956 having its Registered Office at, **505 A&B, 5th Floor, ABW Rectangle One, Saket District Centre, New Delhi 110017**, AND **Shubham Mishra** resident of **584/387/04 Kila Mohammadi Nagar Ashiyana Sector M - Lucknow, Uttar Pradesh -226002** (the "Employee").

RECITALS

A. WHEREAS Antara Foundation has conceived various programs ("Program") in Rajasthan and Madhya Pradesh, to transform key Maternal and Child Health and Nutrition (MNCH-N) indicators.

B. AND WHEREAS Antara Foundation is employing suitable individuals to roll out and implement the Programs.

C. AND WHEREAS the Employee approached Antara Foundation for employment and on the basis of the information and the details provided in the Employee's Resume and interaction with the Employee, Antara Foundation wishes to employ the Employee for the roll out and implementation of the various Programs.

D. AND WHEREAS as a condition to such employment, the Employee and Antara Foundation wish to enter into this Agreement setting forth the terms and conditions of the Employee's employment with Antara Foundation.

NOW, THEREFORE, in consideration of the foregoing and the promises and mutual covenants herein, the parties agree as follows:

1. Employment.

Antara Foundation shall employ the Employee for the duration of the Program and the Employee hereby accepts employment with Antara Foundation on the terms and conditions set forth in this Agreement.

2. Term.

The Employee's employment with Antara Foundation shall commence on **20th June 2023,** subject to the terms and conditions set forth in this Agreement. Unless terminated by either party earlier, the Employee's employment with Antara Foundation will end automatically once the Program is completed/over. Either the Employee or Antara Foundation may terminate the

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Near Sanganer Airport, Jaipur-302029

Corporate Office:
505 A&B, 5th Floor, ABW Rectangle One
Saket District Centre, New Delhi 110017
CIN: U85100DL2013NPL248051
www.antarafoundation.org

employment relationship at any time for any reason, with or without Cause, as defined in this Agreement. Once the Program is completed/over, the Employee will have no right to continue his/her employment with Antara Foundation.

3. Probation.

The Employee shall be on probation for a period of 3 months from the above-mentioned date of commencement of employment. At the completion of the said probation period, Antara Foundation will either confirm the Employee to regular employment (for the duration of the Program) or extend the period of probation or terminate the employment if the Employee's work and/or professional conduct is not found satisfactory. During the said probation period, the appointment in terms hereof may be terminated by Antara Foundation at any time without assigning any reason whatsoever and without any notice or salary in lieu thereof.

4. Duties & Responsibilities.

4.1 The Employee shall be employed by Antara Foundation to serve as **Program Officer – Training & Implementation.** The Employee's main place of work shall be at the New Delhi office of Antara Foundation, however, the employee will be deputed to Madhya Pradesh at places where the Akshita Program will be rolled out and implemented. The Employee shall initially report to **Shelly Dutta, Program Lead – Training & Development,** The Antara Foundation. In this capacity, the Employee shall diligently perform his/her duties in a way that is consistent with the purposes, responsibilities and authority of Antara Foundation and will not take any actions that exceed the authority of such office, including signing contracts on behalf of Antara Foundation or making commitments on behalf of Antara Foundation other than those required for the normal functioning of the office. The services of the Employee are liable to be transferred to any other place of work / location of Antara Foundation in India.

4.2 The Employee shall be a regular, full-time employee of Antara Foundation for the duration of the Program and shall devote his/her energies and best efforts to the performance of his/her duties under this Agreement, to the exclusion of all other activities. The Employee shall not undertake, either directly or indirectly, any other full/part time job, business, service, calling or work outside Antara Foundation without the written consent of Antara Foundation.

4.3 The Employee shall comply with all rules, policies and procedures of Antara Foundation as adopted and modified from time to time, at Antara Foundation's sole discretion. The Employee has read the prevailing rules, policies and procedures of Antara Foundation. The Employee shall perform all of the Employee's responsibilities in a way that is in complete compliance with all applicable laws. The Employee's title, reporting relationship, assignment and duties are subject to change at the discretion of Antara Foundation.

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4.4 Normal office hours will be from 09.00 am to 6.00 pm from Monday to Friday. However, the Employee's working hours may vary from the above, in order to meet the specific operational requirements of the work assigned to the Employee. There will be an expectation that the Employee will work reasonable hours to meet the needs of the job, including domestic and international travel and occasional work on weekends and holidays.

4.5 The Employee shall be accountable for all the office property including files/records or any other document/paper, office equipment, or any other property of Antara Foundation, which may be in the Employee's possession during the course of his/her employment with Antara Foundation.

5. Compensation.

5.1 The Employee's total cost to Antara Foundation shall be **Rs. 9,00,000 (Rupees Nine Lakh only)** per annum. The total cost to Antara Foundation includes Employee's basic salary and benefits as well as appropriate allowances under Indian tax law. A detailed summary of salary, benefits and allowances is provided in Annexure A to this Agreement which shall be read as a part and parcel of this Agreement. The Employee shall not be entitled to payment for overtime. The Employee will be paid on Antara Foundation's normal paydays and income tax at source at applicable rates shall be deducted by Antara Foundation. At the time of this Agreement, such payments are made at the end of each month for that month.

6. Benefits.

6.1 During the Employee's employment under this Agreement, the Employee shall be entitled to paid vacation and holidays and any other fringe benefit in accordance with and subject to terms and conditions of Antara Foundation's policies, as adopted and amended from time to time. Notwithstanding anything in Antara Foundation's policies to the contrary, Employee shall accrue, in accordance with Antara Foundation's policy, vacation at the rate of Twenty Two (22) working days per year.

6.2 Antara Foundation will reimburse the Employee's reasonable business travel and entertainment expenses incurred during the Employee's employment in accordance with Antara Foundation standards related to expense reimbursement.

7. Termination.

In the event of termination of the Employee's employment, the Employee's right to payment upon termination shall be governed by this Section 7.

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7.1 In the event of termination of the Employee's employment, by Antara Foundation during the term of employment, the following amounts shall be payable under the circumstances described:

7.1.1 If Antara Foundation terminates the Employee's employment without Cause, Antara Foundation will provide one (1) month's notice in writing of such termination or payment in lieu of notice. The payment in lieu of notice will be one month's salary, including basic salary and normal allowances, in effect at the time of termination.

7.1.2 If the Employee terminates his/her employment at any time and for any reason the Employee will provide one (1) month's notice in writing of such termination or forfeit payment of salary, including basic salary and normal allowances for the month.

7.1.3 If Antara Foundation terminates the Employee's employment with Cause, as defined in this Agreement, Antara Foundation is not obligated to provide advance notice of termination or payment in lieu of notice.

7.2 "Cause", as used herein, means any willful, material breach of this Agreement by the Employee, willful refusal or failure of the Employee to satisfactorily perform his/her responsibilities after reasonable notice to the Employee of, and reasonable opportunity to cure, such failure; willful refusal or failure of the Employee to comply with policies and procedures of Antara Foundation; unethical practices; dishonesty; disloyalty; or conduct which would constitute a criminal offense.

8. Confidentiality Agreement.

As a condition of employment with Antara Foundation, the Employee shall execute and deliver to Antara Foundation a standard form Antara Foundation Confidentiality Agreement.

9. Rights of Third Parties.

The Employee warrants that the Employee's entering into this Agreement and complying with all of its provisions to their fullest extent will not violate any right of any third party, including contractual rights. The Employee shall not bring with the Employee to the premises of Antara Foundation or disclose or use in any way in connection with the Employee's employment with Antara Foundation any property, including without limitations, intellectual property, of any third party, unless such party has authorized such specific use or disclaimer in writing.

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Near Sanganer Airport, Jaipur-302029

antara*foundation*

10. Assignment.

The Employee's obligations under this Agreement are personal in nature and may not be assigned or transferred by the Employee. Antara Foundation's obligations under this Agreement are binding upon any successor entity to Antara Foundation.

11. Arbitration.

11.1 Except for the right to commence judicial action to obtain injunctive relief, any controversy, claim or dispute of whatever nature arising out of or relating to the Employee's employment with Antara Foundation or this Agreement, whether such controversy, claim or dispute is based upon statute, contract, tort, common law or otherwise, and whether such controversy, claim or dispute existed prior to or arises after the date of this Agreement (any such controversy, claim or dispute being a "Dispute"), shall be resolved in accordance with the procedures set forth in this Section 11. Except as noted in the previous sentence, the remedies set forth in this Section 11 shall be the sole and exclusive procedures for the resolution of any Disputes. To the fullest extent permitted by law, matters within the definition of "Disputes" shall include all matters pertaining to employment and this Agreement, including, without limitation matters pertaining to termination, compensation, discrimination and harassment.

11.2 Disputes shall be determined by arbitration in New Delhi in accordance with the Rules of Arbitration of the Indian Council of Arbitration. The arbitration will be conducted by a sole neutral arbitrator who has had both training and experience as an arbitrator of general employment matters. The arbitrator may decide any issue as to whether, or as to the extent to which, any Dispute is subject to the arbitration and other dispute resolution provisions in this Agreement. The arbitrator may award any relief permitted by law. The arbitrator must base his or her award on the provisions of this Agreement and applicable law and must render his or her award in writing which must include an explanation of the reasons for such award. The decision of the arbitrator shall be final and binding. In the event of a conflict under this Section 11 and the ICA rules, this Agreement shall govern. Nothing in this Section 11 prevents a party from seeking temporary emergency relief in court with respect to a Dispute, including without limitation a temporary restraining order or a preliminary injunction.

11.3 This Section 11 shall be interpreted in a way to be consistent with law. If any provision in this Section 11 is deemed inconsistent with law, it shall be modified to the extent required to render in enforceable and shall be so enforced.

11.4 The courts located at Delhi shall have exclusive jurisdiction to decide any matter arising out of or in relation to this Agreement.

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12. **Miscellaneous.**

12.1 Notice under this Agreement shall be provided in writing. Delivery shall be made by personal delivery or by registered mail with return receipt or courier to the following address, unless a party notifies the other of a different address for notice:

584/387/04 Kila Mohammadi Nagar Ashiyana Sector M - Lucknow,
Uttar Pradesh -226002

12.2 This Agreement shall be construed in a way to be consistent with law. If any portion of this Agreement is held to be invalid or unenforceable, the remaining covenants and restrictions or portions thereof shall remain in full force and effect.

12.3 This Agreement shall be governed by the laws of India.

12.4 Except as expressly provided in this Agreement, this Agreement contains the entire agreement of the parties as to the subject matter of this Agreement and supersedes all prior and contemporaneous agreements and understandings, including email correspondence between the Employee and Antara Foundation. This Agreement may be altered or modified only in writing signed by the Employee and the Founder Director or Chief Operating Officer of The Antara Foundation.

12.5 Section 7 and 8 through 12 survive any termination of this Agreement or the Employee's employment relationship with Antara Foundation.

IN WITNESS WHEREOF, the parties have executed this Agreement effective as of the date first mentioned above.

THE ANTARA FOUNDATION

By _____
Reenu Uppal - Authorised Signatory

EMPLOYEE:

_____

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Near Sanganer Airport, Jaipur-302029

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The Antara Foundation
Cost to the Company Annexure

Employee Name:	Shubham Mishra
Designation:	Programme Oficer - Trainnig & Implementation
Date of Joining:	20th June 2023
Location:	Morena
Date of Birth:	
PAN No:	
Cost to the Company:	9,00,000

Salary	Monthly	Yearly
Basic Salary (a)	33,750	4,05,000
House Rent Allowance (b)	16,875	2,02,500
Leave Travel Allowance ('c)	-	16,875
Special Allowance (d)	20,335	2,44,025
Gross Salary	70,960	8,68,400
Other Benefits		
Employers Contribution to PF ('e)		21,600
Health Insurance premium (The Group Health Insurance premium amount is subject to change based on family size and age).		7,500
Accidental death insurance (The Accidental Insurance premium amount is Pro- Rated hence subject to change).		2,500
Total Cost to the company (a+b+c+d+e)		9,00,000

Notes:

1. Take home monthly salary is subject to deduction of Income Tax, Provident Fund as per applicable rules
2. Leave travel allowance would be disbursed at the end of Financial year or date of leaving
3. Income tax will be calculated as per income tax slabs for Financial year 2023-24
4. Employee will declare whether he/she wants to opt for old or new tax slab.

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CONFIDENTIALITY AND NON DISCLOSURE AGREEMENT

THIS CONFIDENTIALITY AND NON DISCLOSURE AGREEMENT ("**Agreement**") is made and entered into as of **23rd May, 2023** by and between The Antara Foundation ("**Antara Foundation**"), a company incorporated under section 25 of the Companies Act, 1956 having its Corporate office at **505 A&B, 5th Floor, ABW Rectangle One, Saket District Centre, New Delhi 110 017**, AND **Shubham Mishra** resident of **584/387/04 Kila Mohammadi Nagar Ashiyana Sector M - Lucknow, Uttar Pradesh -226002** (the "**Employee**").

Hereinafter "Antara Foundation" and the "Employee" may collectively be referred to as the "Parties" and individually as the "Party".

RECITALS

WHEREAS

A. The Employee had approached Antara Foundation for employment and Antara Foundation has appointed the Employee as **Program Officer – Training & Implementation** and also executed an employment agreement with the Employee on **20th June 2023**.

B. Antara Foundation has been established to promote and spread awareness about maternal and child health and to support other organizations working towards improving maternal and child health in India.

C. During the course of his/her employment with Antara Foundation, the Employee will have access to information of Antara Foundation that would be of confidential nature.

D. One of the conditions of the Employee's employment with Antara Foundation is the execution of the Agreement by the Employee.

NOW, THEREFORE, in consideration of the foregoing and the promises and mutual covenants herein, the Parties agree as follows:

1. "**Confidential Information**" shall mean and include but not be restricted to (i) all documents, materials, memoranda, copies, reports, papers, surveys, data, graphs, charts, analyses, summaries, designs, drawings, diagrams and other information, of whatever nature and in whichever form, pertaining/ relating to/ owned or used by Antara Foundation

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Corporate Office:
505 A&B, 5th Floor, ABW Rectangle One
Saket District Centre, New Delhi 110017
CIN: U85100DL2013NPL248051
www.antarafoundation.org

antara*foundation*

(whether in physical/ visual/ oral/ electronic/ written and/ or other tangible form or otherwise) which the Employee may have access to or which may be disclosed/provided to the Employee during his/her employment with Antara Foundation; (ii) any information or material pertaining to the affairs of Antara Foundation, whether business, technical or otherwise which are not known to the public at large; (iii) information and materials developed, collected or used by Antara Foundation's employees, information disclosed to Antara Foundation by its donors, clients or potential clients and information disclosed by third parties with which Antara Foundation has or may have a business relationship and (iv) all other information of Antara Foundation that the Employee shall become aware of during the course of his/her employment with Antara Foundation in connection with or by virtue of his/her employment with Antara Foundation or information which is generated, conceived, developed or produced by the Employee, whether alone or with others while performing his/her duties for Antara Foundation. Confidential Information may relate to the past, present or future operations and activities of Antara Foundation.

2. The Employee agrees and undertakes that without the specific prior written consent of Antara Foundation, the Employee shall not at any time during or after the termination of his/her employment with Antara Foundation (i) divulge, disclose or make accessible the Confidential Information that the Employee has/had access to or is/was in his/her possession to any person, firm, company or entity outside Antara Foundation or (ii) use the Confidential Information in any other business or permit any person, firm, company or entity outside Antara Foundation to examine, summarize, adapt or make copies of any documents and other information, of whatever nature and in whichever form that contain or are derived from any Confidential Information as defined hereinabove or (iii) share/post or discuss Confidential Information or any part thereof online in any form (including but not limited to email, websites, message boards, blogs or social networking websites).

3. Obligation of confidentiality as contained hereunder shall not extend to information that is public knowledge (otherwise than as a result of breach of this Agreement); or is required to be disclosed by law. In the event of the Employee being required to disclose any of the Confidential Information under any law, the Employee agrees to provide Antara Foundation

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with a written notice so that Antara Foundation may seek a protective order or other appropriate remedy. However, in the absence of any such protective order or remedy, if the Employee is legally compelled to disclose any Confidential Information, the Employee may disclose only that portion of the Confidential Information which is legally required to be disclosed, provided that the Employee shall exercise his/her reasonable efforts to preserve the confidentiality of the Confidential Information, including, without limitation, by co-operating with Antara Foundation to obtain an appropriate protective order or remedy.

The aforesaid exceptions to confidentiality obligations shall not be interpreted as grounds for disregarding the obligations of confidentiality as provided in this Agreement and the Employee in all cases shall have the burden of proving the applicability of the aforesaid exceptions to confidentiality obligations.

4. Upon cessation of the Employee's employment with Antara Foundation for any reason whatsoever, the Employee will promptly return to Antara Foundation all Confidential Information in the Employee's possession or under the Employee's control together with all notes, copies, extracts, records, duplicates or other work products connected to or derived from the Employee's employment with Antara Foundation, regardless of the medium in which they are contained whether written, electronic or otherwise. The Employee shall neither retain copies of any of the foregoing nor reduce the Confidential Information disclosed orally or electronically to writing or any other medium. The Employee shall continue to remain bound by the secrecy and confidentiality obligations as contained herein after the termination/cessation of employment with Antara Foundation.

5. The Employee acknowledges that Antara Foundation will suffer irreparable harm and injury if the Employee fails to comply with any of his/her undertakings and obligations as herein contained and that monetary damages will be inadequate to compensate Antara Foundation for any such breach. Accordingly Antara Foundation will in addition to any other remedies available (including damages) to it in law or in equity be also entitled to injunctive relief against the Employee from a competent court to enforce the terms of the Employee's undertakings and obligations contained herein.

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6. Except for the right to commence judicial action to obtain injunctive relief, any dispute arising out of this Agreement shall be determined by arbitration in New Delhi in accordance with the Rules of Arbitration of the Indian Council of Arbitration. The arbitration will be conducted by a sole neutral arbitrator who has had both training and experience as an arbitrator to decide disputes arising out of such agreements. Nothing in this Agreement shall prevent Antara Foundation from seeking temporary emergency relief in court with respect to any breach or threatened breach by the Employee, including without limitation a temporary restraining order or a preliminary injunction. The courts located at Delhi shall have exclusive jurisdiction to decide any matter arising out of or in relation to this Agreement.

7. In signing this Agreement, the Employee acknowledges that Antara Foundation has afforded him/her full and unrestricted opportunity of seeking independent legal advice on the Employee's obligations under this Agreement.

IN WITNESS WHEREOF, the Parties have executed this Agreement effective as of the date first mentioned above.

THE ANTARA FOUNDATION

By _____
Reenu Uppal – Authorized Signatory

EMPLOYEE:

_____

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Near Sanganer Airport, Jaipur-302029

N Satheeshkanna

From: Piyush Upadhyay <piyushupadhyay.n@metropolisindia.com>
Sent: 22 December 2022 20:39
To: N Satheeshkanna
Cc: Meghna Telikicherla; SheetalWaghmare
Subject: Metropolis On campus :: IIHMR :: Recommended Students for Young Manager Programme

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 Satheesh ,

It was a pleasure to conduct campus placement drive in IIHMR, and thank you and your team for great hospitality extended. Out of the entire lot we have selected five students whose name are as below :

1. Mr. Rahul Chaudhari
2. Ms Naina Tyagi
3. Ms Dhriti
4. Ms Simran Chandwani.
5. Mr. Sultan

The Annual CTC will be offer Rs. 600000/-, We will get in touch with you for further updates. Needless to mention that the students were at par in their performances, we had a tough time to select the above lucky ones .

On behalf of metropolis limited extend warm regards to the student who we're not able to qualify.

regards

Piyush Upadhyay- SBU Head -HR | +91 9821593726 | Metropolis India
Integrity is in our veins | Empathy is in our blood | Accuracy is in our DNA

Taking Life Up A NOTCH

From: N Satheeshkanna [mailto:satheeshkanna@iihmr.edu.in]
Sent: 21 December 2022 14:27
To: Piyush Upadhyay <piyushupadhyay.n@metropolisindia.com>
Subject: [EXTERNAL]RE: Group Discussion Evaluation Sheet.xlsx

**** This is an EXTERNAL email. Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email. ****

Dear Sir,

Greetings!!!

As desired, herewith I have enclosed the student's details for your kind perusal.

Thanks & Regards,

IIHMR UNIVERSITY

N. Satheeshkanna,
Asst. Manager - Placements

Registrar
The IIHMR University
1, Prabhu Dayal Marg
Near Sanganer Airport, Jaipur

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: Piyush Upadhyay <piyushupadhyay.n@metropolisindia.com>
Sent: 21 December 2022 09:25 AM
To: N Satheeshkanna <satheeshkanna@iihmr.edu.in>
Subject: Group Discussion Evaluation Sheet.xlsx

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Pls take print

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(1409)

FIGmd
an MRO company

Ref: LOI/FI067/2022

Date: 18th October 2022

College: IIHMR, Jaipur

Sub: Letter of Intent

Dear Dr Simran Khobragade,

This refers to your application and subsequent discussions we had with you. We are pleased to inform that you have been selected as **Associate Clinical Registry Analyst** at band **L3** in our organization.

Subsequent to your joining the Company, you will be eligible for an **Annual Salary package of Rs. 7,00,020/- (Rupees Seven Lacs and Twenty only)**. Please refer to Annexure A for breakup of your salary package.

You are required to mandatorily possess a valid PAN card and Aadhaar card at the time of joining the Company.

This Letter of Intent is valid subject to you being found medically fit by the company appointed doctor, satisfactory completion of your course, meeting the set eligibility criteria at the end of your course and completing all necessary documentation pertaining to your Employment.

We request you to confirm us your acceptance of this Letter of Intent by signing and returning the duplicate copy of this letter, which in any case should not be later than **October 22, 2022** and also intimating to us your date/month of joining. We look forward to having you on board and wish you a rewarding career with us.

Sincerely,

For FIGmd (India) Pvt.Ltd.,

FIGMD (INDIA) PVT. LTD. PUNE

Shawn Powlick

CHRO

For Employee,

Name: Dr. Simran Khobragade

Location: Jaipur (Rajasthan)

Date: 19-Oct-2022

Registrar
The IIHMR University
1, Prabhu Dayal Marg
Near Sanganer Airport, Jaipur-302029

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जन HOSPITAL

(A UNIT OF LEVEL 5 HEALTH LLP)
NAYA GOAN ROAD PALI (RAJ.)
Website: www.janhospital.com, Email: janhospitalpali@gmail.com
Mob: +91-7378-299299, Phone: 02932-299299, 299122

Date: 26-07-2023

To,

Dr. Sneha Sharma,
MBA HHM,
IIHMR University, Jaipur.

Subject: Offer letter.

Dear Sir,

We are happy to inform you that you are appointed as full time **Hospital Manager** at our 100 beds Multispecialty Hospital **"Jan Hospital, Pali"** from immediate effect on a consolidated salary package of 55,000/- per month. Your appointment will be considered from the date of joining. Your

Thanking you.

(DEVI LAL SANKHLA)
Designated Partner
Jan Hospital Pal
(A unit of Level 5 Health LLP)

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Near Sanganer Airport, Jaipur-302029

Orbees Business Solutions Pvt. Ltd.
Q1, B1, B2, B3, 6th Floor, Cyber Towers, Hitec City, Madhapur, Hyderabad – 500 081. CIN: U72200TG2006PTC049670
Tel: +91 - 040 - 2311 4722, Fax: +91 - 040 - 2311 4723. info@orbees.com | www.orbees.com | www.orbeesmedical.com

24th November 2022
Hyderabad

To,

Ms. Soumya Priya Somayajula
Flat no. 304, SV Arcade, road no.1, Doctors colony,
saroornagar, Hyderabad, Telangana - 500 035.

Dear **Ms. Somayajula**

This has reference to the discussion you had with us during the campus interviews conducted by Orbees on 16th November 2022.

we are pleased to offer you paid internship followed by full-time employment in our organization. You will be designated as **Associate Consultant** after the internship period and your gross annual compensation will be Rs. 8,50,000/- per annum (rupees eight lakh fifty thousand only). Apart from your gross annual compensation, you are eligible for Rs. 2,00,000/- (rupees two lakh only) of annual performance bonus. The actual bonus will be based on individual's performance, which will be evaluated based on a transparent, peer-reviewed process, and other business factors. Detailed salary break up would be given at the time of joining.

Due to the work nature at Orbees, and for employees to be successful in contributing well to the projects, there will be an initial ramp-up time. It takes a certain amount of time for you to develop into a well-rounded strategy consultant. Orbees will invest into your growth and improvement by providing initial training and/or during the employment, including on-the-job training. Moreover, due to the nature of relationships we build with our customers and the types of our engagements, our customers prefer to deal with Orbees' project personnel that are seasoned and can deliver with highest quality and professional standards, which comes with a longer employment relationship. As explained to you several times during the campus interview process, you are required to work with full commitment for a **mandatory minimum period of two years** from the appointment date of full-time employment post internship, which you had agreed to before we confirmed your selection to your placement division.

If you fail to serve Orbees for a mandatory minimum tenure of 2 years post internship, you are required to pay Orbees an amount of Rs. 3,00,000/- (rupees three lakh only) by way of predetermined liquidated damages.

Your tentative joining for the internship will be in the month of February 2023. 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**

Rakesh Valluru
Manager – Operations

Soumya 01/12/2022.

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1911

Placements

From: Rakesh Valluri <rakeshv@orbees.com>
Sent: 17 November 2022 17:12
To: N Satheeshkanna; Placements
Subject: Orbees selected students list
Attachments: KYC & Other details.xlsx

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Dear Satheesh,

Thank you and your team for the coordination throughout the placement process. We have selected 6 students from IIHMR and here is the below selected students list along with the roles and salaries. Please share the attached KYC details sheet with selected students to release the offer.

			Salary Package		
#	Name	Role	Total	Base	Bonus
1	Somayajula Soumya Priya	Associate Consultant	10.5	8.5	2
2	Manjaree Bose	Senior Analyst	8	8	
3	Deepthi Kiran	Senior Analyst	8	8	
4	Prarthika Mukharjee	Senior Analyst	8	8	
5	Shipra Sharma	Senior Analyst	8	8	
6	Aarohi Kalyankar	Analyst	8	6	2

Looking forward to a long-term relation with IIHMR.

Thanks & Regards,
Rakesh Valluru
Sr. Manager - HR
Orbees Business Solutions
Work : +91 40 2311 4722 | Mobile : +91 77998 84812
rakeshv@orbees.com | www.orbeesmedical.com

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Near Sanganer Airport, Jaipur-302029

1412

STRICTLY PRIVATE & CONFIDENTIAL

OFFER OF APPOINTMENT

Date: 21st December 2022

Ms Sonal Singh,

IIHMR, Jaipur

Dear Sonal,

Welcome to Reliance General Insurance Company Limited!!!

With reference to your application and the subsequent interviews you had with us, we are pleased to make you an offer of appointment as a **Management Trainee (MT)**. Your date of joining and place of posting will be communicated to you subsequently. You would be on probation for **12 months.** Your services shall be confirmed subject to the below mentioned:

- Individual Performance delivery as per company standards during 12 months of probation, and
- Clearance of Licentiate Exam from Insurance Institute of India – to be completed maximum by September 30, 2023

Please find below the compensation details:

Overall Compensation	Rs.5,40,000/-
Fixed Pay	Rs.4,50,000/-
Variable Pay* (Maximum Earning Potential)	Rs.90,000/-*

**Variable Pay earning is subject to your performance as per company standards in compliance to Variable Pay Plan.*
*** Variable Pay Earning (if applicable) basis your performance delivery, shall be released only post confirmation of your employment*

Your fixed pay comprises of Basic Pay, Choice Pay and Retirement benefits, which include Provident Fund and Gratuity, as per company policy.

Additionally, you shall be entitled for Group Mediclaim and Termassurance as per terms and conditions of the company.

This is only an offer and not an appointment order. Your offer stands valid subject to the condition that you successfully complete the Post Graduate course (From your Institute/College) satisfactorily, failing which this offer will stand null and void. A formal appointment order will be issued to you post your joining, subject to completion of your joining formalities as per the prescribed timelines which shall be communicated shortly.

Please confirm your acceptance by sending us the scan copy of this letter to vaibhav.g.rane@relianceada.com

We are sure that you have made the right decision to learn and grow with us professionally.

Yours Sincerely,

Garima Shukla

Garima Shukla
(Human Resources)

Acceptance of Offer

Name &Signature.....

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1, Prabhu Dayal Marg
Near Sanganer Airport, Jaipur-302029

1415

Mu Sigma

Date: December 21, 2022

Spoorthi V
Candidate ID: CPH20231507
Institute: IIHMR

Dear Spoorthi,

Congratulations - We are thrilled to invite you to embark on a Decision Sciences journey with Mu Sigma, the world's largest pure-play Big Data Analytics & Decision Support company. With a worldwide footprint, Mu Sigma acts as a Transformation Sherpa for its customers in their endeavor to change the way they compete.

Since inception, Mu Sigma has challenged traditional paradigms of learning modes, problem-solving, decision-making, and leadership to enable and accelerate the journey of young problem-solvers into global leaders that transform the journey of Fortune 500 organizations. **Our model has demonstrated that young and fearless decision sciences leaders can be groomed through unrivaled training & unparalleled work experience.**

With Mu Sigma, you belong to a special category of people who are not only building a path-breaking Company, but also laying the foundation for a new industry. You have a rare opportunity to be part of a team that is defining the space of decision sciences, as well as challenging widely held business practices and beliefs along the way.

At Mu Sigma, you will be challenged and you will challenge every day – you will be encouraged and rewarded for questions over answers, for challenging the status quo, for asking 'why not' over 'why', for being daring enough to counter experience with experiments, and for being bold enough to question traditional knowledge with new learnings. You will solve complex problems for Fortune 500 giants across Retail, Healthcare, CPG, Insurance, Automobile, and many other industries by combining Math, Business Acumen, Technology, Behavioral Sciences, and Design Thinking.

We trust you are as excited as us by the opportunities the future holds, and if you are committed to evolving into an elite decision sciences leader, **we invite you to undertake this journey with us.**

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Mu Sigma

Your Decision Sciences Journey with us – Overview & Structure

During your course of employment, you will be learning and delivering value real-time every day.

Up to 120 Days: Induction & Training

You will undergo an immersive training in Mu Sigma's unique **Art of Problem Solving (AoPS™)** ecosystem to develop a problem-solving mindset that combines math, business, and technology with behavioral sciences & design thinking. You will be mentored to elevate your mindset, skillset, toolset, and you will be groomed by Decision Sciences practitioners who are abreast of current industry challenges and real-world problems, with access to Mu Sigma proprietary tools and central learning repository.

At the end of the program, you will be equipped with an experimentative, learning-driven and interdisciplinary approach to problem-solving and **you will be ready to be allocated in different fulfillment or enablement teams at Mu Sigma.**

Trainee Decision Scientist Journey

During your journey as a Trainee Decision Scientist, you will explore a wide range of cross-industry and cross-functional real-world problems with Fortune 500 customers across multiple industry verticals and business horizontals. You will have a 360° view to problem-solving and will experience the full life-cycle of a problem, all the way from problem-definition to solution implementation within the customer organization. You will observe first-hand, the impact of your work on the decisions of leading global organizations and innovate closely with the CXOs and senior leadership of industries.

Apprentice Leader Journey

Subject to satisfactory performance, you will be promoted to an Apprentice Leader (AL). As an AL, you will be a member of Mu Sigma's leadership community. You will be tasked with driving revenue growth, managing key accounts and customer relationships, mentoring Trainee Decision Scientists (TDS), and contributing to organizational initiatives.

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Mu Sigma

TERMS & CONDITIONS

Joining Date:

- We are pleased offer you the position of Trainee Decision Scientist with **Mu Sigma Business Solutions Private Limited** ('Company'). Your exact Date of Joining will be communicated at a later date.

Compensation:

- Once you execute the contract of employment and come on rolls of the Company on the communicated employment start date, your Cost to Company as mentioned in the Annexure 1.

Medical Insurance:

- In addition to the above, you will also be eligible for Medical Insurance covering hospitalization expenses of up to **INR 300,000** for you and up to three of your dependents defined as per Company medical insurance scheme.

- Critical Illness benefit cover: This will be in the form of a one-time payment of sum insured as per the company policy. This payment will be made only on the first instance of critical illness in the lifetime of the employee. This is applicable only for the employee.

General:

- This letter shall be a mere invitation to offer ("Offer Letter") and the acceptance of this Offer Letter is not to be considered as a binding contract guaranteeing employment for any specific duration. The Company reserves the right to vary or alter the terms and conditions of this Offer Letter and the right to revoke this Offer Letter without cause and without notice period of such revocation up to any time.
- You will be required to submit documents such as educational certificates, ID proof / Address proof, Aadhaar card, photographs. PAN etc. in due course and execute agreements, which includes standard non-disclosure and inventions assignment agreements and appointment letter/contract of employment between you and the Company.
- You may write to us at campus_india@mu-sigma.com for any queries regarding this offer.

Registrar
The IIHMR University
1, Prabhu Dayal Marg
Near Sanganer Airport, Jaipur-302029

Mu Sigma

Governing law:

This Offer shall be governed, interpreted and enforced by and in accordance with the laws of India and courts in Bangalore shall have the exclusive jurisdiction.

Acceptance of our offer:

Please acknowledge your acceptance by signing below. We look forward to your association with Mu Sigma and wish you all the best for a long and exciting career here.

Sincerely,

Deepa S. Mahesh

Deepa S Mahesh

Director

Declaration

I have carefully read and understood the terms of this offer letter including all the annexures and accept the same unconditionally.

Agreed to and accepted:

Candidate name	Signature	Date

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Near Sanganer Airport, Jaipur-302029

Mu Sigma

Annexure 1

S.No	Particulars	2024	2025	2026	2027	CTC over 4 jumps
1	**Total compensation on Joining till Jan 2025**	**5,00,000 (PA)**				
2	**1st Jump - Jan 2025** Compensation Revision		**6,50,000 (PA)**			
3	**2nd Jump - Jan 2026** Compensation revision			**8,00,000 (PA)**		
4	**3rd Jump - Jan 2027** Compensation revision				**10,50,000 (PA)**	
5	**Total Cost to Company**					**30,00,000**

Penalty:

In the event that the employee decides to leave the Company within a 4-year period, there would be a penalty applicable in addition to serving a 60-day Notice Period. The penalty would be dependent on the tenure of employment with the Company. The exact amount of the penalty will be calculated per the table below:

Tenure calculated from date of joining	Penalty amount (in INR)
0 – 36 months	10,00,000
37 – 48 months	7,50,000

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1350
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QUALITY HEALTHCARE ACCESS PRIVATE LIMITED

Regd. Office: 10A & 11, 1st floor, Salcon Rasvilas,
District Centre Saket, Saket,
New Delhi-110017

May 10, 2023

Ref: QHPL/230510/002

To,
Srishti Dewan
5-d/27 NIT
Faridabad, 121001

Offer Letter

Dear Srishti,

We are pleased to extend an offer of appointment to you as the "Research Associate" of Quality Healthcare Access Private Limited (100% Subsidiary of ACCESS Health International) based out of Delhi. You will be offered an annual salary of INR 480,000 (INR 40,000 per month).

We understand that you have agreed May 15, 2023 as your joining date. Could you please confirm the same, post which, a detailed one year consultant contract outlining the terms and conditions will be issued.

Meanwhile, please find the details of leave entitlements and benefits attached in Annexure I.

We look forward to hearing from you.

Best wishes,

Bela Sehgal
Director, Human Resources

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1, Prabhu Dayal Marg
Near Sanganer Airport, Jaipur-302029

QUALITY HEALTHCARE ACCESS PRIVATE LIMITED

Regd. Office: 10A & 11, 1st floor, Salcon Rasvilas,
District Centre Saket, Saket,
New Delhi-110017

Annexure I

Leave Entitlement
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 below are provided annually (January-December of each calendar year) and are subject to company policy, as it may be from time to time.

Earned Leaves: 15 per year
Sick Leaves: 7 per year
Personal Leaves: 5 per year

In the event of maternity/paternity leave, we will follow the local law.

Health Insurance
We will provide a health insurance benefit to the tune of a maximum USD 500 for individuals. You can submit the claims for reimbursement after a period of three months but will be required to complete a minimum of 6 months of service within the organization. In the event if you are not able to fulfill this clause, the full amount paid towards the premium will be recovered from your full and final settlement. There is a flexibility to utilize the amount towards medical coverage (reimbursement of insurance premium, OPD expense coverage, claim towards medical expenses for immediate family /parents). This will be subject to prescription and receipts.

Any health insurance and medical expenses incurred after the date of joining will be reimbursed.

Entitlement for Telephone and Internet
We will provide a reimbursement of up to a maximum of INR 4,000 per month (Payable on Actual Basis) towards telephone and Internet.

Work Timings
Employees are expected to work for 40 hours per week. The working hours are flexible as per the country's rules. The general working timings are from 10:00 AM-6:00 PM (Monday-Friday) and employees are expected to start work or arrive at their work place on the agreed country timings.

All on boarding documents will be shared with you post your joining date which gives you more details of our polices.

Note: All policies are subject to change / amendment at the discretion of management.

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Near Sanganer Airport, Jaipur-302029

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KIMS HOSPITALS

OFFER LETTER

To
Mr. Subham Roy,
West Bengal.

Jan 07, 2023

Dear Mr. Subham

Sub: Offer for the position of **Executive Trainee – Corporate Projects Department, KIMS Hospital, Secunderabad.**

With reference to your application and the subsequent interview, we are pleased to offer you a position at **KIMS Hospital, Secunderabad** as **Executive Trainee – Corporate Projects Department.** Your remuneration would be **Rs. 7,00,000/- (Rupees Seven Lakhs Only)** per annum. **You will be reporting to HOD – Corporate Projects Department, KIMS Group of Hospitals.**

The detailed terms of Appointment will be issued on the day of reporting at the time of joining.

You are informed to report for duty on or before **Jun 15, 2023**, failing which it shall be presumed that you are not interested in the offer made to you and consequently, the Letter of Offer shall stand irrevocably withdrawn/ canceled without any further reference to you.

We take this opportunity to extend to you, a warm welcome to our Organization and look forward for a mutually rewarding and enriching association.

You may give your consent via signed copy of the offer / reply to this email and confirm the date of joining.

Note: You are informed to keep your scanned copies of documents ready, we will be sharing an On-Boarding link through adrenalin shortly. You will have to upload the documents as per the checklist on the link. Checklist will enclose with your offer letter.

For Krishna Institute of Medical Sciences Limited

Koteswara Rao CH
Sr. Manager – HR

KRISHNA INSTITUTE OF MEDICAL SCIENCES LTD. Secunderabad

Registrar
The IIHMR University
1, Prabhu Dayal Marg
Airport, Jaipur-302029

Krishna Institute of Medical Sciences Limited
Minister Road, Secunderabad - 500 003, Telangana, India
Phone: +91 40 4488 5000/4488 5184 | Fax: +91-40-27840980 | kimshospitals.com
CIN: L55101TG1973PLC040558

Scanned with OKEN Scanner

KIMS

KRISHNA INSTITUTE OF MEDICAL SCIENCES		
CTC Annexure		
Name:	Mr. Subham Roy	
Designation:	Executive Trainee	
Grade:	TR01	
Department :	Corporate Projects	
Unit:	Secunderabad	
Components	Monthly	Per Annum
Basic + DA	31,094	3,73,128
HRA	12,438	1,49,256
Conveyance & Medical Allowance	5,653	67,836
Child Education Allowance	200	2,400
Leave Travel Allowance	2,591	31,092
City Compensation Allowance	4,558	54,696
Total Gross	56,534	6,78,408
Providend Fund Employer's Contribution (12% of 15000 Basic)	1,800	21,600
Performance Linked Incentive	0	0
Total CTC	58,334	7,00,008
PF (Employees share of 12%)	1,800	21,600
Professional Tax	200	2,400
Net Pay	54,534	6,54,408

Note:
1. PF Contribution will be Optional slabbed at 15,000
2. If employees basic is 21000 below will be eligible for statutory bonus @ 8.33% on miminum wages
3. Gratuity applicable as per the Act

Prepared
Mamatha A

Approved
CH Koteswara Rao

KRISHNA INSTITUTE OF MEDICAL SCIENCES LTD. Secunderabad

Accepted
Subham Roy

Registrar
The IIHMR University
1, Prabhu Dayal Marg
Near Sanganer Airport, Jaipur-30202

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KARKINOS

EMPLOYMENT AGREEMENT

This Employment Agreement ("Agreement") is entered into on this 31st May 2023 and is effective from 1st June 2023.

BY AND BETWEEN:

Karkinos Healthcare Private Limited, a private limited company incorporated and existing under the laws of India and having its registered office at Mumbai, (hereinafter referred to as the "**Company**" which expression shall, unless repugnant to the context or meaning thereof, be deemed to include its successors-in-interest and assigns), of the **ONE PART;**

AND

Suchismita Das, currently residing- Vivekanand Nagar, PO- Madhyamgram Bazar, Kolkata- 700130 (Hereinafter referred to as "Employee" which expression shall, unless repugnant to the context or meaning thereof, be deemed to include the employee's successors, legal heirs and permitted assigns), of the OTHER PART

The Company and the Employee are hereinafter referred to individually as a "**Party**" and collectively as the "**Parties**".

WHEREAS:

A. The Company is engaged in the business of developing healthcare solutions ("**Business**").

B. The Company proposes to engage the services of the Employee as a full time employee of the company in the designation of **"Management Trainee"** subject to the terms and conditions set out in this Agreement and the Employee has agreed to accept such offer of employment, on the terms and conditions set forth in this Agreement.

NOW THEREFORE, in consideration of the mutual promises, covenants, understandings and conditions hereinafter set forth and other good and valuable consideration, the sufficiency of which is hereby acknowledged, the Parties agree as follows:

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1. Definitions and interpretations

In this Agreement, unless the context clearly indicates a contrary intention, and in addition to the terms defined in the body of the Agreement, the following words or expressions shall have the meaning assigned herein:

1.1.1. "**Board of Directors**" or "**Board**" shall mean the board of directors of the Company;

1.1.2. "**Person**" shall mean any natural person, limited or unlimited liability company, corporation, partnership (whether limited or unlimited), proprietorship, Hindu undivided family, trust, union, association, government or any agency or political subdivision thereof or any other entity that may be treated as a Person under Applicable Law;

2. Employment

2.1. The Company hereby employs the Employee in and with the position and title as set forth herein.

2.2. The Employee shall complete a probation period of 6 Months post which the Employee's employment shall be deemed to be confirmed.

2.3. During Probation, the notice period for the termination / Resignation will be 30 days from either side. After confirmation, the notice period required from either side is 30 days.

2.4. There will be No paid leaves during probation and during serving notice period.

2.5. The Employee's primary place of employment shall be at **Bhopal, Madhya Pradesh, India**. The Company may, from time to time, require the Employee to travel to other locations (whether in or outside India) in connection with the employment .

2.6. During the course of the employment, the Employee shall perform such duties, functions and responsibilities as the Board shall from time to time determine and entrusted to the employee. The Employee shall provide their services in accordance with the directions of **State Head - Operations Madhya Pradesh**.

2.7. Your employment with the Company is subject to successful clearance of background verification check that will be initiated by the Company through a third party agency.

3. Time to be devoted to Employment; Leave Entitlement

3.1. During the course of the employment, the Employee shall devote all of their professional and

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business time, attention and energies to the business and affairs of the Company.

3.2. The Employee shall be entitled to leave in accordance with the Company's policies as adopted by the Board from time to time.

3.3. The Employee shall, at all times, be required to carry out the duties and responsibilities assigned to the employee by the Board or any of the supervisors, faithfully and diligently and in compliance with the established policies and procedures, endeavoring to the best of the employee's ability to protect and promote the interests of the Company.

4. Remuneration

4.1. The Employee's remuneration for the services rendered by the employee shall initially be as set forth in Schedule A hereto, which may be amended by or under the authority of the Board from time to time.

4.2. The payments made and other benefits given to the Employee by the Company for the services rendered to the Company shall be subject to withholding of taxes as per applicable laws. The Employee shall be liable for any income tax and all other applicable taxes arising out of such payments and benefits.

5. Invention Assignment Rights

If at any time during the course of employment under this Agreement the Employee makes or discovers or participates in the making, improvement or discovery of any intellectual property directly or indirectly relating to or capable of being used by the Company, full details of the intellectual property shall immediately be disclosed in writing by the Employee to the Company and the intellectual property shall be the absolute property of the Company. At the request of the Company, the Employee shall give and supply all such information, data, drawings and assistance as may be necessary or in the opinion of the Company desirable to enable the Company to exploit the intellectual property to the best advantage (as decided by the Company). The Employee shall execute all documents and do all things which may, in the opinion of the Company, be necessary or desirable for obtaining patent or other protection for the Intellectual Property and for vesting the same in the Company, as the Company may direct.

6. Non-Competition and Non-Solicitation

6.1. The Employee hereby undertakes that during the term of employment with the Company and for a further period of 1 (one) year from the date employee ceases to be in the employment of the Company ("**Non-Compete Period**"), the employee shall not, as an individual, partner, employee, consultant, shareholder, member, or in association with any Person, except on behalf of the Company, in any manner, directly or indirectly, during the Non-Compete Period: (i) Compete with

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the Company (ii) solicit or render services to or for a client of the Company (whether present or future) (iii) interfere with the Company's business (iv) employ any present or former employee of the company.

Further, the Employee hereby acknowledges that the type and periods of restriction imposed in the provisions of this Article 6 are fair and reasonable and are reasonably required in order to protect and maintain the legitimate business interests and the goodwill associated with the Business.

7. Confidentiality/ NDA

7.1. The Employee acknowledges that during the course of the employment with the Company, the employee will have access to and/or will possess trade secrets and other confidential information of the Company and its suppliers and customers, including the Company's business plans, technological and strategic initiatives, marketing programs, details of suppliers and customers, pricing and credit techniques, information concerning dealings, transactions or affairs of the Company or any of its Affiliates, source codes, program codes, software design know-how, research and development activities, private processes, and books and records ("**Confidential Information**"). To protect the Confidential Information and the goodwill of the Company, the Employee undertakes to the Company that the employee shall not, without the express written permission of the Company, use or disclose (either personally or through an agent or otherwise, directly or indirectly) or allow to be used or disclosed:

7.1.1. any such Confidential Information; or

7.1.2. any trade name used by the Company, or any other name similar to such a trade name.

7.2. In furtherance of Section 7.1 above, all memoranda, notes, records or other documents, made or compiled by the Employee or made available to the employee during the course of the employment, which contain Confidential Information, if in the possession or under the Employee's control, shall be delivered to the Company, or on the Company's instructions destroyed by the Employee, upon termination of the employment.

7.3. The Employee's confidentiality obligations under this Article 7 shall continue in perpetuity, except in the following circumstances:

7.3.1. if the Employee is required by any court of law or statutory, regulatory or quasi-judicial authority to disclose any Confidential Information;

7.3.2. if the Confidential Information in question is in the public domain without any breach of this Article 7 or other confidentiality obligation; and

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7.3.3. if the Employee receives the Confidential Information in question from any third party who has obtained the same lawfully.

8. Termination of Employment

8.1. The Employee's employment may be terminated for Cause immediately upon notice to the Employee. For the purpose of this Agreement, "Cause" shall mean: (i) a charge sheet being filed against the Employee (ii) gross negligence or misconduct by the Employee (iii) breach of terms of employment or company policy by the Employee (iv) Employee declared as insolvent under law (v) acts or omissions by the Employee that are grounds for summary termination of employment (vi) abandonment of continuous absence for a period greater than 5 days without notice to Company.

8.2. Without prejudice to Company's right under clause 8.1 to terminate the employment with immediate effect, Either Party may terminate this Agreement by giving a 30 (thirty) day prior notice of termination to the other Party hereinafter referred to as the "Notice Period"). Termination shall be effective on the last day of the Notice Period unless otherwise agreed by the Company. As a condition for agreeing to a shorter notice period the Party who sent the termination notice under this Clause shall pay to the other Party the prevailing salary of the Employee for the period by which the Notice Period exceeds the agreed shorter notice period, unless the Parties mutually agree otherwise.

9 Obligations upon Termination

Obligations of the Company

9.1.1. Upon the termination of the Employee's employment for any reason under this Agreement, the Company shall pay the employee (or to the employee's spouse or such other person so nominated by the employee as their nominee, any payments due to the employee in case of termination due to Employee's death), at the time of such termination, any amounts which are accrued but unpaid through the date of termination under the terms of this Agreement.

Obligations of Employee

9.1.2. As specified in Clause 7.2 above, all memoranda, notes, records or other documents, made or compiled by the Employee or made available to the employee during the course of their employment, which contain Confidential Information, shall be handed over to the Company, if in the employee's possession or under their control. Upon termination of the Employee's employment, the Employee shall handover to the Company any laptop or other communication devices including any external hard drives, data cards, etc. provided by the Company. The Employee shall also relinquish all positions and/or memberships in anybody/committee/association to which the employee was appointed or nominated by virtue of the employment with the Company.

10. Representations and Warranties

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10.1. The Employee hereby represents, warrants, and confirms that:

10.1.1. has executed and delivered this Agreement as a free and voluntary act, after having determined that the provisions contained herein are of benefit to the employee, and that the duties and obligations imposed on the employee hereunder are fair and reasonable and will not prevent the employee from earning a comparable livelihood following the termination of employment with the Company;

10.1.2. has read and fully understood the terms and conditions set forth herein and the benefits and consequences of entering into this Agreement; and

10.1.3. the execution of this Agreement by the employee and performance of the employee's obligations, responsibilities and duties hereunder shall not result in the breach of any of the employee's obligations, covenants or undertakings (including any professional, statutory, contractual or fiduciary duties or obligations) to any other Person.

11. Remedies

Upon breach of this Agreement, the Employee recognizes, and the Company reserves the right to institute and prosecute proceedings in any court of competent jurisdiction to prevent the Employee from further violating this Agreement or any other agreement, in the form of relief including but not limited to injunction(s). Relief of injunction and/or specific performance shall be in addition to any remedy for damages which the Company may be entitled to.

12. Governing Law and Dispute Resolution

12.1 Any dispute or controversy arising out of or relating to this Agreement shall be settled by arbitration with its seat Mumbai, Maharashtra in accordance with the Indian Arbitration and Conciliation Act, 1996, in the English language, and shall be heard and determined by an arbitral tribunal composed of a sole arbitrator appointed by the Company. The decision of the arbitrator shall be final, conclusive and binding on the Parties. Notwithstanding the foregoing, nothing contained herein shall be deemed to prevent either Party from seeking and obtaining injunctive and equitable relief from any court of competent jurisdiction without the posting of any bond or other security.

12.2 This Agreement shall be construed with, and be governed by, the laws of India without giving effect to the principles of conflicts of laws. Subject to Clause 12.1, courts in Mumbai, Maharashtra only shall have exclusive jurisdiction over all matters arising pursuant to this Agreement.

13. Miscellaneous

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13.1. All notices and other communications required or permitted to be given under the provisions of this Agreement shall be in writing in English and shall be deemed to have been effected: (i) (in the case of personal delivery) when delivered, (ii) (in the case of email with return receipt requested) upon the obtaining of a return receipt from the recipient for whom it is intended, provided that a hard copy of such notice or communication is forthwith sent by prepaid post to the relevant address set out below or (iii) (in the case of a letter) 3 (three) days after being dispatched in the post, postage prepaid, by an efficient form of mail available or by registered mail, if available, at the addresses of the Parties first mentioned hereinabove.

13.2. This Agreement contains the entire understanding and agreement between the Parties relating to the subject matter hereof and shall supersede all previous agreements, negotiations and undertakings in respect thereof, and neither this Agreement nor any provision hereof may be waived, modified, amended, changed, discharged or terminated, except by an agreement in writing signed by the Party against whom enforcement of any waiver, modification, change, amendment, discharge or termination is sought. Provided, however, it is hereby agreed between the Parties that the terms contained in the Investment Agreements shall prevail over this Agreement in relation to the subject matter hereto in the event of any inconsistency between the two.

13.3. This Agreement may be executed simultaneously in counterparts, each of which shall be deemed an original, and both of which counterparts shall together constitute a single agreement.

13.4. If any one or more of the provisions of this Agreement shall be invalid, illegal, or unenforceable in any respect, the validity, legality and enforceability of the remaining provisions contained herein shall not, in any way, be affected or impaired thereby. There shall be substituted for any such provision held invalid, illegal or unenforceable, a provision of similar import, reflecting the original intent of the Parties to the extent permissible under law.

13.5. The provisions of Article 6 (Non-Competition and Non-Solicitation), Article 7 (Confidentiality), Article 9 (Obligations upon Termination), Article 11 (Remedies), and Article 13 (Miscellaneous) of this Agreement shall survive the termination of the Employee's employment with the Company for any reason.

13.6. Save and except as otherwise provided in this Agreement, the waiver of any default or breach

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under this Agreement by any Party shall not constitute a waiver of the right to terminate this Agreement or otherwise exercise rights or remedies for any subsequent default of a similar nature or under any other terms and conditions of this Agreement.

13.7. No variation of this Agreement shall be binding on any Party, unless such variation is in writing and signed by each Party.

IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the date first above written.

For Karkinos Healthcare Private Limited., Through its authorized signatory R Venkataramanan	Employee: Suchismita Das Suchismita Das
Name: R. Venkataramanan Designation: Founder/ CEO Date: 31st May 2023	Name: Suchismita Das Designation: Management Trainee Date: 31st May 2023

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Near Sanganer Airport, Jaipur

KARKINOS

SCHEDULE A

Details of Remuneration

ANNEXURE 1:

The annual compensation details are as follows:

SALARY COMPUTATION		
Components	**Per Annum**	**Per Month**
Basic	289,200	24,100
Hra	144,600	12,050
Special Allowance	144,600	12,050
Gross Salary	**578,400**	**48,200**
Total CTC	**600,000**	**50,000**
Deductions		
Provident Fund	21,600	1,800
Professional Tax	2,400	200
Total Deductions	**24,000**	**2,000**
Net Pay	**554,400**	**46,200**
Employer Contribution to PF	21,600	1,800

Your Compensation will be governed by rules of the company on the subject, as applicable and/or amended hereafter. Also deductions, applicable as per prevalent statutes, shall be deducted from salary.

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Near Sanganer Airport, Jaipur-302029

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THE MISSION HOSPITAL DURGAPUR | FUTURISTIC TECHNOLOGY. BRILLIANT MINDS.

LETTER OF INTENT

Ref: TMH/LOI/38

Dated: 09.12.2022

Ms. Sukanya Tewari
Durgapur
Paschim Bardhaman, West Bengal

Dear **Ms. Sukanya**,

With reference to your application and subsequent interview you had with us, we are pleased to inform you that you have been selected (Subject to pre-employment Medical Fitness and submission of all relevant documents) for the position of **"Management Trainee"** in our Hospital.

You are advised to join on or before **01.07.2023**. After this date this offer letter will stand withdrawn.

You will be paid a Stipend of **Rs. 35000/-** per month. Moreover you will be eligible for statutory benefits as per law.

Please note that the Management Traineeship is for a period of **"1 (one) year"** commencing from your date of joining.

Your services are liable to be transferred within the company or to any of its associates, or sister concerns, or its subsidiary at any place in India or abroad, whether existing or which may come up in future at any time at the sole discretion of the Management.

This is a provisional Offer Letter only; exact terms and conditions will be mentioned in formal Appointment Letter, which will be issued on your joining of this organization.

You would be required to give one-month notice period or one month salary in lieu of notice period before discontinuing your service from our hospital.

Wishing you all the best.

For The Mission Hospital,

Ramesh Lall
President-HR & Admin.

I have read, understood and accepted the terms & condition of this offer. I am willing to start my dissertation on or before 01.07.2023

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The IIHMR University
1, Prabhu Dayal Marg
Near Sanganer Airport, Jaipur-302029

Name :
Signature :
Date:

N Satheeshkanna

From: Piyush Upadhyay <piyushupadhyay.n@metropolisindia.com>
Sent: 22 December 2022 20:39
To: N Satheeshkanna
Cc: Meghna Telikicherla; SheetalWaghmare
Subject: Metropolis On campus :: IIHMR :: Recommended Students for Young Manager Programme

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 Satheesh ,

It was a pleasure to conduct campus placement drive in IIHMR, and thank you and your team for great hospitality extended. Out of the entire lot we have selected five students whose name are as below :

1. Mr. Rahul Chaudhari
2. Ms Naina Tyagi
3. Ms Dhriti
4. Ms Simran Chandwani.
5. Mr. Sultan

The Annual CTC will be offer Rs. 600000/-, We will get in touch with you for further updates. Needless to mention that the students were at par in their performances, we had a tough time to select the above lucky ones .

On behalf of metropolis limited extend warm regards to the student who we're not able to qualify.

regards

Piyush Upadhyay- SBU Head -HR | +91 9821593726 | Metropolis India
Integrity is in our veins | Empathy is in our blood | Accuracy is in our DNA

Taking Life Up A NOTCH

From: N Satheeshkanna [mailto:satheeshkanna@iihmr.edu.in]
Sent: 21 December 2022 14:27
To: Piyush Upadhyay <piyushupadhyay.n@metropolisindia.com>
Subject: [EXTERNAL]RE: Group Discussion Evaluation Sheet.xlsx

**** This is an EXTERNAL email. Exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email. ****

Dear Sir,

Greetings!!!

As desired, herewith I have enclosed the student's details for your kind perusal.

Thanks & Regards,

IIHMR UNIVERSITY

N. Satheeshkanna,
Asst. Manager - Placements

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1, 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: Piyush Upadhyay <piyushupadhyay.n@metropolisindia.com>
Sent: 21 December 2022 09:25 AM
To: N Satheeshkanna <satheeshkanna@iihmr.edu.in>
Subject: Group Discussion Evaluation Sheet.xlsx

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Pls take print

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Registrar
The IIHMR Univ...
1, P...nu Dayal ...
Near Sanganer Airport, Jaipur-302029

PrimEra

1423

EMPLOYMENT OFFER

22/06/2023

Sunam Hazarika
Dibrugarh
Assam
India

Dear Sunam Hazarika,

With reference to your application for employment and interview and further discussions, we are pleased to offer you employment as **Project Management Coordinator** in **PrimEra Medical Technologies Private Limited**.

1. Date and place of Joining:

You are expected to join on **12/07/2023** 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 - CV Heights.

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.

Registrar
The IIHMR University
1, Prabhu Dayal Marg
Near Sanganer Airport, Jaipur-302029

5. Authorized Representative:

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
Senior Manager - HR
Date: 22/06/2023

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 IIHMS University
1, Prabh. Dayal Marg
Near Sanganer Airport, Jaipur-302029

SALARY ANNEXURE

Name: Nakul Kulshrestha

Designation: Project Management Coordinator

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 IIHMR University
1, Prabhu Dayal Marg
Near Sanganer Airport, Jaipur-302029

Documents required to submit -

1. Passport Photograph
2. Educational Certificates: compulsory
   2.1. 10th Mark Memo
   2.2. Highest Qualification Provisional certificate
3. ID Proof - PAN card
4. Address Proof (Both Present & Permanent) - Ration Card, Aadhar Card, Voter ID card, Driving License
5. Salary Certificate/ Salary Slips – **For Experienced Candidates**
6. Experience Certificates - **For Experienced Candidates**
7. Past Employment & Resignation Letters - **For Experienced Candidates**
8. Any certification relevant to the Job Profile / Skills Hired , if any
9. Contact details
   9.1. Mobile Number linked with Aadhaar
   9.2. Person name and contact number for Emergency contact

PrimEra Medical Technologies Private Limited

Sridevi Menon
Senior Manager - HR

Registrar
The IIHMR University
1, Prabhu Dayal Marg
Near Sanganer Airport, Jaipur-302029

Anita Thapa

From: *Sneha Toshniwal (PMT) <SToshniwal@primehealthcare.com>*
Sent: *17 April 2023 17:10*
To: *N Satheeshkanna*
Subject: *RE: EXTERNAL: Invitation for Hiring Talent from IIHMR University, Jaipur*

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Hi Satheesh,

Sunam and Bhavya has been shortlisted. Can you please confirm when can they join us?

Sneha Toshniwal | Senior Lead - HR
SToshniwal@primehealthcare.com

From: N Satheeshkanna <satheeshkanna@iihmr.edu.in>
Sent: Friday, March 31, 2023 5:49 PM
To: Sneha Toshniwal (PMT) <SToshniwal@primehealthcare.com>
Subject: RE: EXTERNAL: Invitation for Hiring Talent from IIHMR University, Jaipur

Dear Ma'am,

Greetings!!!

With reference to the discussion, I would like to share the interested students details and their CV's with this mail for your kind perusal.

Kindly let me know the further proceedings from your end.

Thanks & Regards,

IIHMR UNIVERSITY

N. Satheeshkanna,
Asst. Manager - Placements

A: IIHMR University | 1, Prabhu Dayal Marg,
Near Sanganer Airport, Jaipur – 302029
E: satheeshkanna@iihmr.edu.in| **W:** www.iihmr.edu.in
M: +91 978-245-3035 | **P:** +91 141 3924700 (455)

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From: N Satheeshkanna
Sent: Saturday, January 28, 2023 3:42 PM
To: Sneha Toshniwal (PMT) SToshniwal@primehealthcare.com
Subject: RE: EXTERNAL: Invitation for Hiring Talent from IIHMR University, Jaipur

Registrar
The IIHMR University
1, Prabhu Dayal Marg
Near Sanganer Airport, Jaipur-302029

Dear Ma'am,

Greetings!!!

I would request you to kindly share the schedule of interviews from your end as the students do have their final exams as scheduled below,

PrimEra
Dos Pou Sto

EMPLOYMENT OFFER

17-May-2023
Sunam Hazarika,
Hyderabad

Dear **Sunam**,

With reference to your application for employment and subsequent interview you had with us, we are pleased to offer you employment as **"Project Coordinators"** in PrimEra Medical Technologies Pvt. Ltd.

1. **Date and place of Joining:**

You are expected to join on **03-July-2023 as** *agreed between both the parties*. 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.**

2. **Salary**:

Your CTC will be INR **700000/-** (**Rupees Seven Lakhs Only**) per Annum, including Gross Salary of INR **678400/-** per annum, the breakup of which will be as provided in Annexure A and subject to applicable taxes, payment of provident fund and other statutory deductions. .
However, the structure of your compensation may be altered / changed from time to time in line with the compensation policy and practices of the Company.

3. **Offer Validity**:

This offer of employment is valid for 24 hours from the date of intimation to you 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.

Kindly, refer to enclosed Annexure A for the terms and conditions of the offer.

With best wishes and looking forward to a mutually fruitful association.

Authorized Signatory
Name: Sridevi Menon
Designation: **Human Resource Manager**
Date: **17-May-2023**

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The IIHMR University
1, Prabhu Dayal Marg
Near Sanganer Airport, Jaipur-302029

1424

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PharmaACE
Analytics Center of Excellence

OFFER OF EMPLOYMENT
(STRICTLY PRIVATE AND CONFIDENTIAL)

05 October 2022

Dear Surabhi Singh,

Congratulations!

We are delighted to formally offer you the position of **Trainee Analyst** at PharmaACE in Pune, India.

PharmaACE has a unique philosophy of collaborating with the best people and delivering excellence to our clients for their most critical business problems. We believe in a culture of learning, self-improvement, and honing expertise and thereby driving quality from our employees.

Joining Details:

1. **Start Date:** If you accept this offer, your start date will be **1st March 2023, Wednesday.**

2. **Compensation**:

   2.1 **Salary**: Your annual gross salary will be **INR 4,68,000,** inclusive of your basic, fixed allowances and provident fund contributions, which will be remitted monthly.

   Details of the compensation break up and office specific benefits are shared in **Annexure A**.

   All bonuses are determined at the discretion of PharmaACE and are subject to any standard withholding taxes.

   2.2 **Retirals:** Provident Fund and Gratuity will be as per rules.

   2.3 **Insurance**: Company offers Group Medical Insurance for a floater sum of Rupees Three Lakhs only covering you, your spouse & 2 children (under the age of 25 years), if applicable.

   2.4 **Leaves**: Confirmed employees are entitled to 20 Earned leaves, 6 Optional leaves and 4 Core Holidays, a total of 30 leaves annually. There is no carry forward or encashment of leaves. Leaves will be credited to the employee account on a pro-rata basis from the date of Joining.

   2.5 **Work from Home**: WFH option is available only to confirmed employees and is subject to manager's approval.

3. **Appraisals**

PharmaACE has its Annual Appraisal Cycle in October of each year and the Annual Performance Bonus cycle in March of each year. On confirmation, campus joiners will be eligible to participate in the performance bonus cycle of the next calendar year. Campus joiners will not be participating in appraisal cycles in the calendar year of their joining.

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4. Additional Details:

Following are the details of the logistics for your successful onboarding at PharmaACE

4.1 Orientation & Training: At PharmaACE, all new hires participate in a virtual/office-based Induction program to acquaint themselves with our culture and way of working. We have a blended learning program comprising of Instructor Led Trainings and Self-Paced Trainings hosted on our LMS. This is specifically designed to empower you with the right skillsets and to equip you with the right business acumen.

4.2 Start Date Formalities: This offer is subject to verification of original certificates of educational qualifications and other documents listed below.

1. Relieving Letter and Offer Letter from all the previous employers (if any)
2. Salary slip or salary certificate from most recent employer (if any)
3. Experience Certificate from all previous employers (if any)
4. Proof of Academic Qualification
   - 10th & 12th degree and mark sheets
   - Undergraduate and master's degree certificates and mark sheets
   - Other qualifications - certificates (if any)
5. Proof of identity: PAN and Aadhar Card
6. Passport copy
7. Current and Permanent Address Proof
8. Passport size Photograph

4.3 Probation: You will be on probation for a period of 6 (Six) months, from the date of joining. You will be confirmed in your appointment in writing on successful completion of the said probationary period.

4.4 Notice Period

a. During the probationary period or post confirmation, employer can terminate the employment at any given point of time with immediate effect without salary in lieu of notice in case of non-performance by the employee or in case of any misconduct including but not limited to, fraudulent, dishonest or undisciplined conduct of, or breach of integrity, or embezzlement, or misappropriation or misuse by you of PharmaACE property, or insubordination or failure to comply with the directions given to you by persons so authorized, or your insolvency or conviction for any offence involving moral turpitude, or breach by you of any terms of this Agreement or the policies of PharmaACE or other documents or directions of PharmaACE, or redundancy of your post in PharmaACE, or upon you conducting yourself in a manner which is regarded by PharmaACE as prejudicial to its own interests or to the interests of its clients.

b. During the probationary period, employee can terminate the employment by giving two months notice or two months salary in lieu of notice.

c. Post confirmation employee can terminate the employment by giving three months Notice.

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PharmaACE
Analytics Center of Excellence

d. Employee will not be eligible for any appraisal/variable bonus payout if on Notice period.

5. You will treat matters pertaining to the Company's business interests with utmost confidentiality and such confidentiality must be maintained during your employment with the Company and thereafter.

6. During your services with the company, you will be governed by the rules and regulations in respect to conduct & discipline and other matters as may be framed by the company from time to time.

Sincerely,

Santosh Poojary
PharmaACE

Registrar
The IIHMR University
1, Prabhu Dayal Marg
Near Sanganer Airport, Jaipur-302029

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Annexure A
Remuneration Details

Surabhi Singh **Trainee Analyst**

Salary Component	Per Annum (INR)	In words
Basic Salary	4,68,000	Rupees Four Lakhs Sixty-Eight Thousand Only
Confirmation Bonus *	50,000	Rupees Fifty Thousand Only
Performance Bonus **	45,000	Rupees Forty-Five Thousand Only
Retention Bonus ***	1,50,000	Rupees One Lakh Fifty Thousand Only
Gratuity	27,000	Rupees Twenty-Seven Thousand Only
Mediclaim (Notional)	10,000	Rupees Ten Thousand Only
Total CTC	**7,50,000**	Rupees Seven Lakhs Fifty Thousand Only
Income Tax, Professional tax and other applicable taxes shall be deducted from the salary on monthly basis as per Government Policy.		

* **Confirmation Bonus** will be paid on the successful completion of the probation period. In case an employee wishes to leave the organization before 2 years from the date of confirmation, this bonus will have to be settled.

****Performance Bonus:** To be eligible for the performance bonus, you must be a confirmed employee and not be serving your notice period at the start of the performance appraisal process and also at 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** will be paid on monthly basis for each of the first three years from the date of joining. If the employee wishes to leave the organization before 3rd year of his employment starting from the date of his confirmation, he/she will have to settle the Retention Bonus benefitted until then.

As mentioned above, you will be entitled for Group Medical Insurance for floater sum insured Rupees Three Lakhs only. Details of the same would be furnished in the Appointment Letter.

Best Regards,

Santosh Poojary
PharmaACE

Accepted By: Surabhi Singh

Date: 09/10/2022

Registrar
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1, Prabhu Dayal Marg
Near Sanganer Airport, Jaipur-302029

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Annexure B

CONFIDENTIALITY AND NON-COMPETE AGREEMENT

A. During the employment period and for a period of 2 years after the end of one year post the last employment date, employee agrees not to accept job offer or apply for any jobs in the following companies as these companies compete directly with PharmaACE and its clients:

1. Merck & Co. including Merck India and all other affiliates
2. Aspect Ratio including all its affiliates
3. Novartis International AG including Novartis India and all other affiliates
4. IQVIA Health including all its affiliates
5. ZS Associates and all its affiliates
6. AXTRIA and all its affiliates

B. During the Employment Period, the Employee may have access to or receive certain information about PharmaACE customers and their projects. All project related information, whether labelled confidential or not, is designated as Confidential Information. **Confidential Information** includes information related to PharmaACE and its client's financial statements, budgets and projections, customer identifying information, potential and intended customers, employers, products, computer programs, specifications, manuals, software, analyses, strategies, marketing plans, business plans, and other confidential information, provided orally, in writing, by drawings, or by any other media. The Employee will treat the Confidential Information as confidential and will not disclose it to any third party. In addition, the Employee shall use due care and diligence to prevent the unauthorized use or disclosure of that information.

Best Regards,

Santosh Poojary
PharmaACE

Accepted By: Gurabhi Singh

Date: 09/10/2022

Registrar
The IIHMR University
1, Prabhu Dayal Marg
Near Sanganer Airport, Jaipur-302029

1425

02 February 2023

To,
Surbhi Handa,
56, main market , Bilaspur, Himachal Pradesh

Dear Surbhi,

Congratulations! We are pleased to inform that you have successfully completed the selection process conducted by Indegene Private Limited. At Indegene, success is the outcome of choice and expectations, more than a matter of circumstances and we are delighted that you have chosen us. We are confident that you will add value through your role and strengthen our values by living the Indegene culture credo. We look forward to a long-term relationship and wishing you all the success with us.

This letter is to confirm that we intend to offer you employment on the following terms and conditions:

I. Your designation will be **Project Associate** in the Career **A3** Career Grade.
II. Your Cost to Company (CTC) will be INR **CTC 7,00,000/-p.a**. You will also be eligible for other benefits as governed by our compensation philosophy, details of which shall be shared with the offer letter.
III. The offer letter will be shared with you subsequently and closer to your date of joining which will be notified at a later date.
IV. Indegene shall have the sole discretion to withdraw this Letter of Intent without assigning any reason.

Kindly note that your appointment is subject to the satisfactory verification of your documents and details mentioned in your employment application form and/or any information furnished by you at the time of interview, in addition to the fulfilment of the eligibility criteria. We look forward to having a long and fruitful relationship with you at Indegene, wish you all the best!

Please acknowledge this letter of intent on the duplicate copy of the same in token of your acceptance.

Registrar
The IIHMR University
1, Prabhu Dayal Marg
Near Sanganer Airport, Jaipur-302029

With best wishes,

Bina Patil
Vice President – Human Resources

indegene

Indegene Private Limited, Aspen Block G4, 3rd Floor, Manyata Embassy Business Park, Outer Ring Road, Nagawara, Bengaluru - 560 045, India

Phone: +91 80 4674 4567 +91 80 4644 7777
www.indegene.com

Registrar
The IIHMR University
1, Prabhu Dayal Marg
Near Sanganer Airport, Jaipur-302029

1427

From: N Satheeshkanna <satheeshkanna@iihmr.edu.in>
Sent: 28 January 2023 15:26
To: Sanskar Bhatnagar <sanskar.bhatnagar@indegene.com>
Cc: Nitin Khurana (TAG) <nitin.khurana@indegene.com>; Shilpa Sharma <shilpa.sharma@indegene.com>; Sanganagouda B (TAG) <sanganagouda.b@indegene.com>; India Campus <hello.INDIAcampus@indegene.com>
Subject: RE: Indegene Campus Invitation | Project Associates | IIHMR University | Final Selects

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Dear Sir,

Greetings!!!

With reference to the trail mail, I would request you to kindly let me know the status and confirmation of the selected students based on their English and Psychometry tests from your end.

Thanks & Regards,

IIHMR UNIVERSITY

N. Satheeshkanna,
Asst. Manager - Placements

A: IIHMR University | 1, Prabhu Dayal Marg,
Near Sanganer Airport, Jaipur – 302029
E: satheeshkanna@iihmr.edu.in | **W:** www.iihmr.edu.in
M: +91 978-245-3035 | **P:** +91 141 3924700 (455)

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From: Sanskar Bhatnagar <sanskar.bhatnagar@indegene.com>
Sent: 20 January 2023 06:09 PM
To: N Satheeshkanna <satheeshkanna@iihmr.edu.in>; Vinod Tejwani <vinodtejwani@iihmr.edu.in>
Cc: Nitin Khurana (TAG) <nitin.khurana@indegene.com>; Shilpa Sharma <shilpa.sharma@indegene.com>; Sanganagouda B (TAG) <sanganagouda.b@indegene.com>; India Campus <hello.INDIAcampus@indegene.com>
Subject: RE: Indegene Campus Invitation | Project Associates | IIHMR University | Final Selects

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Hi Placement Team,

Kindly provide the details as mentioned in the columns below for the selected candidates:

S. No.	Name	Role	Institute	Student Residence Location	Tentati of Joi
1	Saloni Kathuria	Project Associate	IIHMR		
2	Suvidhi Sharma	Project Associate	IIHMR		
3	Aakash Mahajan	Project Associate	IIHMR		
4	Prasanna Prakash Naik	Project Associate	IIHMR		
5	Rushabh Shah	Project Associate	IIHMR		
6	Payal Kalra	Project Associate	IIHMR		
7	Viraj Jain	Project Associate	IIHMR		

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The IIHMR University
1, Prabhu Dayal Marg
Near Sanganer Airport, Jaipur-302029

Note:

Students will be joining only after they get pass-out (after their MBA result). So, accordingly provide the tentative date for the students.

Thanks & Regards,

Sanskar Bhatnagar
Indegene - Campus Team
sanskar.bhatnagar@indegene.com | +91 7000291319 | www.indegene.com

From: N Satheeshkanna <satheeshkanna@iihmr.edu.in>
Sent: 19 January 2023 14:27
To: India Campus <hello.INDIAcampus@indegene.com>
Cc: Nitin Khurana (TAG) <nitin.khurana@indegene.com>; Sanskar Bhatnagar <sanskar.bhatnagar@indegene.com>; Shilpa Sharma <shilpa.sharma@indegene.com>; Sanganagouda B (TAG) <sanganagouda.b@indegene.com>; Vinod Tejwani <vinodtejwani@iihmr.edu.in>
Subject: RE: Indegene Campus Invitation | Project Associates | IIHMR University | Final Selects

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Dear Sir / Ma'am,

Thanks for sharing the results.

Herewith I have enclosed the student's acceptance mail for your kind perusal.

Kindly let me know the further proceedings from your end if any.

Thanks & Regards,

IIHMR UNIVERSITY

N. Satheeshkanna,
Asst. Manager - Placements

A: IIHMR University | 1, Prabhu Dayal Marg,
Near Sanganer Airport, Jaipur – 302029
E: satheeshkanna@iihmr.edu.in | **W:** www.iihmr.edu.in
M: +91 978-245-3035 | **P:** +91 141 3924700 (455)

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1, Prabhu Dayal Marg
Near Sanganer Airport, Jaipur-302029

From: India Campus <hello.INDIAcampus@indegene.com>
Sent: 19 January 2023 11:48 AM
To: Vinod Tejwani <vinodtejwani@iihmr.edu.in>; N Satheeshkanna <satheeshkanna@iihmr.edu.in>
Cc: Nitin Khurana (TAG) <nitin.khurana@indegene.com>; Sanskar Bhatnagar <sanskar.bhatnagar@indegene.com>; Shilpa Sharma <shilpa.sharma@indegene.com>; Sanganagouda B (TAG) <sanganagouda.b@indegene.com>
Subject: Indegene Campus Invitation | Project Associates | IIHMR University | Final Selects

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1427

02 February 2023

To,
Suvidhi Sharma,
G-124, LIC Colony, Paschim Vihar, Delhi, 110087

Dear Suvidhi,

Congratulations! We are pleased to inform that you have successfully completed the selection process conducted by Indegene Private Limited. At Indegene, success is the outcome of choice and expectations, more than a matter of circumstances and we are delighted that you have chosen us. We are confident that you will add value through your role and strengthen our values by living the Indegene culture credo. We look forward to a long-term relationship and wishing you all the success with us.

This letter is to confirm that we intend to offer you employment on the following terms and conditions:

I. Your designation will be **Project Associate** in the Career **A3** Career Grade.

II. Your Cost to Company (CTC) will be INR **CTC 7,00,000/-p.a**. You will also be eligible for other benefits as governed by our compensation philosophy, details of which shall be shared with the offer letter.

III. The offer letter will be shared with you subsequently and closer to your date of joining which will be notified at a later date.

IV. Indegene shall have the sole discretion to withdraw this Letter of Intent without assigning any reason.

Kindly note that your appointment is subject to the satisfactory verification of your documents and details mentioned in your employment application form and/or any information furnished by you at the time of interview, in addition to the fulfilment of the eligibility criteria. We look forward to having a long and fruitful relationship with you at Indegene, wish you all the best!

Please acknowledge this letter of intent on the duplicate copy of the same in token of your acceptance.

Registrar
The IIHMR University
1, Prabhu Dayal Marg
Near Sanganer Airport, Jaipur-302029

With best wishes,

Bina Patil
Vice President – Human Resources

indegene

Indegene Private Limited, Aspen Block G4, 3rd Floor, Manyata Embassy Business Park, Outer Ring Road, Nagawara, Bengaluru - 560 045, India

Phone: +91 80 4674 4567, +91 80 4644 7777
www.indegene.com

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Near Sanganer Airport, Jaipur-302029

Anita Thapa

From: *Vinod Tejwani*
Sent: *24 June 2023 23:44*
To: *N Satheeshkanna; Anita Thapa*
Cc: *Swati Pareek*
Subject: *Fwd: Indicative Offer Letter..*

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From: Khushbu Dayal <KHUSHBU.DAYAL@NARAYANAHEALTH.ORG>
Sent: Saturday, 24 June 2023, 13:40
To: Swati Pareek <swati.j21@iihmr.in>
Cc: Santosh Hariprasad Singh <santosh.singh@narayanahealth.org>; Vinod Tejwani <vinodtejwani@iihmr.edu.in>
Subject: Indicative Offer Letter..

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Dear Dr. Swati Pareek,

Greetings from Narayana Hrudayalaya!!!!..

Subsequent to the interview process NH MMI Narayana Superspeciality Hospital, Raipur, (Unit of Narayana Hrudayalaya Ltd) is pleased to make an offer to you for the position of **Unit Lead - Digital Adopt.**

Append below is the compensation structure for this role.

NH Proposed Salary Details		
Particulars	**Monthly**	**Yearly**
Basic	16,043	1,92,516
HRA	9,626	1,15,512
Conveyance Allowance	3,000	36,000
Flexi Allowance	13,120	1,57,440
Advance Statutory Bonus	1,476	17,712
Gross	**43,265**	**5,19,180**
PF	1,800	21,600
Gratuity	772	9,264

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CTC	**45,837**	**5,50,044**

Retention Bonus: You will be also eligible for retention bonus of Rs.50,000/-payable at the end of 12th month from the date of joining. This amount of Rs 50,000/- will be merged with the salary at the end of the financial year.

Please note that this Retention Bonus will be payable on the following terms:

- You must be on the active rolls of the Organization as on the date mentioned in the schedule and should not be on notice period.
- You must not be under any performance improvement program at the time of the pay-out.
- Applicable tax will be deducted as per the Income Tax Act.

Gratuity- You will be covered under the payment of Gratuity Act and will be eligible for gratuity under the scheme after completion of stipulated time period of Employment at NH. Gratuity is payable on retirement from service or separation from the company on meeting the conditions of act.

This mail indicates our intent to make you an offer but does not constitute your formal appointment.

We request you to please send us an email confirmation of acceptance of this offer by **27th June,2023**. Also please confirm a mutually agreed date of joining which should be on or before **03rd July 2023.**

You will receive your formal appointment letter on the date of your joining, on completion of your joining formalities.

You are required to carry all the relevant documents, as provided for below, at the time of joining. We shall verify all original document supporting your educational and previous employment credentials, including your reliving/experience letter from your previous employer.

As a part of our process, you are also required to undergo a pre-employment medical check-up and this offer is valid subject to you being certified medically fit. We would request you to complete the medical check-up prior to your joining the organization.

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List of documents required:

1. Fitness certificate from a registered hospital
2. Photocopies of educational documents of school leaving, Graduation, Post-Graduation (if applicable)
3. Original Relieving letter from the previous organization.
4. Photocopy of the latest salary slip or a salary certificate from the previous employer

5. Photocopy of PAN (Permanent Account Number) card, Voter ID Card and Aadhar Card (Should be link with Mobile No).
6. Four (6) passport and one stamp size colour photographs.

We look forward to your joining at Narayana Health.

Should you have any further clarifications, please feel free to get in touch with us.

Best regards,
Khushbu Dayal.

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Anita Thapa

From: *Anuradha Banerjee*
Sent: *01 August 2023 11:33*
To: *Anita Thapa*
Subject: *FW: Confidential - Offer Of Employment - ABHI || Sweety Prakash Sindhi*
Attachments: *Annex B - ABHI Offer.pdf; Medical Test -1.pdf; Offer Annexure - Sweety Prakash Sindhi.pdf*

From: Sweety Sindhi <ssindhi1997@gmail.com>
Sent: Tuesday, August 1, 2023 11:24 AM
To: Anuradha Banerjee <anuradha@iihmr.edu.in>
Subject: Fwd: Confidential - Offer Of Employment - ABHI || Sweety Prakash Sindhi

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Dear **Sweety**,

This has reference to your application and the subsequent discussions we had with you. We have pleasure in offering you an appointment as **"Assistant Manager – Provider Network" (Assistant Manager, JB11)** in the **Ops – Provider Network** team of Aditya Birla Health Insurance Co. Ltd. on the following terms and conditions:

- Your current place of posting will be **MBC, Thane**

- You will be reporting to **Chief Manager – Provider Network**

- The proposed compensation details are attached
- Details of required documents for the online Onboarding process are attached as Annexure B.

You will also receive a confirmed letter via our ALT Recruit portal shortly and kindly share your acceptance there as well.

A detailed letter of appointment will be issued to you on your joining. We would expect you to join latest by **Aug 09, 2023**. In the event of you not being able to join on or before the latest date mentioned, please intimate the undersigned, failing which this offer will be deemed void.

This offer is valid, subject to all information, facts and figures provided by you, during your discussions with our company representatives, being accurate and a medical certificate issued by one of our empanelled Medical Centre/Hospital, certifying your employability. Details pertaining to this Medical Centre/Hospital will be conveyed to you within a week of your receiving this offer. As a process, we strongly advise that you undergo the medical tests as prescribed and obtain a medical certificate from our empanelled medical centres/hospitals before resigning from your current organization.

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in the current scenario, we will guide you on the way ahead for the Pre-Medical checks procedure.

Kindly revert on this email with an acknowledgement of the offer extended and share across your acceptance of the same by 30th July, 2023.

Thanking you,

Yours faithfully,

On behalf of Aditya Birla Health Insurance Co. Ltd.

Regards,

Prachi

The information contained in this electronic communication is intended solely for the individual(s) or entity to which it is addressed. It may contain proprietary, confidential and/or legally privileged information. Any review, retransmission, dissemination, printing, copying or other use of, or taking any action in reliance on the contents of this information by person(s) or entities other than the intended recipient is strictly prohibited and may be unlawful. If you have received this communication in error, please notify us by responding to this email or telephone and immediately and permanently delete all copies of this message and any attachments from your system(s). The contents of this message do not necessarily represent the views or policies of Aditya Birla Group. Computer viruses can be transmitted via email. Aditya Birla Group Companies attempts to sweep e-mails and attachments for viruses, it does not guarantee that either are virus free. The recipient should check this email and any attachments for the presence of viruses. Aditya Birla Group does not accept any liability for any damage sustained as a result of viruses.

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Annexure B

ATTACHMENT TO OFFER LETTER

Please submit photocopies of the following documents, as may be applicable to you, to the company at the time of joining. Please also bring the original copies of your certificates and testimonials for verification.

1. Permanent Account No. (PAN). [PAN Application Acknowledgement will not be accepted]
2. SSC / HSC certificates with mark-sheets
3. Graduation / Post graduation degree / diploma with mark-sheets
4. Professional degree / diploma with mark-sheets
5. Proof of age
6. Stamped Resignation acceptance will be accepted in lieu of Relieving letter
    - *Note that your Relieving letter needs to be submitted within 45 days from your date of joining failing which your appointment with the organization stands cancelled.*
7. Proof of your last drawn salary with details
8. Medical fitness certificate from a registered medical practitioner issued not earlier than one month from the date of joining. We would like to strongly recommend to all those with prior work experience, to undertake your medical tests and obtain the medical fitness certificate prior to your resigning from your present job, as a matter of abundant precaution.
9. Three passport size colored photographs
10. Three professional references (with complete address and telephone number)

On joining you will also be required to furnish the following:

1. PF Nomination Form
2. Family dependent details
3. Any other relevant information that may be required

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Annexure "A"

Name	: Sweety Prakash Sindhi	**Unit**	: Aditya Birla Health Insurance Co. Ltd.
Date of Joining	: 09/Aug/2023	**Function**	: Ops - Provider Network
Job Band	: 11	**Location of Posting**	: Thane
Designation	: Assistant Manager	**Performance Review Year**	: April to March
Functional Designation	: Assistant Manager	**Compensation Review Year**	: July to June

	Per MONTH	Per ANNUM	Remarks
Salary		2,45,000	
Basic Salary	20,417	2,45,000	This is paid on a monthly basis. Retirement benefits are linked to it.
Allowances/ Reimbursements		2,91,316	
Leave Travel Allowance		8,000	This covers reimbursement for travel on leave within India. It is governed by the IT Act where one can take tax exemptions twice in a block of four years.
Education Allowance	200	2,400	This is paid on a monthly basis.
Special Allowance	22,010	2,64,116	This is paid on a monthly basis. This does not have any link to retirement benefits.
Statutory Bonus	1,400	16,800	This is paid on a monthly basis.
Guaranteed Cash		5,36,316	
Retirement Benefits		41,185	
Employers Contribution to Provident Fund (12% of Basic)	2,450	29,400	The employer contributes to the extent of 12% of basic salary.
Gratuity (15 days Basic)		11,785	This is governed by the Payment of Gratuity Act.
Fixed Compensation w/o housing		5,77,500	
Housing		1,22,500	
HRA	10,208	1,22,500	This is calculated @ 50% of Basic Salary. This amount is paid as a part of the monthly salary
Fixed Compensation		7,00,000	
Variable Pay		1,05,000	This is a performance linked pay plan as applicable to your role. This amount is the target pay on achievement of 100% of the target set for individual, function and organization. The amount indicated here is for a performance period of 12 months, Apr-March. The actual payout will vary due to performance levels and period worked in the performance period.
Cost to Company		8,05,000	
Benefits/ Perks not Valued			
Mobile Phone		Yes	Rental and official calls (For VIL subscriptions only).
Hospitalization Insurance		Yes	As per company's GMC policy - Sum Insured is Rs 5 Lacs p.a. for self and dependents. This is a Co-Pay policy
Accident Insurance		Yes	As per company's GPA policy - Sum Insured is Rs 30 Lacs. This is borne by the company.
Term Insurance		Yes	As per company's GTL (Nischint) policy - Sum Insured is Rs 10 Lacs. Coverage as per company's policy.

Notes:
- Taxes as applicable, to be borne by the incumbent, as per prevailing tax laws.

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1430

THE MISSION HOSPITAL DURGAPUR | FUTURISTIC TECHNOLOGY. BRILLIANT MINDS.

LETTER OF INTENT

Ref: TMH/LOI/42

Dated: 09.12.2022

Ms. Tamanna Ghosh
Baganchra, Moyail,
Purba Bardhaman, West Bengal, **713513**

Dear **Ms. Tamanna**,

With reference to your application and subsequent interview you had with us, we are pleased to inform you that you have been selected (Subject to pre-employment Medical Fitness and submission of all relevant documents) for the position of **"Management Trainee"** in our Hospital.

You are advised to join on or before **01.07.2023**. After this date this offer letter will stand withdrawn.

You will be paid a Stipend of **Rs. 35000/-** per month. Moreover you will be eligible for statutory benefits as per law.

Please note that the Management Traineeship is for a period of "**1 (one) year**" commencing from your date of joining.

Your services are liable to be transferred within the company or to any of its associates, or sister concerns, or its subsidiary at any place in India or abroad, whether existing or which may come up in future at any time at the sole discretion of the Management.

This is a provisional Offer Letter only; exact terms and conditions will be mentioned in formal Appointment Letter, which will be issued on your joining of this organization.

You would be required to give one-month notice period or one month salary in lieu of notice period before discontinuing your service from our hospital.

Wishing you all the best.

For The Mission Hospital,

Ramesh Lall
President-HR & Admin.

I have read, understood and accepted the terms & condition of this offer. I am willing to start my dissertation on or before 01.07.2023

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Near Sanganer Airport, Jaipur-302029

Name :
Signature :

Date:

1433

Anita Thapa

From: *N Satheeshkanna*
Sent: *21 August 2023 16:51*
To: *Ritika Thirani*
Cc: *Anita Thapa*
Subject: *RE: Invitation for Summer Training Opportunity for MBA 2022 - 2024 Batch students, IIHMR University Jaipur*
Attachments: *1st year marksheet(Trapati).jpeg; 2nd year markshet (Trapati).jpeg; 3rd year marksheet (Trapati).jpeg; 10th marksheet (trapati).jpeg; 12th marksheet (Trapati).jpeg; aadhar card (Trapati).jpeg; final year 4th marksheet (Trapati).jpeg; final year marksheet (Trapati).jpeg; MBA marksheet (Trapati).jpeg; pan card (Trapati).jpeg*

Dear Ma'am,

Greetings!!!

As desired, I would like to share the required documents of the student Trapati Bharagav with this mail for your kind perusal.

Kindly share the offer letter with us for our records.

Thanks & Regards,

IIHMR UNIVERSITY

N. Satheeshkanna,
Asst. Manager - Placements

A: IIHMR University | 1, Prabhu Dayal Marg,
Near Sanganer Airport, Jaipur – 302029
E: satheeshkanna@iihmr.edu.in | **W:** www.iihmr.edu.in
M: +91 978-245-3035 | **P:** +91 141 3924700 (455)

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From: Ritika Thirani <ritika.thirani@porteamedical.com>
Sent: Monday, August 21, 2023 11:34 AM
To: N Satheeshkanna <satheeshkanna@iihmr.edu.in>
Subject: RE: Invitation for Summer Training Opportunity for MBA 2022 - 2024 Batch students, IIHMR University Jaipur

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Dear Satheesh,

Trapati Bhargava is selected kindly share your documents.

1. Aadhar
2. Pan Card
3. Education Documents.

Ritika
HR Team

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1, Prabhu Dayal Marg
Near Sanganer Airport, Jaipur-302029

PORTEA
HOME MEDICAL CARE SERVICES

15th September 2023

Bangalore

Offer Letter

Dear Trapati Bhargava,

Based on your application and subsequent discussions we had with you, we are pleased to offer you employment in our organization as **Team Leader – Operations.**

Portea (HealthVista India Ltd.) is one of India's leading Home healthcare providers with operations across NCR, Bangalore, Mumbai and Chennai. We are rapidly expanding our operations in these locations and also across the country.

Our healthcare services at home address a great need of patients and we are delighted that you will be joining our team to help a lot of patients live a healthier and a more comfortable life.

We welcome you on board and wish you the very best.

Let's together create a healthier and happier world!

Sincerely yours,

For Portea Medical Limited

Mr. Darshith Satheesh
Head - HR

Registrar
The IIHMR University
1, Prabhu Dayal Marg
Near Sanganer Airport, Jaipur-302029

080 3355 4554

Healthvista India Ltd. 69/B, 1st Cross, 1st Stage, Domlur Layout, [Next to Domlur Post Office], Bangalore-560071

PORTEA
HOME MEDICAL CARE SERVICES

Terms and conditions:

1. You will join us on or before **18th September, 2023.**
2. You will be on probation for a period of six months from the date of joining and your confirmation would be dependent on satisfactory completion of your Probation period.
3. You will be based at **Bangalore HO.** You are however, liable to be transferred to any of our establishments in India, or to any subsidiary or associate company whether now existing or still to be formed. Such transfer / deputation will be in accordance with the company's rules for the time being in force.
4. Your annual Cost to Company will be **4,00,000 (Four Lakh Only)**. This is subject to usual statutory and / or other taxes, which may be imposed from time to time by the Government, or any public body authorized to do so.
5. You will be entitled to allowances as detailed in the annexure to this letter. You will also be covered by Provident Fund and other schemes of the company as applicable to your category that are in force at present and / or may be amended from time to time. These shall also be subject to taxes as applicable under relevant laws.
6. The employment offer is valid for next one week from this date of offer. If the company does not receive any confirmation from you within the stipulated time this offer shall lapse automatically and then there shall be no further communication from the company in furtherance of this offer of employment.
7. You will be required to give 60 days' notice to terminate this appointment after confirmation. The Notice period during probation will be 30 days. The last working day would be decided at the sole discretion of the Management and in the event of being relieved within the above number of days, the remaining part of notice period days would be adjusted against the existing leave balance or an equivalent of basic salary and HRA. The Company, however will have the right to terminate your appointment forthwith on account of misconduct, including but not limited to, fraudulent, dishonest or undisciplined conduct, or breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's or Client's property or breach of the confidentiality obligations. In all other cases, the Company will have the right to terminate the appointment by giving 60 days' notice or payment of basic salary and HRA in lieu of notice.
8. Any revisions of your compensation package, promotions, and your continued employment with the Company are all subject to you meeting the performance levels applicable to you from time to time. Your performance may be informally discussed with you by your manager/s on a regular basis.

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080 3355 4554

Healthvista India Ltd. 69/B, 1st Cross, 1st Stage, Domlur Layout, [Next to Domlur Post Office], Bangalore-560071

PORTEA
HOME MEDICAL CARE SERVICES

CTC ANNEXURE

Compensation Structure		
Name	Trapati Bhargava	
Total Annual CTC (Rs.) :	400000	
Total Fixed Income (Rs.) :	400000	
Monthly CTC	33333	
Particulars	**Monthly**	**Annual**
Basic	13333	159996
HRA	6667	80004
Conveyance	1600	19200
Fixed Visit Allowance	0	0
Special Allowance	10133	121600
Gross Salary	**31733**	**380800**
Deductions		
PF	1600	19200
PT	200	2400
ESI	0	0
Total Deductions	**1800**	**21600**
Company Contributions		
PF	1600	19200
ESI	0	0
Gratuity *(As per the Act)*	0	0
Sub total	**1600**	**19200**
Fixed CTC	**33333**	**400000**
Total CTC	**33333**	**400000**

You will be covered under Group Medical Insurance up to Rs.1 Lac.

For Portea Medical Limited

Mr. Darshith Satheesh

Head - HR

Registrar
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1, Prabhu Dayal Marg
Near Sanganer Airport, Jaipur-302029

080 3355 4554

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VISIT

VISIT HEALTH PRIVATE LIMITED | CIN U72200DL2018PTC333356.
237, Okhla Industrial Area Phase III, Okhla Industrial Estate,
New Delhi, Delhi 110020

Date: May 8th,2023

Ms. Tripti Hajare,
31/307, Vinoba Ward, Near Shiv Mandir,
Bhaggudhana, Tikari, Betul, Madhya Pradesh - 460001.

Dear Tripti,

Subject: Your Appointment as **"Assistant Manager - Operations"** and terms & condition

With reference to your application and subsequent interview you had with us for employment in **Visit Health Private Limited ("Company")**, we have pleasure in appointing you for the position **"Assistant Manager - Operations"** in our organization with effect from **June 05th,2023** under the terms and conditions (**"Employment Agreement"**).

The terms of this Employment Agreement are strictly confidential between you and the Company and any breach of confidentiality may result in withdrawal of this offer or termination of your employment. This Employment Agreement supersedes all of our prior written and oral communications with you on this subject and can only be modified by a written letter signed by the head of the human resources department of the Company or the chief executive officer of the Company or such other officer as may be authorized by the Company.

1. **Place of posting**

(a) You shall be based at **Noida**. Your place of work may be changed to any other location to address business / client requirement as directed by the Company.

(b) However, during your employment with the Company, your services may be transferred or loaned to any of the offices/projects/divisions/departments of the Company existing or to be set up at any location in India or abroad. It is understood that the appointment will involve travel anywhere in India or abroad. As a part of your regular schedule, you may be required to travel extensively, you will be eligible to claim travel expenses etc., as approved by the manager/reporting person.

(c) Your appointment shall commence on **June 05th,2023.**

(d) Your appointment and continuation in employment of the Company will be subject to your being and remaining medically fit.

(e) Your manager will have the authority to change the portfolio of your responsibilities, as may be required, from time to time.

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2. **Compensation & Reporting**

Your annual CTC including variable shall be **INR Rs 6,50,000/- (Rupees Six Lacs and Fifty Thousand Only).** The salary breakup shall be as per Annexure 1. Your eligibility for Performance Linked Incentives shall be to a maximum of **INR 50,000/- (Rupees Fifty Lacs Only)** gross per annum given equally on a six-monthly basis. To the extent any documentary proof or supporting documents are required for any payments to be made by the Company to you, the Company shall not be liable for non-payment thereof on account of your failure to submit any such documentary proof or supporting documents within the time stipulated by the Company.

(a) All the tax liabilities are to your account. Appropriate deductions for tax, professional tax, employee's contribution towards provident fund and such other applicable taxes shall be made by the Company from the compensation payable to you.

(b) Company may at its complete discretion, revise your compensation in future.

(c) Your compensation will be subject to deductions as application under provisions of Income Tax Act. 1961 and other application laws in India.

(d) The Company may modify its standard benefit package from time to time, as it may deem necessary in its sole discretion, which would thereby also modify the benefits available to you.

(e) The company reserves the right to withhold any incentive or award payment or withdraw any such payment of any time. Further, in the event wherein you leave/ quit/ resign from the services of the Company/ relieved from your services by the Company for any reasons anytime within a period of 1 (one) month of your date of joining. the Company shall not be obliged to make any payments unless the Company decides to the contrary at its sole discretion.

3. **Probation Period**

You will be on a probationary period of **1 month** from date of joining (**"Probation Period"**).

During the Probation Period, you or the Company may terminate your employment at any time and for any reason whatsoever by giving a minimum notice period of 15 (fifteen) days or by payment of 15 (fifteen) days salary (basic) in lieu of the notice period.

4. **Benefits**

You will be entitled to participate in all of the company's benefit plans as established from time to time at such times as you qualify for them or, as the case may be, as you are selected for participation in them. The Company reserves the right to amend or discontinue such benefit plans in its sole discretion and without compensation to you for such amendments or discontinuance.

5. **Work Conduct**

(a) During your employment with the Company, you shall devote your best efforts for promoting the Company's (and of any other relevant affiliate and / or business associate of the Company) business.

(b) You are required to effectively carry out all duties and responsibilities as assigned to you by the Company and shall faithfully and diligently perform these in compliance with established policies and procedures, endeavouring to the best of your ability to protect and promote the interests of the Company.

(c) You shall not, except with the prior written consent of the Company, engage directly or indirectly in any other business, occupation or activity, whether as a principal, agent or otherwise which will be either for profits or otherwise or which is in anyways detrimental whether directly or indirectly, to the Company's interests.

(d) You will be bound by the rules, regulations, policies and orders issued by the Company from time to time in relation to your conduct, discipline rules, regulation, policies et al, as part of this contract of appointment.

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(e) You shall devote yourself exclusively to the performance of your duties during normal working hours at your place of employment and at all other times that may be necessary for the proper performance of your duties except in case of illness or accident.

(f) You shall at all times keep your manager or any other person that your manager may nominate, promptly and fully informed (in writing if so requested) of your conduct of the business or affairs of the Company and provide such explanations as he/she or they may require in connection therewith.

6. Hours of work

Official work timings will be communicated to You by the Company. You may be required to work outside normal working hours and/or on other days, as may be required by the Company from you from time to time, or for you to complete your work and obligations. In such instances you will not be eligible for any additional compensation.

7. Holiday entitlement or paid holidays

You will be entitled for holidays as per the policy of the Company. Such holidays will be taken by you at times that will be determined depending upon the requirements of the business activities of the Company and depending upon the provisions of applicable laws, unless the Company and you shall otherwise specifically agree.

8. Past Record

If any declaration given or information furnished by you to the Company proves to be false or if you are found to have wilfully suppressed any material, information, you will be liable to removal from services without any notice or compensation whatsoever.

9. Training

You may be imparted training on-the-job and periodically when the training programs will be organized. The Company lays high importance when the training its employees and spends considerable resources on it. A full commitment from employee side is expected during the training period.

10. Fitness

In order to perform your duties towards the Company, you are required to keep yourself in good health and fitness both physically and mentally. The Company may subject you to medical check-up at regular intervals. If it is found on your medical check-up that you are not physically or mentally fit to perform your duties towards the Company, your services will be liable to be terminated.

11. Representation and Warranties

You hereby expressly represent and warrant to the Company that:

(a) You have duly completed all the necessary formalities in relation to the termination of your employment with your previous employer;

(b) You will not, so long as you continue to be employed with the Company, disclose or misuse any confidential information that may have been disclosed to you during the course of your employment with any of your former employers;

(c) You will not accept any commission or any kind of gratification in cash or kind from any person, firm, institution or organization have dealings with the Company and if you are offered any, will immediately report the same to the management of the Company in writing;

(d) You confirm and undertakes that you do not have and have not brought to premises of the Company and shall not use for the business of the Company any confidential or proprietary information or trade secrets including but not limited to products, designs, methods, know-how, formulae, technologies, systems, processes, software programs, supplier list, customer lists, customer pricing and order data, projects, plans proposals, technical information or other information belonging to your former employers or associates. In this regard, you should be extremely careful not to

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bring to the Company any documents or other materials in any form belonging to or acquired from any prior employer or associates.

12. Termination

(a) During the Probation Period (including any extension), services may be terminated by either party by giving written notice of 15 (fifteen) days to the other party or payment in lieu of the notice period.

(b) Post expiry of the Probation Period, your employment with the Company may be terminated by either party, at will, by Company issuing 1 (one) months' notice or by Employee issuing 2 (two) months' notice or salary in lieu of notice. Provided however that, unless you have handed over your duties and responsibilities, to the satisfaction of the Company to such officer as may be designated by the Company, you will not be eligible to be released from the Company prior to the expiry of the notice period of 1 (one) month if the Company has issued the notice or 2 (two) months if the Employee has issued the notice. The decision of the Company in this regard shall be final and binding upon you.

(c) The Company shall be entitled to terminate your employment with immediate effect without serving a notice of termination and without being liable to pay the salary in lieu of the notice period on occurrence of any of the following events:

(i) If at any time during the course of your employment, it is found that you have made a false or an incomplete declaration with regard to your qualification / experience and other detail, your appointment will be treated void with immediate effect without any payment in lieu of notice period; or

(ii) If at any time during the course of your employment, it is found that you have committed any act of gross misconduct or serious breach of employment terms, been guilty of conduct tending to bring yourself or the Company into disrepute, been absent for a continuous period of 3 days or more without approval/information,

indulged in policy violation/fraud/financial irregularities and/or been found to demonstrate unsatisfactory job performance your employment with the Company will be terminated forthwith and you shall not be entitled to any notice period or payment in lieu thereof; or

(iii) The Company may terminate / suspend your services at its discretion at any time immediately upon written notice to you if it has been alleged and prima facie established through preliminary internal inquiry that you have committed (i) any heinous criminal act or any offense involving moral turpitude. Examples include but not limited to rape, forgery, robbery, etc. (ii) sexual harassment or (iii) other act that threatens or (iii) Gross Misconduct (iv) breach of this Employment Agreement or an act likely to damage the Company's reputation; or

(iv) If the Company is informed of any previous conviction by any court of law involving moral turpitude; or

(v) Your performance is not as per the agreed terms in the sole judgement of the Company.

13. No conflict of Interest

(a) You represent and warrant that you have not entered into any previous or contemporaneous agreements which may be in conflict with the terms and conditions of Employment Agreement, or which preclude you from fully performing your job responsibilities for the Company.

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(b) You represent that your performance of all the terms of this Employment Agreement and as an employee of the Company does not and will not breach any agreement to keep in confidence or in trust prior to your employment by the Company to use any confidential or proprietary information. In case of any objection from your previous employer, you shall be solely and fully responsible for the same, and shall hold Company harmless.

14. Confidentiality

(a) All information regarding the affairs or business matters of the Company (and of any other relevant affiliate and/or business associate of the Company) including but not limited to concepts, working methods, client portfolios, strategies, inventions, research, products, designs, methods, know-how, customer list, supplier list, marketing and business plans, prototypes, data, customer pricing and order data, projects, plans, proposals, market knowledge, projects, potential project, financial information, technical information and all such other information which is deemed to be confidential in the context of the business of the Company that comes to your knowledge by reasons of your employment is deemed to be confidential and considered a trade secret.

(b) You shall be required to maintain strict confidentiality of such information and data that may come to your possession or knowledge by virtue of the engagement, use it only as may be required in the normal course of your work and shall not disclose or divulge any information or data, without prior consent of an authorized officer of the Company.

(c) You shall at all times keep the details of your salary and employment benefits at the Company strictly confidential and shall not disclose such details to any other person within the Company or outside the Company.

(d) You shall use the Company name, Logos trademarks or other identifiers strictly in the manner permitted by the Company's policies or for the purposes of provision of Services delegated to you to the extent required.

(e) You shall at all times, whether during or the termination of your employment act with utmost fidelity and shall not disclose or divulge any such confidential information to third parties or make use of such information for your own benefit or for the benefit of any third party, either during the term of your employment or thereafter.

(f) This clause applies during the employment and continues even after expiry or termination of employment. Failure to adhere to this clause will invite legal action by the Company and you shall indemnify and hold Company harmless for any losses incurred by Company for any breach of confidentiality obligation.

15. Proprietary Information

All rights in and to any copyrightable material, including but not limited to computer programs, analyst report, research report, databases, client profile report which has/may have originated pursuant to or in connection with the business of the Company in writing, shall be the sole and exclusive property of the Company, its successors, assigns or other

legal representative and that you shall have no Intellectual Property Right over the same. Neither during your employment with the Company nor thereafter for a period of 3 (three) years shall you, directly or indirectly, use for you or another, or disclose to another (an unauthorized person), any Proprietary information (whether acquired learned, obtained or developed by you alone or in conjunction with others) of the Company or others, except as such disclosure or use may be required in connection with your employment with the Company or may be consented to in writing by the Company. Any work done, by an employee of Visit Health Private Limited ("VISIT"), for VISIT and the output there-from shall be the property of VISIT in perpetuity.

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16. **Assignment of Developments**

(a) If at any time during your employment with the Company, you shall (either alone or with others) make, conceive, discover or reduce to practice any invention, modification, discovery, design, development, improvement, process, software program, work of authorship, documentation, formulae, data, technique, know-how, secret or intellectual property right whatsoever or any interest therein (whether or not patentable or registrable under copyright or similar statutes or subject to analogous protection) (herein called "**Developments**") that relates to the business of the Company or any of the products or services being developed, manufactured or sold by the Company or that may be used in relation therewith, such Developments and the benefits thereof shall immediately become the sole and absolute property of the Company and its assigns, and you shall promptly disclose to the Company of each such Development and you hereby agree to assign any rights that you may have or acquire in the Development and you hereby agree to assign any rights that you may have or acquire in the Developments and benefits and/or rights resulting there from to the Company and its assigns without further compensation and shall communicate, without cost or delay, and without publishing the same, all available information relating thereto to the Company.

(b) Upon the request of the Company, you shall execute and deliver all the documents and do other acts which are or may be necessary to document such transfer or to enable the Company to file and prosecute applications for and to acquire, maintain, extend and enforce any and all patents, trademark registrations or copyrights under Indian law of foreign law with respect to any such Developments. In the event the Company is unable for any reason, after reasonable effort, to secure your signature on any document needed in connection with the actions specified in this clause, you hereby irrevocably designate and appoint the Company and its duly authorized officers and agents as your agent and attorneys

in fact, which appointment is coupled with an interest, to act for and in your behalf to execute, verify and file any such documents and to do all other lawfully permitted acts to further the purposes of this clause with the same legal force and effect as if executed by you. You hereby waive any and all claims, of whatsoever nature against the Company.

17. **Deductions**

During your employment or in the event of any termination the Company is entitled to deduct any amount due from you to the Company from actual total compensation including but not limited to:

i. Any debt or advance for the time being owed by you to the Company;
ii. Any deduction related to leave or holiday taken in excess of entitlement as at the date of termination of employment: and
iii. Any deduction with respect to expenses incurred by the Company or the cost of repairing damage to the Company's property caused by you (and of recovering the same)

18. **Return of Company Property**

(a) You shall promptly upon request by the Company and in any event upon the expiry or termination of your employment return and surrender to Company laptop and other assigned assets, all such confidential information including without limitation, data, information, files, books, magazines, reports, documents, manuals, any knowledge database in whatever form including but not limited to electronically held data that concerns the business of the Company which may have been prepared by you or come into your possession custody or control in the course of your employment.

(b) You shall not keep any copies of these items in any form whatsoever.

(c) Violation of this clause may invite legal action.

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19. **Information Security and Misuse of Company Resources**

(a) You recognize and are aware that the Company's computers including emails sent to you and by you may and telephone networks are monitored and you are not entitled to privacy protection. You hereby agree that at no time will you use any of the Company's resources for any benefit derived personally or to your family or any others. The term "resources" include property, premises, computer resources (software & hardware), and equipment, documentation, records, paper, and information systems.

(b) You further have a responsibility to the Company to immediately report, without exception, irregular business practices on the part of any other employees that may come to your notice.

(c) If such monitoring discloses breach of any law or Company policies, disciplinary action may follow including termination of the employment.

20. **License**

As an employee of the Company, you understand that it is your responsibility to read and be aware of any special licensing agreement that may pertain to any vendor package assigned to you for use. You also recognize that it is your professional responsibility neither to participate in nor to encourage any violation of copyright provisions for vendor software.

21. **Interaction with our Customers**

During your employment with us and for a further period of 1 (one) year from the date of separation from our Company, you will not seek employment nor act as an agent or a representative of any firm soliciting business with our customers in general and the customers you are doing project for in particular. That 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.

22. **Non-competition and Non-Solicitation**

In the event of your separation from Company for whatever reason:

(a) You hereby agree and undertake that You shall not enter into a contract or accept an obligation that is contrary to Your obligations under this Agreement during the term of Your employment with the Company and for a period of 2 (two) years after the termination of Your employment.

(b) You hereby agree and undertake that You shall not take up employment with or enter into any commercial arrangement agreement or understanding directly or indirectly with any entity or company or any person or any firm or association which competes directly/indirectly with the business of the Company during the term of Your employment with the Company and for a period of 2 (two) years after the termination of Your employment.

(c) You hereby agree and undertake that You will not directly or indirectly, own, manage, operate, control, finance or participate in the ownership, management, operation, control or financing of or be associated in any manner with any entity or company or any person or any firm or association which competes directly/indirectly with the business of the Company during Your employment with the Company and for a period of 2 (two) years after the termination of Your employment with the Company.

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(d) You hereby agree and undertake that the salary paid to You under this Agreement is sufficient consideration for the undertaking the obligations as set out herein and for the performance by You of Your duties and obligations under this. You also acknowledge and understand that the limitations as to time and the limitations of the character or nature placed in this Clause are reasonable and fair and will not preclude You from earning a livelihood, nor will they unreasonably impose limitations on Your ability to earn a living. You agree and acknowledge that You have given careful consideration to the restraints imposed upon You under this Agreement and have executed this Agreement of Your own free will.

(e) You agree that for a period of 2 (two) years after your separation from the Company, you will not endeavour to solicit or entice away any person who is an employee of the Company or who was in its employment up to 2 years preceding your severance.

23. Disclosure of Information

You confirm that you have disclosed all your as well as your relatives' business interests in the Company whether or not they are similar to or in conflict with the business (es) or the activities of the Company and all circumstances in respect of which there is, or there might be perceived, a conflict of interest between the Company and you or any immediate relatives. You agree to immediately disclose, to the Company any such interests or circumstances which may arise during your employment.

24. Indemnity

You shall indemnify and keep indemnified the Company against any/all claim, liability, loss, damage, and/or litigation, arising incurred and/or suffered by the Company, the board of directors of the Company or any employee of the Company on account of wilful default or negligence on your behalf in the conduct of the affairs of the Company or on account of breach of the terms and conditions of this Employment Agreement.

25. General Clauses

(a) You hereby undertake that you will not, directly or indirectly, whether to directors, consultants, customers, suppliers, employees, bankers, advisors, of the Company in any capacity or manner, make, express, transmit, speak, write, verbalize or otherwise communicate in any way (or cause, further, assist, solicit, encourage, support or participate in any of the foregoing), any remark, comment, message, information, declaration, communication or other statement of any kind, whether verbal, in writing, electronically transferred or otherwise, that might reasonably be construed to be disparaging of, or derogatory or critical of, or negative toward, the Company or any of its directors, officers, affiliates, shareholders, subsidiaries, employees, agents or representatives or which would reasonably be expected to lead to unwanted or unfavourable publicity to the Company.

(b) You shall upon reasonable notice, furnish such information and render proper assistance to the Company as it may reasonably require in connection with any litigation in which, it is, or may become, a party either during or after or in connection with your employment with the Company including post termination of your employment if so, required by the Company.

(c) Your appointment is contingent upon Medical Fitness Certificate satisfactory reference background checks, including verification of your application materials education and employment history. Your employment is also contingent upon your ability to work for the Company without restriction (i.e., you do not have any non- competes obligation or other restrictive clauses with any previous employer).

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(d) You will be governed by the Company's policies during the course of your employment. It will be obligatory on your part to ensure compliance to the applicable statuses, regulations and requirements laid down by the Company and other regulatory and statutory bodies. Violation of the terms and conditions mentioned herein would attract disciplinary and/or legal action, including immediate termination.

(e) Notification rights of the Company: In the event that you leave the Company, you hereby consent to notification by the Company to your new employer about your obligations under this Employment Agreement.

(f) The Company reserves the right to amend the policies from time to time. You are advised to keep yourself updated on these policies and abide by the same.

26. Miscellaneous

(a) This Employment Agreement constitutes the entire agreement between the parties hereto on the subject matter hereof.

(b) If any part of this Employment Agreement is held by any court or authority of competent jurisdiction as void or without effect it shall be limited to that extent and be binding on the Parties hereto at the relevant time as a severable part hereof with nothing to affect the rest of this Agreement.

No alteration to or amendment of or change in this Employment Agreement shall be valid unless it is reduced to writing and is signed by each of the parties.

(c) All notices to be given under this Agreement shall be in writing and shall be sent to the address mentioned in this Employment Agreement, or any other address the recipient may designate from time to time. Notices may be delivered personally, by first class pre-paid letter. Notices shall be considered to have been received: (a) by post - 48 hours after the date of mailing; or (b) by email – immediately on transmission, provided a confirmatory copy is sent by first class pre-paid post or by hand by the end of the next business day.

(d) Termination of this Employment Agreement shall not affect those provisions hereof that by their nature are intended to survive such termination.

27. Jurisdiction and Governing Law

This Employment Agreement shall be governed by and constituted and enforced in accordance with the internal laws of India and the courts in Delhi shall have exclusive jurisdiction to settle any dispute arising out of or in connection with this Employment Agreement.

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We take this opportunity to congratulate you on your selection and look forward to a long and mutually beneficial professional association. You're are joining us at an exciting phase of your journey or building a world class firm and we are counting on you to help us get there.

Kindly return a copy of this letter duly signed by you in acceptance of the terms and conditions set out herein.

Sincerely yours,
For Visit Health Private Limited

For Visit Health Private Limited

Chetan Anand
Director

Chetan Anand
Co-Founder COO & CFO
Signed and accepted by:

I hereby accept and agree to the terms and conditions of this employment contract and any amendments, additions hereto. I also promise to adhere and abide by the policies and regulations of the Company as mentioned and amended from time to time.

Name: Tripti Hajare
Date: 10 May 2023
Place:

Website
www.getvisitapp.com

Email us
hello@getvisitapp.com

Phone Number
+91-1146009900

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1438

COMMUNITY EMPOWERMENT LAB

Ref: CEL/HCAP/202307/005

Date: 15-Jul-2023

To,
Mr. Utkarsh Arora
IIHMR, Jaipur

Sub: Offer Letter

Dear Mr. Utkarsh,

It is our pleasure to extend the following offer letter to you on behalf of Community Empowerment Lab (CEL), further to the interview and discussions you have had with us.

We are pleased to offer you a position as "**Research Assistant**". You will be based at CEL's Kanpur Nagar office, you will play an important role in research studies execution, managing M&E aspect of these studies and other in-depth work which organization need. This involve collaborate with cross-functional teams to support research study teams and their work to achieve the objectives. You will travel frequently to other locations in order to effectively carry out your duties.

Term of Consultancy:

This is a full-time offer with the date of Joining from 20th July, 2023. The first 6 months of your consultancy will be a probationary period. Based on your satisfactory performance in the probation period the contract will be extended.

Consultancy Fees:
Your fee is fixed/deliverables based at a gross consultancy fee of **INR 5,50,000/- per annum**. Your fees will be disbursed to your bank account within 7 working days upon submission of the approved invoice.

Taxes:
CEL will make deductions for Income Tax and other statutory deductions from your fees, as per Income Tax rules and provisions, and deposit the same with the concerned Treasury/Department.

Reimbursements:
CEL shall reimburse you for all reasonable expenses incurred in the proper performance of your duties hereunder against prior approval and production of written evidence of such expenses to the reasonable satisfaction of your CEL manager/ approving authority, and in accordance with CEL's travel & business expenditure policy.

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General:
On joining the organization, you shall abide by the rules and regulations of the organization as

may be in force from time to time. You will be required to maintain utmost secrecy in respect to proprietary, confidential data information, documents and the organization's Human assets profile. Regular performance reviews will be done to benchmark your performance against company standards.

We welcome you on board. At the time of joining, the Human Capital team will give you a detailed consultancy agreement. We would expect you to join on 20th July, 2023 in keeping with our discussions with you, otherwise this offer will stand withdrawn automatically within ONE week of the joining date, or it stands canceled in case of any deviations in information provided by you.

It's our pleasure to welcome you to CEL. We sincerely hope that you will look favorably upon this offer. We at CEL look forward to working with you.

Please sign and return to the undersigned the duplicate copy of this letter signifying your acceptance ASAP.

With best wishes,
For Community Empowerment Lab

Vinay Pratap Singh
Director – Research Management

AGREED AND ACCEPTED:

DATE OF ACCEPTANCE:

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Tata AIG General Insurance Company Limited
Regd Office: 15th Floor, Tower A, Peninsula Business Park,
G. K. Marg, Lower Parel, Mumbai - 400 013,
Tel. No.: +91 22 66930000
www.tataaig.com
IRDA Registration No.: 108
CIN : U85110MH2000PLC128425

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TATA AIG INSURANCE
WITH YOU ALWAYS

06 October 2022

Ms. Uttara Dey
MH-193/B, Maithon
Dhanbad, Jharkhand
828207
India

Dear Uttara

Subject: Offer Proposal

We, Tata AIG General Insurance Company Limited are pleased to extend you an offer proposal for the position of **MT** at **MT** in **Claims- Health** department.

Your initial place of posting would be **Ameerpet.** The Company reserves right to transfer you to any location / department and / or job role in India or abroad in the future, as maybe required for the Company's business requirement.

Your annual Cost to Company will be Rs. **900,000.00** per annum. The compensation details are detailed in the 'Annexure' to this offer letter. You will be eligible for performance bonus / incentives as per the Company's policies from time to time.

This offer letter is contingent upon the successful completion of health declaration and background verification that may be conducted by the Company or any other external agency authorized to conduct the same. By accepting this offer letter, you hereby give your unconditional consent to the Company or any third party appointed / nominated by the Company to conduct background verification including but not limited to current and past employers, criminal conviction records, university / school / college records, professional and personal references and other verifying sources / authorities.

We would expect you to revert with offer acceptance within 3 working days of receipt of this offer letter and join us latest on or before 22 July 2024, beyond which the offer and this offer letter would stand withdrawn, unless a new date is by the Company in writing.

A detailed appointment letter will be issued to you upon joining and completion of requisite documents submitted by you or as may be required by the Company.

Yours Sincerely,

For **Tata AIG General Insurance Company Limited.**

Jitesh Bawa

Chief Human Resource Officer

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ANNEXURE

Name	Uttara Dey
Designation	MT
Band	MT
Location	Ameerpet
Department	Health Insurance

Pay Component (A)	Per Annum (Rs.)	Remarks
Basic Salary	297,000.00	Fully Taxable
House Rent Allowance (HRA)	148,500.00	Taxability as per applicable IT provisions on HRA
Flexi Allowance Plan (FAP)	404,574.00	Taxability as per applicable IT provisions on (FAP)
Statutory Bonus	0.00	
Total of (A)	**850,074.00**	
Statutory Benefits (B)		
Provident Fund (Employer Contribution)	35,640.00	As per the applicable law
Gratuity	14,286.00	As per the applicable law
Total Fixed Cost (A+ B)	**900,000.00**	
Target Annual Performance Bonus (C)	**270,000.00**	Performance Bonus is payable once a year, maximum up to 30% of fixed CTC based upon the individual performance & Company performance. The mentioned is at Target level Company performance
Maximum Earning Capacity (A+B+C)	**1,170,000.00**	

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Statutory Bonus shall be payable in accordance with The Payment of Bonus Act, 1965, as applicable.

*Gratuity shall be payable in accordance with The Payment of Gratuity Act, 1972, as applicable.

*Note-All of the Above Payments would be subject to tax and other deductions as per norms.

Guidelines on Annual Performance Bonus:
You will be eligible for an Annual Performance Linked Bonus Pay in the relevant performance year under review which will be based on individual performance and Company performance. Target bonus amount mentioned above will be the maximum payable and there is no guaranteed amount. Any employee earning incentives during the year or serving notice period on the date of pay-out will not be eligible for this component. Payment of Annual Performance Bonus is as per the Company policy, which is subject to change basis management discretion.

Guidelines for Flexi Allowance Plan:	
a) Each employee is entitled to exercise his / her choice of apportionment of FAP subject to total limits available against each allowance	
b). The below selection shall be taxable / non-taxable as provided for under the Income Tax act and the rule there made under and amended from time to time	
Allow / Reimb Head	Permissible Limit (in INR)
Food Coupons	Rs 15000 (or) 26400 per annum
Gift Vouchers	Rs 4999 per annum
LTA	Upto Rs. 2 Lakhs per annum
Children Hostel Allowance	Rs 300 per child per month up to a max of 2 kids
Education Allowance	Rs 100 per child per month up to a max of 2 kids
Vehicle & Fuel Maintenance (Only for Band 3 & Above Levels)	Rs 21600 per annum
Driver Salary (Only for Band 3 & Above Levels)	Rs 10800 per annum
Telephone Reimbursement	Rs 12000 or 24000 per annum
National Pension Scheme	10% of the basic Salary or 1.5 Lakhs whichever is lower

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Other Benefits*	Cover
Group Mediclaim Insurance cover	Self, Spouse and 2 dependent children on a family floater basis.
Group Term Life Insurance cover	Two times of Annual fixed compensation less retirals or Rs.10,00,000 whichever is higher. (Retirals includes PF and Gratuity)
Group Personal Accident Insurance cover	Applicable as per the company policy.
Voluntary Parents Mediclaim Policy	An employee can cover his/her dependent Parents and/ or Parents in laws. This is a voluntary policy where the premium will be borne by the employee.

*** Please refer the Individual Policy Documents for more details**

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G. K. Marg, Lower Parel, Mumbai - 400 013,
Tel. No.: +91 22 66930000
www.tataaig.com
IRDA Registration No.: 108
CIN : U85110MH2000PLC128425

Great Place To Work. Certified

TATA AIG INSURANCE
WITH YOU ALWAYS

06 October 2022

Dr Vaibhav Sawant
381, Saichhaya,
Karapur Tisk
North Goa- 403505
India

Dear Vaibhav

Subject: Offer Proposal

We, Tata AIG General Insurance Company Limited are pleased to extend you an offer proposal for the position of **MT** at **MT** in **Claims- Health** department.

Your initial place of posting would be **Goregaon.** The Company reserves right to transfer you to any location / department and / or job role in India or abroad in the future, as maybe required for the Company's business requirement.

Your annual Cost to Company will be Rs. **900,000.00** per annum. The compensation details are detailed in the 'Annexure' to this offer letter. You will be eligible for performance bonus / incentives as per the Company's policies from time to time.

This offer letter is contingent upon the successful completion of health declaration and background verification that may be conducted by the Company or any other external agency authorized to conduct the same. By accepting this offer letter, you hereby give your unconditional consent to the Company or any third party appointed / nominated by the Company to conduct background verification including but not limited to current and past employers, criminal conviction records, university / school / college records, professional and personal references and other verifying sources / authorities.

We would expect you to revert with offer acceptance within 3 working days of receipt of this offer letter and join us latest on or before 22 July 2024, beyond which the offer and this offer letter would stand withdrawn, unless a new date is by the Company in writing.

A detailed appointment letter will be issued to you upon joining and completion of requisite documents submitted by you or as may be required by the Company.

Yours Sincerely,

For **Tata AIG General Insurance Company Limited.**

Jitesh Bawa

Chief Human Resource Officer

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ANNEXURE

Name	Vaibhav Sawant
Designation	MT
Band	MT
Location	Goregaon
Department	Health Insurance

Pay Component (A)	Per Annum (Rs.)	Remarks
Basic Salary	297,000.00	Fully Taxable
House Rent Allowance (HRA)	148,500.00	Taxability as per applicable IT provisions on HRA
Flexi Allowance Plan (FAP)	404,574.00	Taxability as per applicable IT provisions on (FAP)
Statutory Bonus	0.00	
Total of (A)	**850,074.00**	
Statutory Benefits (B)		
Provident Fund (Employer Contribution)	35,640.00	As per the applicable law
Gratuity	14,286.00	As per the applicable law
Total Fixed Cost (A+ B)	**900,000.00**	
Target Annual Performance Bonus (C)	**270,000.00**	Performance Bonus is payable once a year, maximum up to 30% of fixed CTC based upon the individual performance & Company performance. The mentioned is at Target level Company performance
Maximum Earning Capacity (A+B+C)	**1,170,000.00**	

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Statutory Bonus shall be payable in accordance with The Payment of Bonus Act, 1965, as applicable.

*Gratuity shall be payable in accordance with The Payment of Gratuity Act, 1972, as applicable.

*Note-All of the Above Payments would be subject to tax and other deductions as per norms.

Guidelines on Annual Performance Bonus:
You will be eligible for an Annual Performance Linked Bonus Pay in the relevant performance year under review which will be based on individual performance and Company performance. Target bonus amount mentioned above will be the maximum payable and there is no guaranteed amount. Any employee earning incentives during the year or serving notice period on the date of pay-out will not be eligible for this component. Payment of Annual Performance Bonus is as per the Company policy, which is subject to change basis management discretion.

Guidelines for Flexi Allowance Plan:	
a) Each employee is entitled to exercise his / her choice of apportionment of FAP subject to total limits available against each allowance	
b). The below selection shall be taxable / non-taxable as provided for under the Income Tax act and the rule there made under and amended from time to time	
Allow / Reimb Head	Permissible Limit (in INR)
Food Coupons	Rs 15000 (or) 26400 per annum
Gift Vouchers	Rs 4999 per annum
LTA	Upto Rs. 2 Lakhs per annum
Children Hostel Allowance	Rs 300 per child per month up to a max of 2 kids
Education Allowance	Rs 100 per child per month up to a max of 2 kids
Vehicle & Fuel Maintenance (Only for Band 3 & Above Levels)	Rs 21600 per annum
Driver Salary (Only for Band 3 & Above Levels)	Rs 10800 per annum
Telephone Reimbursement	Rs 12000 or 24000 per annum
National Pension Scheme	10% of the basic Salary or 1.5 Lakhs whichever is lower

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Other Benefits*	Cover
Group Mediclaim Insurance cover	Self, Spouse and 2 dependent children on a family floater basis.
Group Term Life Insurance cover	Two times of Annual fixed compensation less retirals or Rs.10,00,000 whichever is higher. (Retirals includes PF and Gratuity)
Group Personal Accident Insurance cover	Applicable as per the company policy.
Voluntary Parents Mediclaim Policy	An employee can cover his/her dependent Parents and/ or Parents in laws. This is a voluntary policy where the premium will be borne by the employee.

*** Please refer the Individual Policy Documents for more details**

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Global Health Limited

LETTER OF INTENT

Vaidhik Kumar Gaud
IIHMR, Jaipur

Date: 7-Dec-22

Dear
Congratulations! We are pleased to offer you a position at Medanta, The Medicity on the following terms:

1.	Designation	**Management Trainee**
2.	Compensation	- Rs. 20,000/- (Rupees Twenty Thousand only) per month as stipend during dissertation period - Rs. 6,00,000/- (Rupees Six Lakhs per annum) upon degree being awarded (post completion of course, dissertation & feedback from Medanta mentor)
4.	Date of joining	1-Mar-23 or earlier, if possible.
5.	Current posting	Gurgaon

Please note this offer is subject to you being found medically fit. You will be governed by the general terms and conditions of the organization as published in the appointment letter which will be given to you post joining.

LIST OF DOCUMENTS REQUIRED FOR JOINING

1	Certificates & mark sheets of class 10th, 12th, Graduation, PG or any other professional course	2 Copies of each
2	Registration certificate from respective Clinical/Nursing/Pharmacy Council (as applicable)	
3	Internship completion certificate	
	Mandatory for Doctors: All documents mentioned in 1&2 above has to be notarized or attested by a Gazetted Officer	
4	**PAN CARD** or Acknowledgement receipt if **"PAN applied for"** (30% tax will be deducted in absence of PAN Card, Irrespective of CTC)	
5	Address Proof (Passport / Voter card / Driving license)	
6	Appointment Letter and salary slip from the last employer	
7	Relieving Letter/Resignation acceptance from the last employer	
8	Experience Certificate from all previous employers	
9	Other Documents • 5 Passport Size photographs • 1 Family Photograph for ESI Card (if applicable) • Copy of Vehicle Registration Certificate (RC) incase parking facility is required	

Please return the duplicate copy of this letter duly signed as acknowledgement in case offer is acceptable to you.
We look forward to your being part of Medanta, The Medicity.

Yours faithfully,
For GLOBAL HEALTH LTD

MANOJ GUPTA
SENIOR VICE PRESIDENT & HEAD – HUMAN RESOURCES

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Near Sanganer Airport, Jaipur-302029

I Accept.....

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cloudnine

Letter of Intent/Expression of interest

CONFIDENTIAL

23rd March, 2023

Dear Mr. Vansh Lal,

Congratulations! You've landed on Cloudnine!

We are delighted to offer you the position of "Asst. Manager - Operations "in the "Operations" department.

On Cloudnine, we are continually scouring the country for bright, young talent who can infuse our brand with new blood, energy and spirit. We are a community of vibrant minds and kindred souls. And we'd love for you to be a part of it. We found that your experience and outlook meshes well with the skill sets we are looking for in this role, and we look forward to the value that you can add to our organization.

As and on Cloudnine, our organizational fabric is seamed together by four intrinsic values: Customer Centricity, Respect, Innovation and Integrity. We pride ourselves on being an organization that is equally outward and inward looking, channeling the energies harbored within us to our customers and well-wishers.

Our brand is also deep-seated in a guiding trinity we've christened the 3 C's: comprehensive care, clinical excellence and celebration. These principles lead the Cloudnine way beautifully, marrying superior care with little flashes of delight. Just as surely as the 3Cs are exemplified towards guests, they are mirrored towards employees. Our organization is rooted in superlative employee satisfaction and care, and the celebration of milestones big and small. Our work is tightly tethered to passion and play, and we love what we do. We cherish each day, and we want you to do the same.

There's only one step left before we embark on this brand-new, exciting journey. By accepting this offer letter, you can take your first step on Cloudnine. We promise you a treasure trove of new experiences that will keep you on Cloudnine for a long time to come.

You are requested to join us on or before 01st June, 2023

For any questions, please feel free to respond to this email and I'll be happy to address them for you.

Thanking you,
With best wishes,
For Cloudnine
(A unit of Kids Clinic India Ltd.)

Sofia Joseph
Head HR

Registrar
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1, Prabhu Dayal Marg
Near Sanganer Airport, Jaipur-302029

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Name	Vansh Lal
Designation	Asst. Manager - Operations
Date of offer	23 March 2023
Date of Joining	1 June 2023
Employee ID	
Fresher/EPF Exempted	**Yes**

Earnings		
Components	**Monthly**	**Annualised**
Basic+DA	16,220	194,640
HRA	8,110	97,320
Special Allowance	15,399	184,788
Gross Earnings	**39,729**	**476,748**

Explanation of components	
Basic+DA	This is paid in compliance with the Minimum wages Act & Payment of wages Act
HRA	Paid towards House Rent. Tax exemption available under prevaling IT laws
Special allowance	Balancing amount to achieve target gross earnings
Gross Salary	This is a sum of the different components (Basic+HRA+Conveyance+PA)

Retirals		
Components	**Monthly**	**Annualised**
ESI Contribution (employer)	0	0
PF Contribution (employer)	0	0
Meritorious Contribution	780	9,360
Retirals	**780**	**9,360**

ESI	Coverage under the ESI Act, 1948. Subject to provisions of the Act.
PF	Coverage under the EPF Scheme, 1952. Subject to provisions of the EPF and Miscellaneous Act, 1952
Meritorious Contribution	Payable as per policy

Advance Statutory Bonus	**1,352**	**16,224**

Advance Statutory Bonus	Coverage under the Bonus Act, 1965, Subject to provisions of the Act. Monthly Advance Statutory Bonus paid against Annual Statutory Bonus amount.

Performance Linked Pay	**3,973**	**47,676**
Incentives	**0**	**0**

Performance Linked Pay	Payable as per policy
Incentives	Payable as per policy

Cost to Company	**45,834**	**550,008**

* these components are not encashable.
Income Tax will be as per the latest applicable slabs in force

TAKE HOME salary (excluding Performance Linked Pay, Incentives and Health Insurance Deductions) per month (BEFORE INCOME TAX) **40,881**

With best regards
For Cloudnine
(A unit of Kids Clinic India Limited)

Plus
Health Insurance Coverage for Self and Family & Accident Insurance Coverage for Self as per policy. Deductions made
Special Allowance may be allocated to reimbursement options detailed below.

Reimbursement Options	Annual Limit
Food Coupons	Rs. 30,000

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cloudnine

Letter of Intent/Expression of interest

CONFIDENTIAL

23rd March, 2023

Dear Ms. Vishakha Chandel,

Congratulations! You've landed on Cloudnine!

We are delighted to offer you the position of "Asst. Manager - Operations "in the "Operations" department.

On Cloudnine, we are continually scouring the country for bright, young talent who can infuse our brand with new blood, energy and spirit. We are a community of vibrant minds and kindred souls. And we'd love for you to be a part of it. We found that your experience and outlook meshes well with the skill sets we are looking for in this role, and we look forward to the value that you can add to our organization.

As and on Cloudnine, our organizational fabric is seamed together by four intrinsic values: Customer Centricity, Respect, Innovation and Integrity. We pride ourselves on being an organization that is equally outward and inward looking, channeling the energies harbored within us to our customers and well-wishers.

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You are requested to join us on or before 01st June, 2023

For any questions, please feel free to respond to this email and I'll be happy to address them for you.

Thanking you,
With best wishes,
For Cloudnine
(A unit of Kids Clinic India Ltd.)

Sofia Joseph
Head HR

Registrar
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1, Prabhu Dayal Marg
Near Sanganer Airport, Jaipur-302029

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Name	Vishakha Chandel
Designation	Asst. Manager - Operations
Date of offer	23 March 2023
Date of Joining	1 June 2023
Employee ID	
Fresher/EPF Exempted	**Yes**

Earnings		
Components	**Monthly**	**Annualised**
Basic+DA	16,220	194,640
HRA	8,110	97,320
Special Allowance	15,399	184,788
Gross Earnings	**39,729**	**476,748**

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HRA	Paid towards House Rent. Tax exemption available under prevaling IT laws
Special allowance	Balancing amount to achieve target gross earnings
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Components	**Monthly**	**Annualised**
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Meritorious Contribution	780	9,360
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PF	Coverage under the EPF Scheme, 1952. Subject to provisions of the EPF and Miscellaneous Act, 1952
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With best regards
For Cloudnine
(A unit of Kids Clinic India Limited)

Plus
Health Insurance Coverage for Self and Family & Accident Insurance Coverage for Self as per policy. Deductions made
Special Allowance may be allocated to reimbursement options detailed below.

Reimbursement Options	Annual Limit
Food Coupons	Rs. 30,000

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Sri Balaji
Action Medical Institute
Multi Speciality Hospital

SBAMI/HR/OL/2023/534

March 25, 2023

Ms. Ishita Singh Bisen,
Email ID- Ishita.singhbisen10@gmail.com

Sub **LETTER OF OFFER**

Dear Ms. Ishita,

We are pleased to offer you the position of **Executive**, Department of **Human Resources** at Sri Balaji Action Medical Institute, on the terms and conditions discussed with you and mutually agreed upon.

You are requested to join this Institute on or before **April 10, 2023**

A detailed Appointment Letter shall be issued on your joining this Institute

You are requested to bring your certificates in original for certification purpose and other documents as stated below. Original certificates shall be returned back to you after verification.

- Copy of matriculation certificate bearing date of birth
- Photocopies of educational / professional / technical qualification
- Experience certificate from previous employer
- Copy of residence proof.
- Copy of PAN Card
- Ten colored photographs.
- COVID vaccination certificate

This letter of offer is subject to clearance of **"Pre Employment Medical Examination"** which you will be required to undergo in the hospital.

We welcome you on board and look forward to an enriching association.

With regards,

For & on behalf of Sri Balaji Action Medical Institute

Bhoovan Dev Singh Pawar
Deputy General Manager - HR

A-4, Paschim Vihar, New Delhi-110063
Tel.: 011-45-666-666, 42-888-888
E-mail: info@actionhospital.com, Website: www.actionhospital.com

A UNIT OF LALA MUNNI LAL MANGE RAM CHARITABLE TRUST

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sancheti
Institute for Orthopaedics & Rehabilitation
(Recognised Post-Graduate Teaching & Research Institute by Pune University)
16, Shivajinagar, Pune 411 005. Phone : 2899 9999, 2799 9999, Fax : 2553 3233
E-mail : info@sanchetihospital.org Website : www.sanchetihospital.org
For appointment : 020-28999839, Mobile : 08888808845
For Emergency Medical Services Dial : **105757**
ISO 9001 : 2008 & NABH ACCREDITED HOSPITAL

Date: 10/04/2022

Subject: Confirmation of Internship

Dear

Ms. Tejashree Kanzarkar

Pursuing her MBA in **Hospital and Health Care** after careful evaluation of your application for the position of **[10/04/2022] to [04/05/2022] IPD Trainee**, we are glad to inform you have been confirmed for your internship in our organization from **[05/05/2022] to [03/06/2022]**.

We look forward to your valuable contributions and wish you all the very best for a fruitful career with our hospital.

For Sancheti Institute for Orthopaedics & Rehabilitation

Gaikwad

Dr. Aishwarya Gaikwad

Head of Quality

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FROST & SULLIVAN

#53, ASV Hansa, Greams Road
Thousand Lights, Chennai - 600 006
INDIA
Tel : +91 44 6160 6666 | +91 44 4411 7777
www.frost.com
CIN No: U74140TN1999PTC079226

24th April, 2023

Ms. Maitri Atre
16 Ward 48
Anand Nagar, Khandwa,
Madhya Pradesh - 450001

Dear Maitri,

Sub: Offer of Employment

Thank you for your interest in becoming a part of Frost & Sullivan (India) Private Limited (*hereinafter referred to as "Frost & Sullivan" or Company).*

Based on your interest, application and the subsequent discussions we have had with you, we are pleased to offer you the position of **'Associate – Growth Analytics'** at our **Gurugram** facility, India. Please contact our Human Resource Division to get a copy of the terms and conditions of employment for your reference.

Your employment with us will be governed by the terms & conditions detailed in Annexure A. For the purpose of identification, please submit documents listed in Annexure B.

Your offer has been made on the basis of the information furnished by you. Please note that this offer of employment is subject to satisfactory professional reference checks and documentary evidence of your educational qualification and previous employment. If there is any discrepancy in the copies of documents or certificates submitted as proof, the Company retains the right to review or revoke its offer of employment.

We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards becoming the world's leading growth partnership services organization. We assure you of our support for your professional development and growth. All the best!

Sincerely,
For **Frost & Sullivan (India) Pvt. Ltd.,**

APARNA SRINIVASAN
Digitally signed by APARNA SRINIVASAN
Date: 2023.04.28 13:16:42 +05'30'

Aparna Srinivasan
Authorized Signatory

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Sanganer Airport, Jaipur-302029

Annexure A

1. Position

Your job title would be **"Associate – Growth Analytics"**.

2. Date of Joining

The commencement of your employment with Frost & Sullivan will be from **30th May 2023**.

3. Compensation and Benefits

Your Cost to the Company (CTC) will be **Rupees (INR) 550,000/- (Rupees Five Lakhs Fifty Thousand per annum)**. The details of the components are as follows.

Fixed Components

Basic Salary	**INR 302,496/- per annum**
Provident Fund	12% of Basic Salary as employee contribution towards provident fund (equal contribution towards provident fund by the company)

Flexible Components

Component	Eligibility
House Rent Allowance	You may avail HRA at either 40% or 50% of Basic or not opt for it at all.
Vehicle Expense Reimbursement	Vehicle reimbursement for a four-wheeler registered in your name: • INR 1,800 per month for car of engine capacity less than or equal to 1600 cc **or** • INR 2,400 per month for car of engine capacity greater than 1600 cc
Meal Pass	You may avail meal passes for either INR 1,250 or INR 2,300 per month
Leave Travel Allowance	You may avail one month basic *per annum* which may get split equally and paid over a period of 12 months/remainder of months.

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Telephone and Internet Reimbursement	• Reimbursement amount: INR 1,000 per month or INR 2,000 per month or INR 3,500 per month. • You may claim this reimbursement for landline, mobile and broadband connection in your name.
Professional Development Reimbursement	• Reimbursement amount: INR 6,000 per month • You may claim this reimbursement for fee towards your professional development courses.
Chauffeur Reimbursement	• Claim Amount: up to INR 900 per month • You may claim this reimbursement, provided the vehicle is registered in your name.
National Pension Scheme	You may avail this scheme and choose to opt for employer's contribution on a percent of basic salary, at either 5% or 10% per month.
Other Allowance	Other Allowance = CTC - (Basic + PF + Flexi components) The allowance is taxable.

- Over and above the CTC, you will be eligible for a performance-linked annual bonus plan, after successful completion of the probation period. The maximum eligibility for bonus will be **16%** of CTC for one evaluation year. The actual bonus amount would depend on your performance, per the measurement criteria and the business unit's/group's performance. The payment of bonus is subject to employee being in active service of the company, when the bonus is disbursed.

Gratuity

You will be eligible for gratuity, per the Payment of Gratuity Act at the time of leaving the company.

Medical Insurance

You shall be eligible for Medical Insurance Plan per company policy. Your contribution towards the premium amount paid/incurred is subject to change every year, after renewal of the policy. Availing this benefit rests on your discretion.

Accident Insurance

In accordance with the Company's policy, you shall be eligible for Accident Insurance. Other details of said benefit can be obtained at the time of joining.

Group Term Life Insurance

In accordance with the Company's policy, you shall be eligible for Group Term Life Insurance. Other details of said benefit can be obtained at the time of joining.

4. Personal Particulars

You will keep the company informed of any change in your residential address, family status or any other relevant particulars. You would also let the company know the name and address of your legal heir/nominee.

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5. Probation

You will be under evaluation during the probationary period, the first three months of continuous employment at the Company. Confirmation or extension of probation will rest on your performance. During probation, you will not be eligible for any leave. Upon completion of said probationary period, you will be entitled to leave, in accordance with company rules. At the end of the three-month probationary period, there shall be neither automatic confirmation of employment nor automatic extension of probation. You will be informed of confirmation/extension of probation only by express written communication from the company to that effect.

6. Nature of Work

Your designation is indicative of the responsibilities which you are required to carry out. The company shall require you, at any time, to perform any other administrative, managerial, supervisory, or other function, and you shall be bound to carry out such functions. Your immediate manager will communicate details of your role and work responsibilities in the initial weeks of your joining the company.

7. Working Hours

The regular working hours of the company is eight and half hours from Monday through Friday, with half an hour break on all working days.

8. Leave

The employee would be entitled to customary legal holidays (list declared by the company at the beginning of the calendar year) as recognized by the Company.

- You will be entitled to fifteen paid leaves per the current leave policy of the company. You have an option of carrying forward a part of your leave to the subsequent year. Paid leave can be encashed only at the time of leaving the company and will be based on the Basic Salary. Detailed guidelines for paid leave are provided in the employee manual.
- You will be entitled to six days casual leave on a *pro rata* basis; casual leave cannot be carried forward to the subsequent year
- You will be eligible for six days of sick leave for every twelve months of employment. Any unused sick time at the end of each year or at the time you leave the company is not encashable.
- You will accrue sick leave immediately upon your hire date but would not be eligible to take paid sick leave until you have been with the company for three months.
- All leaves have to be applied for and prior approval obtained from your reporting authority.
- The company reserves the right to change its leave policies from time to time, in line with the prevalent labor law.
- Maternity Leave will be applicable to all female employees as per The Maternity Benefit Act.

9. Location, Transfer and Deputation

You will be based out of **Gurugram**. Your services are liable to be transferred from one department to another or from one location to another, anywhere in India or outside India, or to any subsidiary group or company whether existing at present or to be set up in future. While every attempt will be made to give you reasonable advance notice of such transfer, in case of emergencies, such transfers may be made effective immediately. Consequent to such transfer, you will be governed by the terms and conditions of service applicable to your category of employment in the new location.

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10. Training

You will hold yourself in readiness for any training at any place whenever required. Such training would be imparted to you at the company's expense.

11. Performance Reviews/Appraisal

The Company also has a policy of annual salary appraisal. You will be eligible for a salary appraisal under this policy solely based on the performance ratings achieved during the previous year.

12. Intellectual Property Right

All designs, business practices, discoveries, inventions, ideas, improvements, specifications, drawings, works, systems software, programmes, manuals, materials, documentation, knowledge and information which may now or hereafter be made, created, developed or conceived by you (whether alone or jointly with Frost & Sullivan, including its officers, employees or agents) in the course of, in connection with, arising out of, or resulting from (or which may reasonably be expected to be in the course of, in connection with, arising out of or resulting from) the work done at Frost & Sullivan shall be the sole property of the Company.

13. Secrecy/Confidentiality

During the course of your employment with the company, you will, at all times, observe secrecy in respect of technical, trade or business data or any other information that might come to our knowledge or possession, which, according to the company, are necessarily confidential and form valuable property of the company and not made available to the trade. Furthermore, you will not disclose them without authority of the company to anyone other than the company's officers authorized to receive them and that even after you have ceased to be in the services of the company, you shall not disclose them to anyone.

You shall maintain and keep in your safe custody such books, registers, documents or files and other papers, either paper or electronic, as may be issued to you or may come into your possession during the course of your employment and shall return the same when required.

14. Code of Conduct

As part of your employment, you will be required to adhere to the code of conduct of the Company. We expect all employees to fully understand the philosophy, policies and procedures governing the standard of business behaviors and to adhere to them. You will especially note the following:

- You would be wholly and exclusively in the employment of the Company and would not be permitted to carry on any other business, profession, short-term project/assignment or employment.
- You would have to obtain prior written permission from the Company before undertaking any teaching, training or writing assignment and would ensure that views expressed by him/her in the media/publications are strictly personal.

You should use the access control system to record time and attendance.

15. Termination & Retirement

Either party can terminate this employment by serving a notice of three months; the days of notice to serve will be based on the Company's discretion, depending on the criticality of the position/responsibility held. The company may at its discretion pay salary *in lieu* of the notice period to terminate employment with immediate effect.

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In the event of your services being terminated during the period of probation/extension of probation, Frost & Sullivan **will not** provide any notice period or salary *in lieu* thereof.

On termination of employment and/or your resignation, you will immediately hand over to the Company all company assets, accessories, software, documents, specifications, books, etc., of whatsoever nature in your possession, care or charge and obtain clearance from relevant authority or person(s), on production of which alone your dues, if any, will be settled by the Company.

The Company reserves the right to terminate your services on grounds of misconduct, disloyalty, commission of any act involving moral turpitude or any acts of indiscipline or breach of conduct in accordance with the disciplinary policy of the organization.

You shall retire from the services of the Company on attaining the age of 60 or earlier, if found medically unfit for the job assigned to him/her at the sole discretion of the Company. The date of birth as submitted by you at the time of joining the services of the Company will be treated as binding and final. The Company may, at its sole discretion, extend the terms & conditions of employment beyond the age of retirement.

16. Non Compete

The employee, at no time during the term of their employment with Frost & Sullivan (India) Pvt. Ltd. will engage in any business activity nor work for any other company/ business or other organization in any capacity whatsoever.

For a period of six months immediately following the termination of the employment, the employee will not, for himself/ herself or on behalf of any other person or business enterprise, engage in any business activity which competes with Frost & Sullivan.

Soliciting Customers after Termination of Agreement:

For a period of six months following the termination of employment and employee's relationship with the Company, the employee shall not, directly or indirectly, disclose to any person, firm or corporation the names or addresses of any of the customers or clients of Frost & Sullivan or any other information pertaining to them. Neither shall the employee call on, solicit, take away, or attempt to call on, solicit, or take away any customer of the Company on whom they have called or with whom the employee became acquainted during the term of their employment, as a direct or indirect result of their employment with the Company.

17. Standing Orders

You will abide by the standing orders, rules & regulations and service conditions that may be in force or are framed from time to time by the Company.

18. Modification

Frost & Sullivan reserves unto itself the right to alter, add, modify, cancel, change or make additions to any of conditions mentioned above and such alterations, modifications, cancellation, change or additions will come into force immediately, and will not form the subject matter of any dispute between you and the Company.

The above terms and conditions are based on the company's policy, procedures and other rules currently applicable in India and are subject to amendments and adjustments from time to time. In all matter including those not specifically covered here, such as travelling, retirement, etc., you will be governed by the rules of the company as shall be in force from time to time

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Annexure B

You will submit copies of the following mandatory documents on the first day of joining Frost & Sullivan:

- Photo copy of Educational certificates of class 10, 12, Bachelor's degree, Post-graduation.
- Original copy of medical certificate from reputed hospital/medical practitioner confirming that you are fit for Employment. Blood group must be mentioned in the certificate. The appointment and its continuance are subject to your being found and remaining medically fit.
    a) Three color photographs of self
    b) Photocopy of relieving letter from last organization
    c) Original and photocopy of last pay slip received
    d) Photocopy of your PAN card

To indicate your acceptance of this offer, please sign and date this document in the space below and return it to the Company.

Accepted, per terms and conditions in Annexure A

APARNA SRINIVASAN

Digitally signed by APARNA SRINIVASAN
Date: 2023.04.28 13:17:12 +05'30'

Maitri Atre

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Registrar
The IIHMR University
1, Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

KIMS HOSPITALS

OFFER LETTER

To
Ms. Sucharita Roy Dakua,
Mumbai.

Jan 07, 2023

Dear Ms. Sucharita,

Sub: Offer for the position of **Executive Trainee – Corporate Projects Department, KIMS Hospital, Secunderabad.**

With reference to your application and the subsequent interview, we are pleased to offer you a position at **KIMS Hospital, Secunderabad** as **Executive Trainee – Corporate Projects Department.** Your remuneration would be **Rs. 7,00,000/- (Rupees Seven Lakhs Only)** per annum. **You will be reporting to HOD – Corporate Projects Department, KIMS Group of Hospitals.**

The detailed terms of Appointment will be issued on the day of reporting at the time of joining.

You are informed to report for duty on or before **Jun 15, 2023**, failing which it shall be presumed that you are not interested in the offer made to you and consequently, the Letter of Offer shall stand irrevocably withdrawn/ canceled without any further reference to you.

We take this opportunity to extend to you, a warm welcome to our Organization and look forward for a mutually rewarding and enriching association.

You may give your consent via signed copy of the offer / reply to this email and confirm the date of joining.

Note: You are informed to keep your scanned copies of documents ready, we will be sharing an On-Boarding link through adrenalin shortly. You will have to upload the documents as per the checklist on the link. Checklist will enclose with your offer letter.

For Krishna Institute of Medical Sciences Limited

CH. Koteswara Rao

Koteswara Rao CH
Sr. Manager – HR

KRISHNA INSTITUTE OF MEDICAL SCIENCES LTD. Secunderabad

Krishna Institute of Medical Sciences Limited
Minister Road, Secunderabad - 500 003. Telangana, India
Phone: +91-40 4488 5000/4488 5184 | Fax: +91-40-27840980 | kimshospitals.com
CIN: L55101TG1973PLC040558

Registrar
The IIHMR University
1, Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

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KIMS

KRISHNA INSTITUTE OF MEDICAL SCIENCES		
CTC Annexure		
Name:	Ms. Sucharita Roy Dukua	
Designation:	Executive Trainee	
Grade:	TR01	
Department :	Corporate Projects	
Unit:	Secunderabad	
Components	Monthly	Per Annum
Basic + DA	31,094	3,73,128
HRA	12,438	1,49,256
Conveyance & Medical Allowance	5,653	67,836
Child Education Allowance	200	2,400
Leave Travel Allowance	2,591	31,092
City Compensation Allowance	4,558	54,696
Total Gross	56,534	6,78,408
Providend Fund Employer's Contribution (12% of 15000 Basic)	1,800	21,600
Performance Linked Incentive	0	0
Total CTC	58,334	7,00,008
PF (Employees share of 12%)	1,800	21,600
Professional Tax	200	2,400
Net Pay	54,534	6,54,408

Note:
1. PF Contribution will be Optional slabbed at 15,000
2. If employees basic is 21000 below will be eligible for statutory bonus @ 8.33% on miminum wages
3. Gratuity applicable as per the Act

A. Mamatha
Prepared
Mamatha A

Approved
CH Koteswara Rao

KRISHNA INSTITUTE OF MEDICAL SCIENCES LTD. Secunderabad

Accepted
Sucharita Roy

Registrar
The IIHMR University
1, Prabhu Dayal Marg, Near
Sanganer Airport, Jaipur-302029

Registrar
The IIHMR University
1, Prabhu Dayal Marg, Near
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