



ALVA'S EDUCATION FOUNDATION (R.)

MOODBIDRI - 574 227, D.K.

Phone 08258 - 238104 - 238111 (8 Lines) Fax 08258 - 236731

Email info@alvas.org Website www.alvas.org

AEF/A.O./Economics/2020-21/03

Ref To,

Date 04-11-2020

MS. ABHINAYA

D/O ANANDA POOJARY

MATHR CHAYA HOUSE

VALPADY VILLEG & POST

MANGALORE (TQ),

Dear Ms. Abhinaya,

Sub: Your appointment as Lecturer

Ref: Your Application.

The undersigned is pleased to appoint you for employment in our institution on the following terms and conditions:

1. Designation : Lecturer in Economics
2. Establishment & Location : Alva's Education Foundation @ Moodbidri, D.K.
3. Date of Joining : You are supposed to report to duty on **05/11/2020**
4. Reporting authority : You are required to report to the Administrative Officer with all necessary certificates.
5. Salary : You will be paid a consolidated salary of **Rs. 18,000.00** per month.
6. Position : You will be appointed on temporary basis till the end of this academic year **2020-2021**
7. Confirmation : Your appointment will be confirmed if your services are found satisfactory. If not, the management may terminate your appointment or extend your temporary period further. If a confirmation or termination letter is not issued, it shall be deemed that your temporary period has been extended for an indefinite period.

VIDYALAXMI GROUP OF INSTITUTION BRAHMAVARA



(Affiliated to Mangalore University, Recognized by Government of Karnataka)

(A Unit of Vidyalaxmi Educational Trust®)

N.H-66, Brahmavara Tq., Udupi Dist., Karnataka - 576213

Ref.: VL&IB 1169/21

Date : 12/11/2021

APPOINTMENT LETTER

This is to certify that **MS. SOFIYA D SOUZA**, has been appointed as English Staff in Vidyalaxmi Group of Institution Brahmavara. Her gross salary is Rs. **15,000** per/- month with effect from 12/11/2021. She has to work for three years compulsorily with our institution. If for any reason she leaves our Institution she has to pay three months salary to the college.

We welcome and congratulate you on behalf of Vidyalaxmi Group of Management. We will work together to achieve the goals of our institution.



PRINCIPAL

PRINCIPAL

VIDYALAXMI GROUP OF INSTITUTION
BRAHMAVAR - 576 213



VIVEKANANDA VIDYAVARDHAKA SANGHA PUTTUR ®

(Formerly known as "The Puttur Education Society ®")

"NARENDRA"

Vivekananda Campus
P.O. NEHRU NAGAR,
PUTTUR, D.K. 574 203
08251-236599

www.vivekanandaedu.org
vvsputtur@gmail.com

No. VVSP: AO: 16 : 2021-22

Date: 06-11-2021

Appointment Order

To,

Ms. Soundarya B

Bayambe House, Nehru Nagara Post,
Puttur D.K-574203

The Management is pleased to appoint you as **Lecturer in English at Vivekananda College of Arts, Science & Commerce**, Nehru Nagar, Puttur D.K. on Probationary full time basis. The appointment is on the following terms and conditions.

1. Your consolidated salary is Rs. 16,600/- per month.
2. Both the parties are required to give one month prior notice or one month total emoluments in lieu of the notice in case of resignation or termination of services.
3. The Management shall have the right to terminate your services without notice if
 - (a) Any particulars mentioned in your application or qualification are found to be false or do not comply with the requirements of the post offered to you at any point of time or are found to have fully or partially suppressed any material information.
 - (b) You are found guilty of dishonesty, disorderly behavior, negligence, indiscipline, absence for duty without permission or any other conduct consider by the Management as detrimental to the interests of the Institutions.
4. Any leave will be granted on prior permission of the Principal, Vivekananda College, Nehru Nagara, Puttur D.K

Further you are governed by the rules and regulations of the Institution and Vivekananda Vidyavardhaka Sangha Puttur ® as framed from time to time.

If you are agreeable to the above terms and conditions, you are requested to return the duplicate copy of this letter duly signed.

We hope to see you work for the betterment of the Institutions and uphold the ethical values in education as a whole. Further, we take this opportunity to wish you the very best in your tenure in the Institution.

Received


(DR. K.M. KRISHNA BHAT)
SECRETARY

VIVEKANANDA VIDYAVARDHAKA SANGHA, PUTTUR (R.)
"NARENDRA", NEHRU NAGAR
PUTTUR, D. K., 574 203



S.N.R. RURAL EDUCATION TRUST (R.)

VIDYAGANGOTRI, SAVANOR, KADABA D.K., Karnataka - 574 202

Phone : (08251) 282396 | 282061 | 282051

Rtn. K. SEETHARAMA RAI SAVANOR

Managing Trustee / Correspondent

Vidyarashmi Kindergarten School

Vidyarashmi Primary School (English Medium)

Vidyarashmi High School (English Medium)

Vidyarashmi P.U. College (Science & Commerce)

Vidyarashmi First Grade College

'RASHMI NIVAS'

SAVANOR - 574 202

KADABA, D.K.

Phone : (08251) 282261 | 282295

Mobile : 9448136875

Date: 23-11-2021

To,

Ms.Jyothi P

D/O Sri Narayana Rai

Poyyethoru House

Yedamangala Post & Village

Kadaba Taluk, D.K.

Sub: **APPOINTMENT ORDER**

Congratulations!! with reference to your application dated 18-11-2021, we are delighted to appoint you as a Lecturer in English, Vidyarashmi First Grade College, Savanor with effect from 23-11-2021 subject to the following terms and conditions.

1. You are required to serve for a minimum period of one full academic year. Failure to do so will incur you a penalty of three months full salary.
2. The consolidated salary per month is Rs.10,000/-p.m.
3. The leave and other benefits are as per the rules and regulations drafted by the SNR Education Trust (R) to its employees.
4. You are required to deposit all the original documents of your qualifications in the college office at the time of submitting the joining report.

Once again, welcome to the Vidyarashmi Family.

Er.Ashwin L. Shetty

Administrator

Vidyarashmi Group of Institutions
Savanor - 574 202

Copy to:

1. Principal, VRFGC, Savanor

Maharani Lakshmi Ammanni College for Women Autonomous

Affiliated to Bengaluru City University

College with Potential for Excellence

NAAC RE-ACCREDITED 'A'

mLAC/126A/2021-22

Date: 18.02.2022

To,

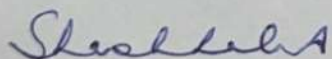
Mr. Abhinandan K Y

Dear Mr. Abhinandan K Y,

I am pleased to inform you that, you are appointed as Assistant Professor in the Department of English with immediate effect on contract basis.

You will be paid remuneration of Rs. 23,750/- per month.

Regards,



Dr. Shashikala A

Principal

PRINCIPAL

Maharani Lakshmi Ammanni College for Women

Bangalore - 560 012.



MAHAVEER EDUCATION TRUST

Sri Krishna Complex, 4-9-750/25, M.G. Road,
Kodialbail, MANGALORE - 575003

Appointment Letter

Ms Deepthi Kula

Chiminibettu, Kukkehalli Post,
Kukkehalli
Udupi TQ and Dist -576124

9th November, 2021

The President
Mahaveer Education Trust®
7th Floor, Manasa Towers, Near PVS Circle,
Mangaluru- 575003.

Subject: Appointment Letter for the Post of English Faculty.

Respected,

Ms Deepthi, Mahaveer Education Trust®, Mangaluru is happy to appoint you as the **English Faculty for Prerana College, Kodialbail, Mangaluru**. Your employment will be effective from 8th November, 2021 and you are paid a gross salary of **Rs. 17000/- per month**. Apart from being a BCA Faculty you are entitled to involve yourself in the college activities, assist the staff members and guide the college to greater heights.

For the effective execution of your duty you will be under the supervision of College Principal. Terms and Conditions of your roles and responsibilities are attached along with your Appointment Letter. Kindly refer the same for the better execution of work.

Congratulations and welcome to Mahaveer Education Trust®, Mangaluru. We look forward for your fruitful cooperation and wish you all the best in your academic endeavours.

Yours Faithfully,

The President
Mahaveer Education Trust,
Mangaluru- 575003.



DOCTORS HOSPITAL

we care well

(A Unit of ALI DOCTOR HOSPITAL LLP)

Ref: _____

Date... 21-12-2021...

Harshitha.B.C

Badakaje House

Kumbadaje, Kasaragod.

Dear Harshitha,

Following to the interview attended by you, we are pleased to confirm offer of employment to you in the position of Customer Relation Executive for Doctors Hospital (ALI DOCTORS HOSPITAL LLP). We hope you will enjoy your role and make a significant contribution to the success of the same.

JOB TITLE

Your job title will be **Customer Relation Executive** and you will report to **General Manager**.

WORKDAYS & TIMINGS

Your workdays and timings will be as per HR Policy.

EMPLOYMENT

The Firm will employ Employee and Employee accepts employment upon the terms set below, and at a Compensation which may be agreed upon from time to time by firm and employee. The employee shall not work as an employee, independent consultant or agent for another entity, whether or not during the business hours of firm, without the permission of firm. The employee should be willing to work at any centres of Doctors Hospital if the management directs to do so.

PROBATIONARY PERIOD

Your appointment will be subject to a probationary period of 6 months. An official confirmation of your appointment will be notified to you in writing.

LEAVES

Your leaves will be as per HR policy

ROLES AND RESPONSIBILITIES OF CRE (JOB DESCRIPTION)

Your roles and responsibilities are outlined in the job description which is an extension of this contract. Your signature will imply that you fully agree with all the terms and conditions laid out in the contract.

- To work with customer relations department in the firm to assist the needs of customers.
- Assigned with responding to the concerns and feedback of customers.
- Communicate any problems or concerns with other departments in the firm and sometimes conduct investigations.

SRI DHARMASTHALA MANJUNATHESHWARA EDUCATIONAL SOCIETY (Regd.)

UJIRE - 574 240, Dakshina Kannada
Regd. S. No. 35/85-86, GSTIN : 29AAATD4267A5ZV

PRESIDENT :
Dr. D. VEERENDRA HEGGADE

Date: 2/6/2022

APPOINTMENT ORDER

Ref. : SDMESU/ 2220/2022

Ms. Madhu K is hereby appointed as Assistant Professor, Department of English at SDM Institute of Technology, Ujire, subject to the following terms and conditions:-

1. This appointment is on probationary basis from the date of joining and valid till 30.04.2023. Continuation/confirmation of her services in the Institution will depend on satisfactory completion of the probationary period.
2. She is eligible for a consolidated salary of Rs 22,000 /=- per month.
3. While reporting for duty to the Head of the Institution, she is required to produce all the certificates in original in support of her educational qualification. She is also required to produce photo Id proof, address proof and recent passport size photograph.
4. She shall perform job responsibilities attached to the post honestly and diligently and abide by all lawful orders / instructions of the superiors, her services may be terminated at any time for disobedience, dereliction of duty or misconduct.
5. She is expected to publish minimum one publication in two years in peer reviewed /UGC approved journal and achieve satisfactory rating in performance based self appraisal (PBSA).
6. She will have to be present in the College during working hours without fail. Generally her presence is required on all working days during working hours.
7. In all matters concerning her services in the Institution, unless otherwise stated in this order, she shall be bound by the Regulations contained in SDM EMPLOYEES SERVICE REGULATIONS AND CONDUCT & DISCIPLINARY REGULATIONS that are in force and any amendment that may come into force from time to time.
8. While in the services of SDM Institution, she shall not apply for any other employment, except through the Head of the Institution. Also, she shall not take up any other responsibilities or assignment without prior permission from the Management.
9. If she wishes to leave the services of our Institution during the term of employment, she is required to give resignation letter one month in advance or pay one month salary in lieu of notice.
10. At any time, she shall not disclose, divulge or make public any information about the Institution that needs to be confidential. She shall maintain absolute integrity and utmost devotion to duties, maintain good conduct and discipline and proper dress code.

11. She is required to familiarize with the objectives for which the Institution is founded and strive to promote the aims and objectives of the Institution. She shall co-operate with the Management in maintaining a high standard of integrity and morale as long as she is in the services of the Institution.
12. During the course of her employment in the Institution, if any need arises to send any letter or notice to her residential address, the same shall be sent to the address furnished by her at the time of joining, unless fresh address is intimated again and the same shall be deemed to be validly served by sending through Registered Post to such address.

A written acknowledgement agreeing to abide by all terms and conditions mentioned in this order shall be submitted by her at the time of reporting for duty, by signing at the bottom on the copy of this order.


Executive Officer
Executive Officer
SDM Educational Society (R.)
UJIRE - 574 240

To
Ms. Madhu K
D/O Krishna Kumar M,
"Abhishek" Ambekallu house,
Devachalla village, Nellurukemraje Post,
Sullia-574248,



Copy to: The Principal, SDM Institute of Technology, Ujire.

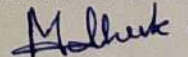
To:
The Secretary,
SDM Educational Society,
H.O. Ujire.

Dear Sir,

I have read and understood the above terms and conditions and agree to abide by them. I have reported for duty on.... 07.06.2022.

Date: 08/06/2022.

(Signature of Ms. Madhu K)



JOINING LETTER

To,

Principal

Nalanda College of arts & Science

Perla

Sub: Joining Letter

Sir,

I am immensely pleased to inform you that I accept the offer and acknowledge the same. I am ready to join as Asst.Prof. in English in your college on 10/01/2022 . I sincerely thank you for believing in me and offering me this position. I assure to work with sincerity and dedication.

I will be submitting all the required documents on my joining date. Should you require any further information.

Your's Faithfully

Vimala .P

Vimala .P

D/o Shivappa Naik

Pandigaya House

Katukukke P.O

Enmakaje Village,Kasaragod, 671552

Mob:9846883575

Vimala.P.

S/O
10/01/2022



May 5, 2022

Aline Dias
Gloria Cottage
Madanthyar Karnataka
574 224

Dear Aline,

Further to the recent meetings and discussions with us, we are pleased to offer you employment with XLHealth Corporation India Pvt. Ltd (**"the Company"**), a UnitedHealth Group Company, in the position of **Clinical Admin Coordinator** at **salary grade 23**. Your work location shall be at Company's office located at site **Bangalore**. The terms and conditions of your employment are set out hereinafter:

EMPLOYMENT

We are pleased to extend this offer to you basis the selection process administered. Your effective date of joining shall be no later than **May 18, 2022**. Your employment with the Company shall be subject to the timely submission of the following listed mandatory documents for background verification purposes, to be submitted prior to or latest by your Start Date. Successful pre and/or post-employment background checks, accuracy of the testimonials and information provided by you and your being free from any contractual restrictions preventing you from accepting this offer or starting work with us on the above-mentioned date, are required for your employment with the Company:

- (i) Highest Degree Certificate
- (ii) PAN Card or Passport
- (iii) Relieving Letter/Experience Letter from all the organizations worked in last 5 (five) years, except for the immediate last employer for which you will be granted 45 days from your start date

You, if so asked by the Company, shall disclose on your own behalf and, if married, on your spouse's behalf full details of any external directorships held and any personal business interests including partnerships, shareholdings and trusteeships; involvement in any other business ventures involving unlimited liability; personal liabilities in connection with business activities; and involvement in other positions external to the Company and your employment will be subject to acceptance by the Company of those external interests.

Please note that if during the pre or post-employment background checks, the background checking agency gives a negative report or in the event of unsatisfactory result of your pre or post-employment background checks, this letter of appointment shall stand revoked automatically (whether you have accepted it or not) and, if you have already commenced employment with the Company, such employment shall automatically terminate without giving rise to any claim for compensation or damages in your favor, but without prejudice to Company's rights and remedies against you.

PROBATION

You shall serve a minimum probation period of **3 months** from the date of your joining the Company ("Probation") following which you shall get confirmed into the Company by default unless you receive a letter for confirmation extension. The Company reserves the right to extend the probation period for an additional three (3) months in the event that your performance is not up to expectation.

Your performance shall be evaluated according to your efficiency, punctuality, conduct, maintenance of discipline and in accordance with the Company's regulations or policies existing now or in future. It shall be your responsibility to read, peruse and follow Company's regulations/policies, hardcopies which shall be made available to you upon request, but which otherwise are available on the Company's website.

During the period of Probation, either the Company or you may at any time terminate your employment without cause by giving in writing to the other party, 1 (one) month notice or in lieu thereof a sum equal to the amount or pro-rated amount of salary which would have accrued to you during the period or remaining period of notice. You shall not be entitled to any notice pay, if your employment is terminated in accordance with condition 7.6 of the Appendix 3 to this letter of appointment.

PLACE OF POSTING

Your initial place of posting shall be at the Company's office located at **Bangalore**. However, your services are transferable and you may be assigned/ transferred in India or outside India to serve the Company in any of its existing or future offices or any of its group companies or associates. It is a condition of your employment that you comply with any such requirements of the Company. The transfer arrangement shall not deem to constitute a change in your conditions of service.

Notwithstanding the above, you may however be required to work at any other place that the Company may deem fit and as may be required from time to time. You may also be seconded, deputed or transferred to any other person/company associated with the Company whether in India or abroad. In such a case your relocation expenses shall be borne by the Company and your reimbursement shall be as per the relocation policy of the Company.

Your place of work shall change in case of any relocation of the Company's offices, for which you shall be entitled to reimbursement in consonance with the relocation policy of the Company.

The Company operates on a 24X7 basis and is open for 365 days in a year.

PERFORMANCE OF DUTIES

You shall be assigned with all the duties and responsibilities of the **Clinical Admin Coordinator** and such other duties on behalf of the Company, as may be reasonably assigned from time to time by the Company's management.

COMPENSATION

As compensation for services to be rendered, you shall be paid an annual **Fixed salary of Rs.350,000.00, (Rupees Three Lakh Fifty Thousand Only)**. Your cost to the Company (CTC) shall be **Rs.407,320.00, (Rupees Four Lakh Seven Thousand Three Hundred Twenty Only)** per annum. A detailed compensation structure is provided along with this letter of appointment.

The salary shall be payable on a monthly basis in arrears on or about the last working day of each calendar month, but in no case later than the 7th day of the succeeding calendar month. Please note that your salary details are highly confidential and should not be disclosed inside or outside the Company by you in any manner whatsoever and any failure on your part to adhere to this obligation shall be considered as serious breach of the terms of this letter of appointment.

REWARDING RESULTS PLAN

You shall be eligible to participate in the Rewarding Results Plan in accordance with the terms and conditions of the Company, as amended from time to time. In this Rewarding Results Plan, you may be eligible to earn an annual performance-based incentive in addition to your basic salary. Your initial annual target incentive is **10%** of the fixed salary. It is clarified that no payment under this plan is guaranteed, and is subject to attainment of corporate and business unit's financial performance thresholds as well as individual performance ratings attained for the year on the Company's discretion. Basis this, your annual incentive payout could range from **0%– 10%** of the fixed salary. Any annual or other bonus payments are discretionary, non-binding and revocable for future years. Kindly refer to the rewarding results plan policy for any information regarding eligibility, payouts or any other terms and conditions associated with this plan.

The payment of all compensation and bonus / incentive, if any, shall be made in accordance with the relevant policies of the Company in effect from time to time, including normal payroll practices, and shall be subject to income tax deductions at source, as applicable. All requirements under Indian tax laws, including tax compliance and filing of tax returns, assessment etc. of your personal income, shall be fulfilled by you.

By accepting this letter of appointment, you authorize the Company to deduct from your remuneration on termination of employment (including salary, salary in lieu of notice, sign on bonus, notice pay out etc.) all debts owed by you to the Company or any of its group companies/associates or any fine imposed by the Company as a discretionary penalty pursuant to the Company's disciplinary procedure.

TERMINATION OF EMPLOYMENT

During the Probation period, either Company or you may at any time terminate this letter of appointment without cause by giving in writing to the other party, 1 (one) month notice. Company reserves the right either to accept your pay and allowance / towards the notice period or demand for actual service during the notice period. You shall not be entitled to any notice pay if your employment is terminated in accordance with condition 7.6 of the Appendix 3 to this letter of appointment.

After completion of the Probation period, either Company or you may at any time terminate this letter of appointment without cause by giving in writing to the other party, 30 days notice. The Company reserves the right either to accept your pay and allowance /

towards the notice period or demand for actual service during the notice period. You shall not be entitled to any notice pay if your employment is terminated in accordance with condition 7.6 of the Appendix 3 to this letter of appointment.

Your employment shall also be governed by the standard terms and conditions, which are annexed hereto as Appendix 3 and the same shall form an integral part of this letter of appointment.

Your employment is conditional upon your acceptance of the standard terms and conditions and the specific provisions contained in Appendix 3.

Kindly sign and return the duplicate copy of this letter of appointment along with the Appendixes, as a token of your acceptance of the terms and conditions set out herein. Also, please initial each page of this letter of appointment and the Appendixes.

Please note that by signing this letter of appointment, you have agreed to accept the employment with the Company on the terms and conditions set out herein. Upon your signature and return to us, this letter of appointment shall be treated as an employment agreement and the terms and conditions of this letter of appointment shall govern your employment with the Company.

This letter of appointment shall automatically stand revoked in the event you do not join the Company on or before the effective date mentioned in this letter of appointment.

It is a pleasure to welcome you as a part of **XLHealth Corporation India Pvt. Ltd.** We are confident that your employment with the Company shall prove mutually beneficial & rewarding, and we look forward to having you join us.

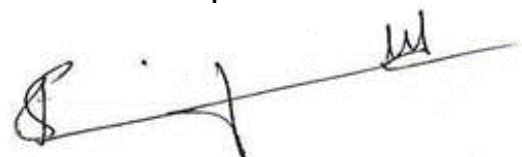
Congratulations and welcome to **XLHealth Corporation India Pvt. Ltd.** On your first day of employment, please report to our office located at **Bangalore** at 8.30 AM along with the documents as mentioned in the Appendix '2'. Should there be a change in your start date, it is mandatory that the same be communicated to us a week in advance.

Aline Dias, we thank you for considering **XLHealth Corporation India Pvt. Ltd.** as your future employer! We have bold objectives:

- Improve the lives of others
- Change the landscape of health care forever
- Leave the world a better place than we found it

Joining us, shall put you amongst a team that is committed to excellence in everything we do. We are passionate, energetic and focused. You'll be sharing a culture of leadership and excitement as you begin to do **your life's best work.**SM

For **XLHealth Corporation India Private Limited**



Shivaprasad Mundakana
Director-Human Capital

I accept this letter of appointment on the terms and conditions as described herein.

ACKNOWLEDGEMENT:

Aline Dias

Date: _____

May 12, 2022

Divyashree D Maroli
Jayashreegate Kulshekar
Mangalore Karnataka
575005

Dear Divyashree,

Further to the recent meetings and discussions with us, we are pleased to offer you employment with XLHealth Corporation India Pvt. Ltd (**"the Company"**), a UnitedHealth Group Company, in the position of (**Clin Admin Coord**) at **salary grade 23**. Your work location shall be at Company's office located at site **Bangalore**. The terms and conditions of your employment are set out hereinafter:

EMPLOYMENT

We are pleased to extend this offer to you basis the selection process administered. Your effective date of joining shall be no later than **May 18, 2022**. Your employment with the Company shall be subject to the timely submission of the following listed mandatory documents for background verification purposes, to be submitted prior to or latest by your Start Date. Successful pre and/or post-employment background checks, accuracy of the testimonials and information provided by you and your being free from any contractual restrictions preventing you from accepting this offer or starting work with us on the above-mentioned date, are required for your employment with the Company:

- (i) Highest Degree Certificate
- (ii) PAN Card or Passport
- (iii) Relieving Letter/Experience Letter from all the organizations worked in last 5 (five) years, except for the immediate last employer for which you will be granted 45 days from your start date

You, if so asked by the Company, shall disclose on your own behalf and, if married, on your spouse's behalf full details of any external directorships held and any personal business interests including partnerships, shareholdings and trusteeships; involvement in any other business ventures involving unlimited liability; personal liabilities in connection with business activities; and involvement in other positions external to the Company and your employment will be subject to acceptance by the Company of those external interests.

Please note that if during the pre or post-employment background checks, the background checking agency gives a negative report or in the event of unsatisfactory result of your pre or post-employment background checks, this letter of appointment shall stand revoked automatically (whether you have accepted it or not) and, if you have already commenced employment with the Company, such employment shall automatically terminate without giving rise to any claim for compensation or damages in your favor, but without prejudice to Company's rights and remedies against you.

PROBATION

You shall serve a minimum probation period of **3 months** from the date of your joining the Company ("Probation") following which you shall get confirmed into the Company by default unless you receive a letter for confirmation extension. The Company reserves the right to extend the probation period for an additional three (3) months in the event that your performance is not up to expectation.

Your performance shall be evaluated according to your efficiency, punctuality, conduct, maintenance of discipline and in accordance with the Company's regulations or policies existing now or in future. It shall be your responsibility to read, peruse and follow Company's regulations/policies, hardcopies which shall be made available to you upon request, but which otherwise are available on the Company's website.

During the period of Probation, either the Company or you may at any time terminate your employment without cause by giving in writing to the other party, 1 (one) month notice or in lieu thereof a sum equal to the amount or pro-rated amount of salary which would have accrued to you during the period or remaining period of notice. You shall not be entitled to any notice pay, if your employment is terminated in accordance with condition 7.6 of the Appendix 3 to this letter of appointment.

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Notwithstanding the above, you may however be required to work at any other place that the Company may deem fit and as may be required from time to time. You may also be seconded, deputed or transferred to any other person/company associated with the Company whether in India or abroad. In such a case your relocation expenses shall be borne by the Company and your reimbursement shall be as per the relocation policy of the Company.

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PERFORMANCE OF DUTIES

You shall be assigned with all the duties and responsibilities of the (**Clin Admin Coord**) and such other duties on behalf of the Company, as may be reasonably assigned from time to time by the Company's management.

COMPENSATION

As compensation for services to be rendered, you shall be paid an annual Fixed salary of **Rs.350,000.00, (Three Lakh Fifty Thousand Rupees Only)**. Your cost to the Company (CTC) shall be **Rs.407,320.00, (Four Lakh Seven Thousand Three Hundred Twenty Rupees Only)** per annum. A detailed compensation structure is provided along with this letter of appointment.

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REWARDING RESULTS PLAN

You shall be eligible to participate in the Rewarding Results Plan in accordance with the terms and conditions of the Company, as amended from time to time. In this Rewarding Results Plan, you may be eligible to earn an annual performance-based incentive in addition to your basic salary. Your initial annual target incentive is **10%** of the fixed salary. It is clarified that no payment under this plan is guaranteed, and is subject to attainment of corporate and business unit's financial performance thresholds as well as individual performance ratings attained for the year on the Company's discretion. Basis this, your annual incentive payout could range from **0%– 10%** of the fixed salary. Any annual or other bonus payments are discretionary, non-binding and revocable for future years. Kindly refer to the rewarding results plan policy for any information regarding eligibility, payouts or any other terms and conditions associated with this plan.

The payment of all compensation and bonus / incentive, if any, shall be made in accordance with the relevant policies of the Company in effect from time to time, including normal payroll practices, and shall be subject to income tax deductions at source, as applicable. All requirements under Indian tax laws, including tax compliance and filing of tax returns, assessment etc. of your personal income, shall be fulfilled by you.

By accepting this letter of appointment, you authorize the Company to deduct from your remuneration on termination of employment (including salary, salary in lieu of notice, sign on bonus, notice pay out etc.) all debts owed by you to the Company or any of its group companies/associates or any fine imposed by the Company as a discretionary penalty pursuant to the Company's disciplinary procedure.

TERMINATION OF EMPLOYMENT

During the Probation period, either Company or you may at any time terminate this letter of appointment without cause by giving in writing to the other party, 1 (one) month notice. Company reserves the right either to accept your pay and allowance / towards the notice period or demand for actual service during the notice period. You shall not be entitled to any notice pay if your employment is terminated in accordance with condition 7.6 of the Appendix 3 to this letter of appointment.

May 5, 2022

Dakshayini –
Janatha Colony
Udupi Karnataka
576210

Dear Dakshayini,

Further to the recent meetings and discussions with us, we are pleased to offer you employment with XLHealth Corporation India Pvt. Ltd ("**the Company**"), a UnitedHealth Group Company, in the position of **Clinical Admin Coordinator** at **salary grade 23**. Your work location shall be at Company's office located at site **Bangalore**. The terms and conditions of your employment are set out hereinafter:

EMPLOYMENT

We are pleased to extend this offer to you basis the selection process administered. Your effective date of joining shall be no later than **May 18, 2022**. Your employment with the Company shall be subject to the timely submission of the following listed mandatory documents for background verification purposes, to be submitted prior to or latest by your Start Date. Successful pre and/or post-employment background checks, accuracy of the testimonials and information provided by you and your being free from any contractual restrictions preventing you from accepting this offer or starting work with us on the above-mentioned date, are required for your employment with the Company:

- (i) Highest Degree Certificate
- (ii) PAN Card or Passport
- (iii) Relieving Letter/Experience Letter from all the organizations worked in last 5 (five) years, except for the immediate last employer for which you will be granted 45 days from your start date

You, if so asked by the Company, shall disclose on your own behalf and, if married, on your spouse's behalf full details of any external directorships held and any personal business interests including partnerships, shareholdings and trusteeships; involvement in any other business ventures involving unlimited liability; personal liabilities in connection with business activities; and involvement in other positions external to the Company and your employment will be subject to acceptance by the Company of those external interests.

Please note that if during the pre or post-employment background checks, the background checking agency gives a negative report or in the event of unsatisfactory result of your pre or post-employment background checks, this letter of appointment shall stand revoked automatically (whether you have accepted it or not) and, if you have already commenced employment with the Company, such employment shall automatically terminate without giving rise to any claim for compensation or damages in your favor, but without prejudice to Company's rights and remedies against you.

PROBATION

You shall serve a minimum probation period of **3 months** from the date of your joining the Company ("Probation") following which you shall get confirmed into the Company by default unless you receive a letter for confirmation extension. The Company reserves the right to extend the probation period for an additional three (3) months in the event that your performance is not up to expectation.

Your performance shall be evaluated according to your efficiency, punctuality, conduct, maintenance of discipline and in accordance with the Company's regulations or policies existing now or in future. It shall be your responsibility to read, peruse and follow Company's regulations/policies, hardcopies which shall be made available to you upon request, but which otherwise are available on the Company's website.

During the period of Probation, either the Company or you may at any time terminate your employment without cause by giving in writing to the other party, 1 (one) month notice or in lieu thereof a sum equal to the amount or pro-rated amount of salary which would have accrued to you during the period or remaining period of notice. You shall not be entitled to any notice pay, if your employment is terminated in accordance with condition 7.6 of the Appendix 3 to this letter of appointment.

Your initial place of posting shall be at the Company's office located at **Bangalore**. However, your services are transferable and you may be assigned/ transferred in India or outside India to serve the Company in any of its existing or future offices or any of its group companies or associates. It is a condition of your employment that you comply with any such requirements of the Company. The transfer arrangement shall not deem to constitute a change in your conditions of service.

Notwithstanding the above, you may however be required to work at any other place that the Company may deem fit and as may be required from time to time. You may also be seconded, deputed or transferred to any other person/company associated with the Company whether in India or abroad. In such a case your relocation expenses shall be borne by the Company and your reimbursement shall be as per the relocation policy of the Company.

Your place of work shall change in case of any relocation of the Company's offices, for which you shall be entitled to reimbursement in consonance with the relocation policy of the Company.

The Company operates on a 24X7 basis and is open for 365 days in a year.

PERFORMANCE OF DUTIES

You shall be assigned with all the duties and responsibilities of the **Clinical Admin Coordinator** and such other duties on behalf of the Company, as may be reasonably assigned from time to time by the Company's management.

COMPENSATION

As compensation for services to be rendered, you shall be paid an annual Fixed salary of **Rs.350,000.00, (Rupees Three Lakh Fifty Thousand Only)**. Your cost to the Company (CTC) shall be **Rs.407,320.00, (Rupees Four Lakh Seven Thousand Three Hundred Twenty Only)** per annum. A detailed compensation structure is provided along with this letter of appointment.

The salary shall be payable on a monthly basis in arrears on or about the last working day of each calendar month, but in no case later than the 7th day of the succeeding calendar month. Please note that your salary details are highly confidential and should not be disclosed inside or outside the Company by you in any manner whatsoever and any failure on your part to adhere to this obligation shall be considered as serious breach of the terms of this letter of appointment.

REWARDING RESULTS PLAN

You shall be eligible to participate in the Rewarding Results Plan in accordance with the terms and conditions of the Company, as amended from time to time. In this Rewarding Results Plan, you may be eligible to earn an annual performance-based incentive in addition to your basic salary. Your initial annual target incentive is **10%** of the fixed salary. It is clarified that no payment under this plan is guaranteed, and is subject to attainment of corporate and business unit's financial performance thresholds as well as individual performance ratings attained for the year on the Company's discretion. Basis this, your annual incentive payout could range from **0%– 10%** of the fixed salary. Any annual or other bonus payments are discretionary, non-binding and revocable for future years. Kindly refer to the rewarding results plan policy for any information regarding eligibility, payouts or any other terms and conditions associated with this plan.

The payment of all compensation and bonus / incentive, if any, shall be made in accordance with the relevant policies of the Company in effect from time to time, including normal payroll practices, and shall be subject to income tax deductions at source, as applicable. All requirements under Indian tax laws, including tax compliance and filing of tax returns, assessment etc. of your personal income, shall be fulfilled by you.

By accepting this letter of appointment, you authorize the Company to deduct from your remuneration on termination of employment (including salary, salary in lieu of notice, sign on bonus, notice pay out etc.) all debts owed by you to the Company or any of its group companies/associates or any fine imposed by the Company as a discretionary penalty pursuant to the Company's disciplinary procedure.

TERMINATION OF EMPLOYMENT

During the Probation period, either Company or you may at any time terminate this letter of appointment without cause by giving in writing to the other party, 1 (one) month notice. Company reserves the right either to accept your pay and allowance / towards the notice period or demand for actual service during the notice period. You shall not be entitled to any notice pay if your employment is terminated in accordance with condition 7.6 of the Appendix 3 to this letter of appointment.



May 12, 2022

Chaithra P
Paduvaru village Byndoor
Kundapura Karnataka
576214

Dear Chaithra,

Further to the recent meetings and discussions with us, we are pleased to offer you employment with XLHealth Corporation India Pvt. Ltd (**"the Company"**), a UnitedHealth Group Company, in the position of (**Clin Admin Coord**) at **salary grade 23**. Your work location shall be at Company's office located at site **Bangalore**. The terms and conditions of your employment are set out hereinafter:

EMPLOYMENT

We are pleased to extend this offer to you basis the selection process administered. Your effective date of joining shall be no later than **May 18, 2022**. Your employment with the Company shall be subject to the timely submission of the following listed mandatory documents for background verification purposes, to be submitted prior to or latest by your Start Date. Successful pre and/or post-employment background checks, accuracy of the testimonials and information provided by you and your being free from any contractual restrictions preventing you from accepting this offer or starting work with us on the above-mentioned date, are required for your employment with the Company:

- (i) Highest Degree Certificate
- (ii) PAN Card or Passport
- (iii) Relieving Letter/Experience Letter from all the organizations worked in last 5 (five) years, except for the immediate last employer for which you will be granted 45 days from your start date

You, if so asked by the Company, shall disclose on your own behalf and, if married, on your spouse's behalf full details of any external directorships held and any personal business interests including partnerships, shareholdings and trusteeships; involvement in any other business ventures involving unlimited liability; personal liabilities in connection with business activities; and involvement in other positions external to the Company and your employment will be subject to acceptance by the Company of those external interests.

Please note that if during the pre or post-employment background checks, the background checking agency gives a negative report or in the event of unsatisfactory result of your pre or post-employment background checks, this letter of appointment shall stand revoked automatically (whether you have accepted it or not) and, if you have already commenced employment with the Company, such employment shall automatically terminate without giving rise to any claim for compensation or damages in your favor, but without prejudice to Company's rights and remedies against you.

PROBATION

You shall serve a minimum probation period of **3 months** from the date of your joining the Company ("Probation") following which you shall get confirmed into the Company by default unless you receive a letter for confirmation extension. The Company reserves the right to extend the probation period for an additional three (3) months in the event that your performance is not up to expectation.

Your performance shall be evaluated according to your efficiency, punctuality, conduct, maintenance of discipline and in accordance with the Company's regulations or policies existing now or in future. It shall be your responsibility to read, peruse and follow Company's regulations/policies, hardcopies which shall be made available to you upon request, but which otherwise are available on the Company's website.

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Notwithstanding the above, you may however be required to work at any other place that the Company may deem fit and as may be required from time to time. You may also be seconded, deputed or transferred to any other person/company associated with the Company whether in India or abroad. In such a case your relocation expenses shall be borne by the Company and your reimbursement shall be as per the relocation policy of the Company.

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PERFORMANCE OF DUTIES

You shall be assigned with all the duties and responsibilities of the (**Clin Admin Coord**) and such other duties on behalf of the Company, as may be reasonably assigned from time to time by the Company's management.

COMPENSATION

As compensation for services to be rendered, you shall be paid an annual **Fixed salary of Rs.350,000.00, (Three Lakh Fifty Thousand Rupees Only)**. Your cost to the Company (CTC) shall be **Rs.407,320.00, (Four Lakh Seven Thousand Three Hundred Twenty Rupees Only)** per annum. A detailed compensation structure is provided along with this letter of appointment.

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SPICES BOARD

(Ministry of Commerce & Industry Govt. of India)
Sugandha Bhavan
N.H.By-pass
P.B.No. 2277
Palarivattom P.O.
Kochi - 682 025, India

स्पाइसेस बोर्ड

(वाणिज्य एवं उद्योग मंत्रालय, भारत सरकार)
सुगन्ध भवन
एन.एच.बाईपास
पी. बी. नं. 2277
पालारिवट्टम पी.ओ.
कोच्ची - 682 025, भारत

No.ADM/APP/03/2018-19/SRT / 337

Dated: 18th May 2022.

Ms. Pallavi T H,
D/O Sri Halappa,
Thoranamavu, Kuduvali,
Chickamangalur,
Karnataka-577133.
Mobile: 9035209124
email: pallavith34@gmail.com

Madam,

Sub: Selection as 'Spices Research Trainee' in Spices Board- reg.
Ref: Written test conducted by the Board on 07.04.2022.

This is to inform that you have been selected as '**Spices Research Trainee**' for Plant Pathology division in the Indian Cardamom Research Institute, Regional Research Station of Spices Board at **Sakleshpur** subject to the following terms and conditions:

1. Duration of the training is **two years** from the date of joining. However, the initial period of training shall be **upto one year** from the date of joining and extension of the training for the remaining period shall be based on review of performance. The training shall stand terminated on completion of the tenure, without the need for a separate termination order.
2. The Trainee shall have to attend the office six days in a week (Monday to Saturday) from 9.00 am to 5.30 pm at a stipend of **₹21000/- per month**.
3. If the Board is not satisfied with the performance of the Trainee, the Board reserves the right to terminate the training without any advance notice.
4. The trainee shall not leave the Board during and/or in the middle of the training period. If he intends to do so, he shall give one month's notice/stipend to the Board. However, training certificate will be issued only on completion of at least one year tenure of the training.
5. The Trainee will be eligible for one day leave of absence per month during the period of training. For availing additional leave, pro-rata deduction will be made from the monthly stipend.
6. The trainee has to undergo training in **Plant Pathology division**.
7. The trainee shall maintain daily training diary on training received and research activities done.



Sharaf Group
Retail Division



Kavya Mohan

Telesales Executive

10208101

Sharaf Electronics

Ref. : HRD/SYN/2020-21
Date : 19/10/2020
Emp No : 10025816

DARSHAN Y K,

DARSHAN C/O RUDRAMMA THOTTIMANE BASAVEGOWDA,
LAKYA, LAKYA POST LAKYA HOBLI,
CHIKKAMAGALORE,
CHIKKAMAGALORE - 577168,
Karnataka,
India.

Dear Mr. DARSHAN Y K,

Subject: Letter of Appointment

Further to our offer letter to you, we are pleased to appoint you the following position in SYNGENE INTERNATIONAL LTD. [the 'Company'], on the following terms & conditions:

Date of Appointment	: Your appointment will be effective from 19/10/2020
Level	: 9-I
Designation	: RESEARCH ASSOCIATE TRAINEE
Work Location	: SEZ S16
Reporting & Department	: You shall report to the SENIOR PRINCIPAL INVESTIGATOR or such other person(s) as may be designated by the Company from time to time, in the BIOLOGY Department.

Your appointment shall be governed by the following terms:

1. You will be on probation for a period of 06 Months commencing from the Date of Appointment, as above mentioned. On completion of the said probation period and at the sole and absolute discretion of the Company, your employment with the Company may be confirmed by the Company by issuing a confirmation letter, provided your conduct and work has been to the satisfaction of the Company. The said confirmation shall also be subject to availability of suitable opening and such other factors as may be considered relevant by the Company from time to time.
2. Your emolument and leave benefits shall be as per enclosed Annexure. Further, your entitlement to Provident Fund and Gratuity shall be in accordance with the prevailing Company policies and the applicable laws.
3. You will be entitled for E.S.I. benefits if you are eligible as per the applicable laws.
4. In the event the Company is unable to provide transportation from a Company designated pick-up point to the work place, you may choose to make your own transport arrangement to commute to the work place.

AGREEMENT FOR MEDICINAL CHEMISTRY ANNOTATION

This Agreement, effective as of the date of final signature (“Effective Date”), is made between Molecular Connections Pvt. Ltd, (hereinafter referred to as "MOLECULAR CONNECTIONS"), with offices at # 5, Brigade Seshmahal, Vani Vilas Road, Basavanagudi, Bangalore - INDIA and **Ms. Deekshitha K** residing at **# 3, Hemavathi Block Police Lane, Pandeshwar, Mangalore 575001** (“hereinafter referred to as CONSULTANT”).

THE PARTIES, INTENDING TO BE LEGALLY BOUND, HEREBY AGREE AS FOLLOWS:

1. PURPOSE. MOLECULAR CONNECTIONS and CONSULTANT agree that the collection and processing of substance name data (as defined in Section 4), and any related activities undertaken by CONSULTANT on behalf of MOLECULAR CONNECTIONS, will be governed exclusively by this Agreement.

2. RELATIONSHIP BETWEEN PARTIES

A. Independent CONSULTANT. Under this Agreement, CONSULTANT is to provide services as an independent CONSULTANT. Nothing contained in this Agreement shall be interpreted to constitute CONSULTANT as a partner, agent, joint venturer, or employee of MOLECULAR CONNECTIONS, nor will either party have any authority to contractually bind the other to third parties.

B. Non-competition. During and for three (3) years after the date of termination of this Agreement, CONSULTANT shall not, on behalf of itself or for any third party, engage in any business activities that would compete with MOLECULAR CONNECTIONS business in any way.

C. Prohibited Third Party Contacts. During the term (including any Renewal Term) of this Agreement, CONSULTANT shall not engage in any business activities with companies, institutes, organizations or any other form of entities which directly or indirectly compete with MOLECULAR CONNECTIONS. During and for three (3) years after the date of termination of this Agreement, CONSULTANT shall not engage in any business activities that conflicts this clause.



August 03, 2021

LETTER OF APPOINTMENT – REMOTE EMPLOYMENT

Mr. Naveen Raj B
Belinja Hosamane,
House Po, Kumbadaje Village
Yethdka – 671551

Dear Mr. Naveen Raj B,

Molecular Connections Private Limited (the "**Company**"), along with its subsidiaries and group companies, is pleased to offer you employment on the following terms and conditions:

1. COMMENCEMENT OF EMPLOYMENT

- 1.1 You will be employed by the Company on remote working basis (REMOTE EMPLOYEE) in the position of **Patent Analyst - Trainee** subject to the terms and conditions set forth in this Appointment Letter ("**Letter**"). Your employment with the Company shall commence from **August 03, 2021** and be valid until terminated in accordance with the terms set forth in this Letter (the "**Employment Period**").
- 1.2 Your appointment as a REMOTE EMPLOYEE of the Company is subject to satisfactory verification of your certificates and testimonials. In the event that such verification reveals any discrepancy in the statement(s) made in your application to the Company, your services are liable to be terminated forthwith without any notice or compensation. Your employment in the Company is also contingent upon your ability to work for the Company without any restriction/s, i.e., you are not bound by any non-compete obligations or any other restrictive clauses with any of your previous employers.
- 1.3 For joining purposes, you shall report to HR Manager of the Company.

MOLECULAR CONNECTIONS RESEARCH PVT. LTD.

Regd. office - # 2/2, Kandala Mansion, Kariappa Road (South Cross Road), Basavanagudi, Bangalore – 560 004.
Ph.: 080 4120 5016 | Email: info@molecularconnections.com | www.molecularconnections.com

Welcome Note**Dear Ms. J Deepthi Bhat**

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

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

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

1. Log in to [Click here to log in Randstad Portal](#)
2. Call us Toll free 1800 420 9944
3. Email us to flexicare@randstad.in

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

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

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

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

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

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

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

For Randstad India Pvt Ltd.



Authorized Signatory
Balakrishnan S
Head - HRSSC

Schedule A

Assignment Details of J Deepthi Bhat

Name	J Deepthi Bhat
Client Name	Excelra Knowledge Solutions Private Limited
Place of Deputed	Hyderabad
Designation	Junior Research Analyst
Start date of Assignment	01-03-2022
End date of Assignment	28-02-2023

Annexure 1:Salary Break - Up Details

Component	Monthly	Yearly
Basic	12,000.00	144,000.00
House Rent Allowance	4,867.00	58,404.00
Statutory Bonus	1,000.00	12,000.00
Gross Salary	17,867.00	214,404.00
Employer's Contribution to ESI	581.00	6,972.00
Employer's Contribution to EPF	1,440.00	17,280.00
Insurance	112.00	1,344.00
CTC (Cost to the company)	20,000.00	240,000.00
Employee's Contribution to EPF	1,440.00	17,280.00
Employee's Contribution to ESI	135.00	1,620.00
Net-Take Home	16,292.00	195,504.00

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

* Your salary is strictly confidential.

For Randstad India Pvt Ltd.

Accepted By

S. Balakrishnan

2289838

Authorized Signatory
Balakrishnan S
Head - HRSSC

J Deepthi Bhat

Ref: NU/NUCSE/RES/793/2022 \258

Date: 03.02.2022

Ms. Nidhi Shetty,

D/O Mr. Suresh Shetty,

"Sneha Nilaya", Bondel, Pachanady,

Mangalore -575008.

Dear Ms. Nidhi Shetty,

Sub: Appointment as **Junior Research Fellow(JRF)** for the DST-SERB

Research Project- reg.

Ref: Interview held on 31.01.2022.

We are pleased to appoint you as **Junior Research Fellow** for the DST-SERB research project entitled ' Target-induced Core-shell satellite structures: Crating a polyvalent multifunctional platform for multiplexed detection of nucleic acids' at Nitte University Centre for Science Education & Research, Deralakatte, Mangalore.

You will be paid Stipend of Rs.31000/-+16%HRA per month. You are requested to report to Dr. Akshath U.S. (Principal Investigator), Scientist Grade - II. Nitte University Centre for Science Education & Research, Deralakatte, Mangalore at the earliest.

This is a temporary appointment and will be valid for a period of one year from the date of your reporting for duty. The tenure of appointment will be further extended upto the period of project after interim evaluation. You will mark your attendance on the biometric system and submit the monthly report to the University office for release of stipend.

You will abide by the rules and regulations of Nitte (Deemed to be University) and DST-SERB, New Delhi during the project tenure.

Yours sincerely,



(Dr. Atka Kulkarni)
REGISTRAR

Dear **Ms. Harsha R**

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

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

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

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

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

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

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

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

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

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

For Randstad India Pvt Ltd.



Authorized Signatory
Balakrishnan S
Head - HRSSC

Schedule A

Assignment Details of Harsha R

Name	Harsha R
Client Name	Excelra Knowledge Solutions Private Limited
Place of Deputed	Hyderabad
Designation	Junior Research Analyst
Start date of Assignment	03-01-2022
End date of Assignment	02-01-2023

Annexure 1:Salary Break - Up Details

Component	Monthly	Yearly
Basic	12,000.00	144,000.00
House Rent Allowance	4,892.00	58,704.00
Statutory Bonus	1,000.00	12,000.00
Gross Salary	17,892.00	214,704.00
Employer's Contribution to ESI	582.00	6,984.00
Employer's Contribution to EPF	1,440.00	17,280.00
Insurance	86.00	1,032.00
CTC (Cost to the company)	20,000.00	240,000.00
Employee's Contribution to EPF	1,440.00	17,280.00
Employee's Contribution to ESI	135.00	1,620.00
Net-Take Home	16,317.00	195,804.00

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

* Your salary is strictly confidential.

For Randstad India Pvt Ltd.

Accepted By

S. Balakrishnan

2279806

Authorized Signatory
Balakrishnan S
Head - HRSSC

Harsha R

Provisional Offer Letter for Fixed Term Contract

We are pleased to offer you employment in our organization at Randstad India Pvt. Ltd as **Junior Research Analyst**. Your services are being deputed to **Excelra Knowledge Solutions Private Limited** on the following terms and conditions:

- Your employment will be valid from **13/12/2021 To 12/12/2022** , unless and until it is specifically extended in writing by Randstad India Pvt Ltd.
- Your Salary CTC will be INR 240,000.00 per Annum (as per Annexure 1) and will be paid out basis your actual joining date.
- Your employment is subject to completing our onboarding process, which requires you to :
 - a. Complete on the Randstad portal:
 - Employee profile form
 - Statutory Nomination forms like ESIC, PF, Mediclaim etc.
 - b. Upload proofs of your documents:
 - Government mandated ID proof: Aadhar Card and PAN
 - Address Proof (Any one): Voters ID, Passport, Driving License, Ration Card etc.
 - Copy of both Educational certificates & Previous employment documents.
 - Bank Details for Salary processing: Copy of cancelled cheque.

Please note that this is only a provisional offer of employment for a fixed term and is not to be construed as an appointment letter. A detailed appointment letter would be issued to you once you fulfill our employment terms and conditions & upon confirmation of joining duty by the manager.

The next step is for you to log into Randstad Direct, our employee portal to accept this offer.

You will soon receive an email and SMS on your registered number with a link to the online portal and your OTP to login. A User guide is also available to help you complete formalities on/before your DOJ.

Please get in touch with us for any queries.

Wishing you the very best!

Yours truly,

For Randstad India Pvt Ltd.



Welcome Note

Dear **Ms. Shrilaxmi**

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

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

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

1. Log in to [Click here to log in Randstad Portal](#)
2. Call us Toll free 1800 420 9944
3. Email us to flexicare@randstad.in

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

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

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

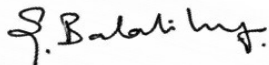
To Trust - We are respectful. We value our relationships and treat people well.

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

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

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

For Randstad India Pvt Ltd.



Authorized Signatory
Balakrishnan S
Head - HRSSC

Schedule A

Assignment Details of Shrilaxmi

Name	Shrilaxmi
Client Name	Excelra Knowledge Solutions Private Limited
Place of Deputed	Hyderabad
Designation	Junior Research Analyst
Start date of Assignment	13-12-2021
End date of Assignment	12-12-2022

Annexure 1:Salary Break - Up Details

Component	Monthly	Yearly
Basic	12,000.00	144,000.00
House Rent Allowance	4,892.00	58,704.00
Statutory Bonus	1,000.00	12,000.00
Gross Salary	17,892.00	214,704.00
Employer's Contribution to ESI	582.00	6,984.00
Employer's Contribution to EPF	1,440.00	17,280.00
Insurance	86.00	1,032.00
CTC (Cost to the company)	20,000.00	240,000.00
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Employee's Contribution to ESI	135.00	1,620.00
Net-Take Home	16,317.00	195,804.00

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

* Your salary is strictly confidential.

For Randstad India Pvt Ltd.

Accepted By



2275837

Authorized Signatory
Balakrishnan S
 Head - HRSSC

Shrilaxmi

AGREEMENT FOR THE SCIENTIFIC DATA ANALYSIS

This Agreement, effective as of the date of final signature ("Effective Date"), is made between Molecular Connections Pvt. Ltd, (hereinafter referred to as "MOLECULAR CONNECTIONS"), with offices at Heritage Building, # 59/2, Kadrenahalli, 100 feet road, Banashankari 2nd Stage, Bangalore 560070 and **Ms Mamatha Y R, 2(25)\1, Yenaje House Peraje Village Budoli Post Bantwal Talik, Dakshina Kannada - 574253.** ("hereinafter referred to as CONSULTANT"), THE PARTIES, INTENDING TO BE LEGALLY BOUND, HEREBY AGREE AS FOLLOWS:

1. **PURPOSE.** MOLECULAR CONNECTIONS and CONSULTANT agree that the collection and processing of substance name data (as defined in Section 4), and any related activities undertaken by CONSULTANT on behalf of MOLECULAR CONNECTIONS, will be governed exclusively by this Agreement.

2. RELATIONSHIP BETWEEN PARTIES

A. Independent CONSULTANT. Under this Agreement, CONSULTANT is to provide services as an independent CONSULTANT. Nothing contained in this Agreement shall be interpreted to constitute CONSULTANT as a partner, agent, joint venturer, or employee of MOLECULAR CONNECTIONS, nor will either party have any authority to contractually bind the other to third parties.

B. Non-competition. During and for three (3) years after the date of termination of this Agreement, CONSULTANT shall not, on behalf of itself or for any third party, engage in any business activities that would compete with MOLECULAR CONNECTIONS business in any way.

C. Prohibited Third Party Contacts. During the term (including any Renewal Term) of this Agreement, CONSULTANT shall not engage in any business activities with companies, institutes, organizations or any other form of entities which directly or indirectly compete with MOLECULAR CONNECTIONS. During and for three (3) years after the date of termination of this Agreement, CONSULTANT shall not engage in any business activities that conflicts this clause.

3. **TERM OF AGREEMENT.** The initial term ("Term") of this agreement shall begin on **April 06, 2022** and will expire on **October 31, 2022**, unless terminated or renewed as provided herein.

This Agreement may be renewed for subsequent periods ("Renewal Term") upon mutual written agreement of the parties. Such written agreement for the Renewal Term must be reached no later than Five (5) days prior to the expiration of the then-current Term. Failure to reach agreement for the Renewal Term will result in automatic termination of this Agreement at the end of the then-current Term.

Date:11-03-2022

Welcome Note

Dear **Ms. Shreya D Souza**

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

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

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

1. Log in to [Click here to log in Randstad Portal](#)
2. Call us Toll free 1800 420 9944
3. Email us to flexicare@randstad.in

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

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

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

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

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

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

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

For Randstad India Pvt Ltd.



Authorized Signatory
Balakrishnan S
Head - HRSSC

Schedule A

Assignment Details of Shreya D Souza

Name	Shreya D Souza
Client Name	Excelra Knowledge Solutions Private Limited
Place of Deputed	Hyderabad
Designation	Junior Research Analyst
Start date of Assignment	01-03-2022
End date of Assignment	28-02-2023

Annexure 1:Salary Break - Up Details

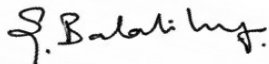
Component	Monthly	Yearly
Basic	12,000.00	144,000.00
House Rent Allowance	4,867.00	58,404.00
Statutory Bonus	1,000.00	12,000.00
Gross Salary	17,867.00	214,404.00
Employer's Contribution to ESI	581.00	6,972.00
Employer's Contribution to EPF	1,440.00	17,280.00
Insurance	112.00	1,344.00
CTC (Cost to the company)	20,000.00	240,000.00
Employee's Contribution to EPF	1,440.00	17,280.00
Employee's Contribution to ESI	135.00	1,620.00
Net-Take Home	16,292.00	195,504.00

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

* Your salary is strictly confidential.

For Randstad India Pvt Ltd.

Accepted By



2289844

Authorized Signatory
Balakrishnan S
 Head - HRSSC

Shreya D Souza

Date-15/1/2022

Name: POORNIMA V,

Contact No: 8971455961

Email Id :

Offer for Consultant

Dear POORNIMA V,

This has reference to your application and the subsequent interview you had with us. We are pleased to offer you a Consultant assignment in Plus Care Internationals Private Limited from **27th Jan 2022**. You will be designated in our organization as **Phlebotomist(Consultant)** our client site HINDLABS Diagnostic Centre (Unit Of HLL Lifecare Limited) at Mangalore.

The terms and conditions of your engagement would be as given below:

You're per month fees will be Rs. 14444/- You will be expected to submit a monthly invoice for the same. (TDS as per applicable rate).

During the course of your Assignments, you can be transferred to a location within the territory of India as and when required by Plus Care Internationals for executing the services provided herein.

Should you be selected to perform the Work Assignment, the nature of your relationship with Plus Care Internationals will be that of a Contract of Service for a fixed period. By executing this Assignments letter of engagement neither do we offer you employment with Plus Care Internationals nor do you become an employee of Plus Care Internationals. Upon expiry or termination of the Work Assignment, your employment with Plus Care Internationals shall stand terminated forthwith.

Except for expiry of a Work Assignment due to completion/expiry of the same or in respect of a Work Assignment of one week or a lesser period of time, either party may terminate this Work Assignment Letter by issuing 15 days' notice in writing or payment thereof.

In addition to the terms contained herein, your assignments with Plus Care Internationals may be subject to such other additional terms and conditions as may be communicated to you from time to time in writing by Plus Care Internationals and you hereby agree to have read and clearly understood the terms of employment provided in the Service Rules, which is attached herein.

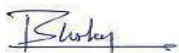
We at Plus Care Internationals would like to create an environment and culture committed to co - operation, quality and responsiveness that permeates every activity. As a new entrant we would like you to add value to this process. Please return the copy of the Offer Letter enclosed after affixing your signature at the appropriate place on the Office Copy in token of your having read, agreed, fully understood and accepted the terms and conditions of appointment. Please send across the signed acknowledged copy to Plus Care Internationals Address which is mentioned below. In case we do not receive your acknowledgement copy within a period of 15 days from the date of joining, your assignment at Plus Care Internationals with the acceptance of your first salary from Plus Care Internationals will be conclusive proof of your acceptance in accordance of terms and conditions.

Plus Care Internationals neither accepts any consideration in the form of any cash or kind nor supports any policy of accepting such consideration by any third party for providing employment to prospective candidates. In the event you have paid any such amount to any employee, Officer, representative of Plus Care Internationals kindly bring the same to the immediate notice of your superiors or report the same to Plus Care Internationals through email.

I hereby confirm acceptance of the above assignment, on the terms and conditions stipulated therein.

For Plus Care Internationals Private Limited

Accepted and Agreed



Signature and date:

HR Department

January 19, 2022

LETTER OF APPOINTMENT – REMOTE EMPLOYMENT

Ms. Rakshitha A R
Veerabadreshwara Nilaya,
Garthikere,
Kammachi Post,
Hosanagara Taluk,
Shimoga District - 577436



Dear Ms. Rakshitha A R,

Molecular Connections Private Limited (the “**Company**”), along with its subsidiaries and group companies, is pleased to offer you employment on the following terms and conditions:

1. COMMENCEMENT OF EMPLOYMENT

- 1.1 You will be employed by the Company on remote working basis (REMOTE EMPLOYEE) in the position of **Scientific Analyst- Trainee** subject to the terms and conditions set forth in this Appointment Letter (“**Letter**”). Your employment with the Company shall commence from **January 21, 2022** and be valid until terminated in accordance with the terms set forth in this Letter (the “**Employment Period**”).
- 1.2 Your appointment as a REMOTE EMPLOYEE of the Company is subject to satisfactory verification of your certificates and testimonials. In the event that such verification reveals any discrepancy in the statement(s) made in your application to the Company, your services are liable to be terminated forthwith without any notice or compensation. Your employment in the Company is also contingent upon your ability to work for the Company without any restriction/s, i.e., you are not bound by any non-compete obligations or any other restrictive clauses with any of your previous employers.
- 1.3 For joining purposes, you shall report to HR Manager of the Company.

- 1.4 You shall, during the Employment Period, be diligent and loyal and devote your professional skills, time, energies and best efforts to the performance of your duties and responsibilities in the Company.
- 1.5 During the Employment Period, you shall not engage in any other employment, consulting or other business activity (whether full-time or part-time or paid or unpaid) By signing this Letter, you expressly undertake that you have no contractual commitments or other legal obligations that would prevent you from performing your duties towards the Company, in any manner whatsoever. Any charitable work needs prior permission of the company
- 1.6 You will initially be on probation for a period of six (6) months from the actual date of joining. The probation period may be reduced or extended by the Company at its sole discretion depending upon your performance without providing any reasons. You will be on probation until your successful completion of the probationary period is confirmed in writing.
- 1.7 **MINIMUM SERVICE PERIOD** – You are required to serve the company for a minimum period of **12 months** including your probation period. Please note that if you decide to leave the Organization before completing the minimum service period, the Company would be entitled to recover the training expenses of **INR 25000/- (Rupees Twenty five Thousand Only)** including notice pay from you as discussed and mutually agreed at the time of your selection.
- 1.8 Retirement age is 60 (sixty) years. This can be modified based on the company's discretion, subject to legal protection available to the employee.
- 1.9 During your employment if you remain absent for a continuous period of eight (8) days without leave or without obtaining the reporting manager's approval in writing, your employment will be deemed to have been voluntarily terminated by you without notice or salary in lieu thereof.



Cauvery Education Society ®

Post Box No. 5, Gonikoppal - 571213, Kodagu District

Ph : 08274 - 247262, 9481042305

Email - cauveryeducationsociety@gmail.com

coorgces1968@gmail.com

Website - www.cauveryeducationsociety.org

CES/ 163 /2020-21

07.01.2021

To,

Ms. Akshatha C

D/o. Late Sunil Kumar K C
Nisarga Layout, Panjarpet,
Virajpet-571218
Aadhar No.
Mob: 9108265595

Sub: Appointment Order

With reference to your application for the post of Lecturer in the institutions under Cauvery Education Society, Gonikoppal and in consequence of the subsequent interview held on 29.12.2020, you are informed that your application is approved with the following conditions.

You are offered the post of **Full Time Lecturer in Zoology** at Cauvery College, Gonikoppal, under the following terms and conditions. If you wish to take up the said post, you may report for duty on 11th January 2021.

Terms and conditions:

1. Your appointment will be effective from the date of joining which shall be the date that you would report for duty.
2. Your appointment shall be for the period from 11-01-2021 to End of the Academic year 2020-21.
3. Your basic salary is fixed at **₹.12,650/-** in the scale of **12650-350-13350-400-15750-450-18450-500-21450-575-24900-650-28800**. In addition you will receive DA as applicable on basic salary and EPF & ESI on basic and DA.

Details of your salary is as follows:-

Basic	₹. 12,650-00
DA 7%	₹. 886-00
PF 12%	₹. 1,624-00
ESI 3.25%	₹. 440-00
Total	₹ 15,600-00

4. During the period of service, your services can be terminated with ten (10) day's notice without assigning any reason.

Cont..... 2

[Signature]



PRAKRUTI LIFE SCIENCE PVT LTD

IDENTITY CARD



Nageesh H

Emp. Code : SF544

Department : QC

DOJ : 15.01.2021

Blood Group : A+ve

Authorized Signature



APG
EDUCATION TRUST

Ajekar Padma Gopal Education Trust (R)
Padma Gopal, Jodurasthe, Post Kukundoor,
Karkala Taluk, Udupi District.
KARNATAKA, INDIA. PIN - 576 117
Ph : 08258 - 298755, 298555
Mob : 9481749099, 9483362755
Email : ajekargopal2013@gmail.com
Website : www.apget.in

Ref. No: 2685/APGET/10/2021

Date: 04-12-2021

Dear Mr. Abhisheka G.,

Sub : Appointment Letter

- References :**
1. Your Application dated on 26-11-2021
 2. Subject expert's feedback and interview dated 28-11-2021

With Reference to the above, we are pleased to inform you that you have been selected for the post of **Lecturer in Biology (Employee Code-APGET2153)** at **UDUPI JNANASUDHA PRE UNIVERSITY COLLEGE, Naagabana Campus, Kunjibettu Post, Kalsanka-Kadiyali, Udupi Taluk & District - 576102, with effect from 06-12-2021.**

YOUR APPOINTMENT IS SUBJECT TO THE FOLLOWING CONDITIONS:

1. You will be paid a consolidated salary of Rs.18,000.00 (Rupees Eighteen thousand only) + Rs.1,800.00 (Rupees one thousand and eight hundred only) E.P.F + Rs. 585.00 (Rupees Five hundred and eighty five only) 3.25% E.S.I. per month.
2. You will be on Probationary period for one year.
3. During the probationary, notice period of one month or one month salary has to be given by either party before relieving from the service. After the probationary period, if continued then the notice period is three months. On expiry of your said probationary period the management is at liberty to either extend your probationary period for another one year or more or terminate your service. During the Probationary period the management reserves the right to terminate your service with or without giving you notice and without assigning any reasons whatsoever. For which you shall have no objection. Unless and until your Service is confirmed as a permanent employee in writing you shall continue as probationary employee only and you have no right to claim confirmation of services.
4. You will have to abide by the rules and regulations of the institution framed from time to time and you will have to maintain strict discipline.
5. All your correspondence to the management should be routed through proper channel but you may send advance copies to the management if you wish.
6. You have to join duty on 06-12-2021.
7. As per the recent qualification norms of lecturers in Govt. P.U. you will have to complete B.Ed. within three years, if you not completed yet.
8. In addition to the above stated responsibilities you also have to take the responsibilities entrusted by the chief warden of APGET Boys Hostel (JNANAGOPAL). You will be provided rent free accommodation and free food at APGET hostels.
9. You have to participate in all the curricular, co-curricular activities of the college entrusted to you by the Principal UJSPUC and also any other college activities entrusted to you by the management APGET.
10. Circular, rules and regulations for dues and salary during Covid-19 period is applicable to you.
11. You have to be ready to work in any of the institutions run by APGET(R).
12. **Capital Jurisdiction:** You will be governed by the rules claimed by the trust from time to time. In case a dispute arises between you and the trust in connection with employment or terms of employment that are specified in this letter. It is specifically agreed and understood by the parties that the courts situated in the city of Karkala alone will have jurisdiction to try and entertain such matter.
13. **Mr. Abhisheka G.,** if you agree to all the terms and conditions mentioned in this appointment letter, please return the duplicate copy of this appointment letter duly signed as a token of your acceptance. Also submit all your original certificates and a xerox copy of your experience certificate from the previous employer if any and one identity proof and four of your recent passport size photograph.

Sudhakar
President

Ajekar Padma Gopal Education Trust (R)
Jodurasthe, Kukundoor Post
Karkala Tq, Udupi Dist - 576 117

Date: 04-12-2021

Place: Ganit Nagar

Acknowledgement

I have read all the conditions of this appointment order and accepted the same.

Abhisheka G.
15/12/21

Signature

Mr. Abhisheka G.

To:

Mr. Abhisheka G.

S/O Gopalappa

Ramapura, VTC: Avani, PO: Avani,

Sub Dist: Mulabagal, Dist: Kolar,

Karnataka - 563127

E.Mail: abhishekeggowda11@gmail.com

Mob: 9113535743

Copy To:

1. Mr. Raghuram Shetty (Trustee APGET)
2. Mr. Karunakara Shetty (Trustee APGET)
3. Mrs. Vidyavathi S. Shetty (Trustee APGET)
4. Mr. M. G. Goud (Trustee APGET)
5. Principal UJSPUC
6. Principal KJSPUC (For information)
7. Principal KJSEMHS (For information)
8. P. R. O. (KJSPUC)
9. Chief Warden (Boys Hostel)
10. Trust office
11. UJSPU College Office (For accounts)
12. HOD Biology

P.T.O

Date: 08th Feb 2022

TO WHOMSOEVER IT MAY CONCERN

This is to certify that **Ms. Hani K**, D/O Govinda Bhat K successfully completed her Practical training in our Quality Control - Microbiology department from 1st December 2021 to 08th Feb 2022.

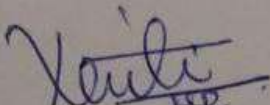
Below are the learnings during her practical training:

- Water sampling and analysis
- Environmental monitoring
- Growth promoting test
- Gram Staining
- Instrument Analysis
- Documentation related to the tests mentioned above



We wish her every success in life

With warm regards,
For Syngene International Ltd.


Nithin M R

Deputy Manager - HR



May 5, 2022

Punith Kumar G
Gurikelu house
Puttur Karnataka
574259

Dear Punith,

Further to the recent meetings and discussions with us, we are pleased to offer you employment with XLHealth Corporation India Pvt. Ltd ("the Company"), a UnitedHealth Group Company, in the position of **Clinical Admin Coordinator** at **salary grade 23**. Your work location shall be at Company's office located at site **Bangalore**. The terms and conditions of your employment are set out hereinafter:

EMPLOYMENT

We are pleased to extend this offer to you basis the selection process administered. Your effective date of joining shall be no later than **May 18, 2022**. Your employment with the Company shall be subject to the timely submission of the following listed mandatory documents for background verification purposes, to be submitted prior to or latest by your Start Date. Successful pre and/or post-employment background checks, accuracy of the testimonials and information provided by you and your being free from any contractual restrictions preventing you from accepting this offer or starting work with us on the above-mentioned date, are required for your employment with the Company:

- (i) Highest Degree Certificate
- (ii) PAN Card or Passport
- (iii) Relieving Letter/Experience Letter from all the organizations worked in last 5 (five) years, except for the immediate last employer for which you will be granted 45 days from your start date

You, if so asked by the Company, shall disclose on your own behalf and, if married, on your spouse's behalf full details of any external directorships held and any personal business interests including partnerships, shareholdings and trusteeships; involvement in any other business ventures involving unlimited liability; personal liabilities in connection with business activities; and involvement in other positions external to the Company and your employment will be subject to acceptance by the Company of those external interests.

Please note that if during the pre or post-employment background checks, the background checking agency gives a negative report or in the event of unsatisfactory result of your pre or post-employment background checks, this letter of appointment shall stand revoked automatically (whether you have accepted it or not) and, if you have already commenced employment with the Company, such employment shall automatically terminate without giving rise to any claim for compensation or damages in your favor, but without prejudice to Company's rights and remedies against you.

PROBATION

You shall serve a minimum probation period of **3 months** from the date of your joining the Company ("Probation") following which you shall get confirmed into the Company by default unless you receive a letter for confirmation extension. The Company reserves the right to extend the probation period for an additional three (3) months in the event that your performance is not up to expectation.

Your performance shall be evaluated according to your efficiency, punctuality, conduct, maintenance of discipline and in accordance with the Company's regulations or policies existing now or in future. It shall be your responsibility to read, peruse and follow Company's regulations/policies, hardcopies which shall be made available to you upon request, but which otherwise are available on the Company's website.

During the period of Probation, either the Company or you may at any time terminate your employment without cause by giving in writing to the other party, 1 (one) month notice or in lieu thereof a sum equal to the amount or pro-rated amount of salary which would have accrued to you during the period or remaining period of notice. You shall not be entitled to any notice pay, if your employment is terminated in accordance with condition 7.6 of the Appendix 3 to this letter of appointment.

PLACE OF POSTING

XLHealth Corporation India Private Limited

Registered Office: "Abacus Center", No. 54, I Main, Sarakki Industrial Area, III Phase, J. P. Nagar, Bengaluru - 560078, INDIA
Phone: +91.80.4920 3605 Email: email_xlhealth@uhg.com CIN: U72200KA2007PTC043948

Your initial place of posting shall be at the Company's office located at **Bangalore**. However, your services are transferable and you may be assigned/ transferred in India or outside India to serve the Company in any of its existing or future offices or any of its group companies or associates. It is a condition of your employment that you comply with any such requirements of the Company. The transfer arrangement shall not deem to constitute a change in your conditions of service.

Notwithstanding the above, you may however be required to work at any other place that the Company may deem fit and as may be required from time to time. You may also be seconded, deputed or transferred to any other person/company associated with the Company whether in India or abroad. In such a case your relocation expenses shall be borne by the Company and your reimbursement shall be as per the relocation policy of the Company.

Your place of work shall change in case of any relocation of the Company's offices, for which you shall be entitled to reimbursement in consonance with the relocation policy of the Company.

The Company operates on a 24X7 basis and is open for 365 days in a year.

PERFORMANCE OF DUTIES

You shall be assigned with all the duties and responsibilities of the **Clinical Admin Coordinator** and such other duties on behalf of the Company, as may be reasonably assigned from time to time by the Company's management.

COMPENSATION

As compensation for services to be rendered, you shall be paid an annual Fixed salary of **Rs.350,000.00, (Rupees Three Lakh Fifty Thousand Only)**. Your cost to the Company (CTC) shall be **Rs.407,320.00, (Rupees Four Lakh Seven Thousand Three Hundred Twenty Only)** per annum. A detailed compensation structure is provided along with this letter of appointment.

The salary shall be payable on a monthly basis in arrears on or about the last working day of each calendar month, but in no case later than the 7th day of the succeeding calendar month. Please note that your salary details are highly confidential and should not be disclosed inside or outside the Company by you in any manner whatsoever and any failure on your part to adhere to this obligation shall be considered as serious breach of the terms of this letter of appointment.

REWARDING RESULTS PLAN

You shall be eligible to participate in the Rewarding Results Plan in accordance with the terms and conditions of the Company, as amended from time to time. In this Rewarding Results Plan, you may be eligible to earn an annual performance-based incentive in addition to your basic salary. Your initial annual target incentive is **10%** of the fixed salary. It is clarified that no payment under this plan is guaranteed, and is subject to attainment of corporate and business unit's financial performance thresholds as well as individual performance ratings attained for the year on the Company's discretion. Basis this, your annual incentive payout could range from **0%– 10%** of the fixed salary. Any annual or other bonus payments are discretionary, non-binding and revocable for future years. Kindly refer to the rewarding results plan policy for any information regarding eligibility, payouts or any other terms and conditions associated with this plan.

The payment of all compensation and bonus / incentive, if any, shall be made in accordance with the relevant policies of the Company in effect from time to time, including normal payroll practices, and shall be subject to income tax deductions at source, as applicable. All requirements under Indian tax laws, including tax compliance and filing of tax returns, assessment etc. of your personal income, shall be fulfilled by you.

By accepting this letter of appointment, you authorize the Company to deduct from your remuneration on termination of employment (including salary, salary in lieu of notice, sign on bonus, notice pay out etc.) all debts owed by you to the Company or any of its group companies/associates or any fine imposed by the Company as a discretionary penalty pursuant to the Company's disciplinary procedure.

TERMINATION OF EMPLOYMENT

During the Probation period, either Company or you may at any time terminate this letter of appointment without cause by giving in writing to the other party, 1 (one) month notice. Company reserves the right either to accept your pay and allowance / towards the notice period or demand for actual service during the notice period. You shall not be entitled to any notice pay if your employment is terminated in accordance with condition 7.6 of the Appendix 3 to this letter of appointment.

After completion of the Probation period, either Company or you may at any time terminate this letter of appointment without cause by giving in writing to the other party, 30 days notice. The Company reserves the right either to accept your pay and allowance /

XLHealth Corporation India Private Limited

Registered Office: "Abacus Center", No. 54, I Main, Sarakki Industrial Area, III Phase, J. P. Nagar, Bengaluru - 560078, INDIA
Phone: +91.80.4920 3605 Email: email_xlhealth@uhg.com CIN: U72200KA2007PTC043948



July 11, 2022

Purushothama K

Kodi house Nidpalli village
Puttur Karnataka
574259

Dear Purushothama,

Further to the recent meetings and discussions with us, we are pleased to offer you employment with XLHealth Corporation India Pvt. Ltd (**"the Company"**), a UnitedHealth Group Company, in the position of (**Clin Admin Coord**) at **salary grade 23**. Your work location shall be at Company's office located at site **Bangalore**. The terms and conditions of your employment are set out hereinafter:

EMPLOYMENT

We are pleased to extend this offer to you basis the selection process administered. Your effective date of joining shall be no later than **July 12, 2022**. Your employment with the Company shall be subject to the timely submission of the following listed mandatory documents for background verification purposes, to be submitted prior to or latest by your Start Date. Successful pre and/or post-employment background checks, accuracy of the testimonials and information provided by you and your being free from any contractual restrictions preventing you from accepting this offer or starting work with us on the above-mentioned date, are required for your employment with the Company:

- (i) Highest Degree Certificate
- (ii) PAN Card or Passport
- (iii) Relieving Letter/Experience Letter from all the organizations worked in last 5 (five) years, except for the immediate last employer for which you will be granted 45 days from your start date

You, if so asked by the Company, shall disclose on your own behalf and, if married, on your spouse's behalf full details of any external directorships held and any personal business interests including partnerships, shareholdings and trusteeships; involvement in any other business ventures involving unlimited liability; personal liabilities in connection with business activities; and involvement in other positions external to the Company and your employment will be subject to acceptance by the Company of those external interests.

Please note that if during the pre or post-employment background checks, the background checking agency gives a negative report or in the event of unsatisfactory result of your pre or post-employment background checks, this letter of appointment shall stand revoked automatically (whether you have accepted it or not) and, if you have already commenced employment with the Company, such employment shall automatically terminate without giving rise to any claim for compensation or damages in your favor, but without prejudice to Company's rights and remedies against you.

PROBATION

You shall serve a minimum probation period of **3 months** from the date of your joining the Company ("Probation") following which you shall get confirmed into the Company by default unless you receive a letter for confirmation extension. The Company reserves the right to extend the probation period for an additional three (3) months in the event that your performance is not up to expectation.

Your performance shall be evaluated according to your efficiency, punctuality, conduct, maintenance of discipline and in accordance with the Company's regulations or policies existing now or in future. It shall be your responsibility to read, peruse and follow Company's regulations/policies, hardcopies which shall be made available to you upon request, but which otherwise are available on the Company's website.

During the period of Probation, either the Company or you may at any time terminate your employment without cause by giving in writing to the other party, 1 (one) month notice or in lieu thereof a sum equal to the amount or pro-rated amount of salary which would have accrued to you during the period or remaining period of notice. You shall not be entitled to any notice pay, if your employment is terminated in accordance with condition 7.6 of the Appendix 3 to this letter of appointment.

Your initial place of posting shall be at the Company's office located at **Bangalore**. However, your services are transferable and you may be assigned/ transferred in India or outside India to serve the Company in any of its existing or future offices or any of its group companies or associates. It is a condition of your employment that you comply with any such requirements of the Company. The transfer arrangement shall not deem to constitute a change in your conditions of service.

Notwithstanding the above, you may however be required to work at any other place that the Company may deem fit and as may be required from time to time. You may also be seconded, deputed or transferred to any other person/company associated with the Company whether in India or abroad. In such a case your relocation expenses shall be borne by the Company and your reimbursement shall be as per the relocation policy of the Company.

Your place of work shall change in case of any relocation of the Company's offices, for which you shall be entitled to reimbursement in consonance with the relocation policy of the Company.

The Company operates on a 24X7 basis and is open for 365 days in a year.

PERFORMANCE OF DUTIES

You shall be assigned with all the duties and responsibilities of the (**Clin Admin Coord**) and such other duties on behalf of the Company, as may be reasonably assigned from time to time by the Company's management.

COMPENSATION

As compensation for services to be rendered, you shall be paid an annual **Fixed salary of Rs.350,000.00, (Three Lakh Fifty Thousand Rupees Only)**. Your cost to the Company (CTC) shall be **Rs.407,320.00, (Four Lakh Seven Thousand Three Hundred Twenty Rupees Only)** per annum. A detailed compensation structure is provided along with this letter of appointment.

The salary shall be payable on a monthly basis in arrears on or about the last working day of each calendar month, but in no case later than the 7th day of the succeeding calendar month. Please note that your salary details are highly confidential and should not be disclosed inside or outside the Company by you in any manner whatsoever and any failure on your part to adhere to this obligation shall be considered as serious breach of the terms of this letter of appointment.

REWARDING RESULTS PLAN

You shall be eligible to participate in the Rewarding Results Plan in accordance with the terms and conditions of the Company, as amended from time to time. In this Rewarding Results Plan, you may be eligible to earn an annual performance-based incentive in addition to your basic salary. Your initial annual target incentive is **10%** of the fixed salary. It is clarified that no payment under this plan is guaranteed, and is subject to attainment of corporate and business unit's financial performance thresholds as well as individual performance ratings attained for the year on the Company's discretion. Basis this, your annual incentive payout could range from **0%– 10%** of the fixed salary. Any annual or other bonus payments are discretionary, non-binding and revocable for future years. Kindly refer to the rewarding results plan policy for any information regarding eligibility, payouts or any other terms and conditions associated with this plan.

The payment of all compensation and bonus / incentive, if any, shall be made in accordance with the relevant policies of the Company in effect from time to time, including normal payroll practices, and shall be subject to income tax deductions at source, as applicable. All requirements under Indian tax laws, including tax compliance and filing of tax returns, assessment etc. of your personal income, shall be fulfilled by you.

By accepting this letter of appointment, you authorize the Company to deduct from your remuneration on termination of employment (including salary, salary in lieu of notice, sign on bonus, notice pay out etc.) all debts owed by you to the Company or any of its group companies/associates or any fine imposed by the Company as a discretionary penalty pursuant to the Company's disciplinary procedure.

TERMINATION OF EMPLOYMENT

During the Probation period, either Company or you may at any time terminate this letter of appointment without cause by giving in writing to the other party, 1 (one) month notice. Company reserves the right either to accept your pay and allowance / towards the notice period or demand for actual service during the notice period. You shall not be entitled to any notice pay if your employment is terminated in accordance with condition 7.6 of the Appendix 3 to this letter of appointment.

After completion of the Probation period, either Company or you may at any time terminate this letter of appointment without cause by giving in writing to the other party, 30 days notice. The Company reserves the right either to accept your pay and allowance /



ISHA DIAGNOSTIC LABORATORY

APPOINTMENT LETTER

DATE; 01/01/22

APPOINTMENT LETTER

NAME ; MISS YASHVITHA RAI

We are pleased to offer you an appointment at ISHA DIAGNOSTIC LABORATORY as "QUALITY OFFICER/TECHNICALMANAGER" on full-time basis.

Your appointment will be subject to the terms and conditions indicated in the "job description" attached, and the Rules and Regulations of the laboratory prevailing from the time to time. Details regarding your salary, other allowances & perquisites will be informed to you, as and when required.

We hope to provide you a challenging and rewarding Career, ensuring a high level of job satisfaction and opportunities for career development.

Please return the duplicate copy of this letter duly signed as an acceptance of appointment.

With best wishes

DR NANDA KISHORE ALVA

MEDICAL DIRECTOR



May 12, 2022

Ashasaraswathi D S
devachalla village Sullia
Sullia Karnataka
574248

Dear Ashasaraswathi,

Further to the recent meetings and discussions with us, we are pleased to offer you employment with XLHealth Corporation India Pvt. Ltd (**"the Company"**), a UnitedHealth Group Company, in the position of (**Clin Admin Coord**) at **salary grade 23**. Your work location shall be at Company's office located at site **Bangalore**. The terms and conditions of your employment are set out hereinafter:

EMPLOYMENT

We are pleased to extend this offer to you basis the selection process administered. Your effective date of joining shall be no later than **May 18, 2022**. Your employment with the Company shall be subject to the timely submission of the following listed mandatory documents for background verification purposes, to be submitted prior to or latest by your Start Date. Successful pre and/or post-employment background checks, accuracy of the testimonials and information provided by you and your being free from any contractual restrictions preventing you from accepting this offer or starting work with us on the above-mentioned date, are required for your employment with the Company:

- (i) Highest Degree Certificate
- (ii) PAN Card or Passport
- (iii) Relieving Letter/Experience Letter from all the organizations worked in last 5 (five) years, except for the immediate last employer for which you will be granted 45 days from your start date

You, if so asked by the Company, shall disclose on your own behalf and, if married, on your spouse's behalf full details of any external directorships held and any personal business interests including partnerships, shareholdings and trusteeships; involvement in any other business ventures involving unlimited liability; personal liabilities in connection with business activities; and involvement in other positions external to the Company and your employment will be subject to acceptance by the Company of those external interests.

Please note that if during the pre or post-employment background checks, the background checking agency gives a negative report or in the event of unsatisfactory result of your pre or post-employment background checks, this letter of appointment shall stand revoked automatically (whether you have accepted it or not) and, if you have already commenced employment with the Company, such employment shall automatically terminate without giving rise to any claim for compensation or damages in your favor, but without prejudice to Company's rights and remedies against you.

PROBATION

You shall serve a minimum probation period of **3 months** from the date of your joining the Company ("Probation") following which you shall get confirmed into the Company by default unless you receive a letter for confirmation extension. The Company reserves the right to extend the probation period for an additional three (3) months in the event that your performance is not up to expectation.

Your performance shall be evaluated according to your efficiency, punctuality, conduct, maintenance of discipline and in accordance with the Company's regulations or policies existing now or in future. It shall be your responsibility to read, peruse and follow Company's regulations/policies, hardcopies which shall be made available to you upon request, but which otherwise are available on the Company's website.

During the period of Probation, either the Company or you may at any time terminate your employment without cause by giving in writing to the other party, 1 (one) month notice or in lieu thereof a sum equal to the amount or pro-rated amount of salary which would have accrued to you during the period or remaining period of notice. You shall not be entitled to any notice pay, if your employment is terminated in accordance with condition 7.6 of the Appendix 3 to this letter of appointment.

Your initial place of posting shall be at the Company's office located at **Bangalore**. However, your services are transferable and you may be assigned/ transferred in India or outside India to serve the Company in any of its existing or future offices or any of its group companies or associates. It is a condition of your employment that you comply with any such requirements of the Company. The transfer arrangement shall not deem to constitute a change in your conditions of service.

Notwithstanding the above, you may however be required to work at any other place that the Company may deem fit and as may be required from time to time. You may also be seconded, deputed or transferred to any other person/company associated with the Company whether in India or abroad. In such a case your relocation expenses shall be borne by the Company and your reimbursement shall be as per the relocation policy of the Company.

Your place of work shall change in case of any relocation of the Company's offices, for which you shall be entitled to reimbursement in consonance with the relocation policy of the Company.

The Company operates on a 24X7 basis and is open for 365 days in a year.

PERFORMANCE OF DUTIES

You shall be assigned with all the duties and responsibilities of the (**Clin Admin Coord**) and such other duties on behalf of the Company, as may be reasonably assigned from time to time by the Company's management.

COMPENSATION

As compensation for services to be rendered, you shall be paid an annual **Fixed salary of Rs.350,000.00, (Three Lakh Fifty Thousand Rupees Only)**. Your cost to the Company (CTC) shall be **Rs.407,320.00, (Four Lakh Seven Thousand Three Hundred Twenty Rupees Only)** per annum. A detailed compensation structure is provided along with this letter of appointment.

The salary shall be payable on a monthly basis in arrears on or about the last working day of each calendar month, but in no case later than the 7th day of the succeeding calendar month. Please note that your salary details are highly confidential and should not be disclosed inside or outside the Company by you in any manner whatsoever and any failure on your part to adhere to this obligation shall be considered as serious breach of the terms of this letter of appointment.

REWARDING RESULTS PLAN

You shall be eligible to participate in the Rewarding Results Plan in accordance with the terms and conditions of the Company, as amended from time to time. In this Rewarding Results Plan, you may be eligible to earn an annual performance-based incentive in addition to your basic salary. Your initial annual target incentive is **10%** of the fixed salary. It is clarified that no payment under this plan is guaranteed, and is subject to attainment of corporate and business unit's financial performance thresholds as well as individual performance ratings attained for the year on the Company's discretion. Basis this, your annual incentive payout could range from **0%– 10%** of the fixed salary. Any annual or other bonus payments are discretionary, non-binding and revocable for future years. Kindly refer to the rewarding results plan policy for any information regarding eligibility, payouts or any other terms and conditions associated with this plan.

The payment of all compensation and bonus / incentive, if any, shall be made in accordance with the relevant policies of the Company in effect from time to time, including normal payroll practices, and shall be subject to income tax deductions at source, as applicable. All requirements under Indian tax laws, including tax compliance and filing of tax returns, assessment etc. of your personal income, shall be fulfilled by you.

By accepting this letter of appointment, you authorize the Company to deduct from your remuneration on termination of employment (including salary, salary in lieu of notice, sign on bonus, notice pay out etc.) all debts owed by you to the Company or any of its group companies/associates or any fine imposed by the Company as a discretionary penalty pursuant to the Company's disciplinary procedure.

TERMINATION OF EMPLOYMENT

During the Probation period, either Company or you may at any time terminate this letter of appointment without cause by giving in writing to the other party, 1 (one) month notice. Company reserves the right either to accept your pay and allowance / towards the notice period or demand for actual service during the notice period. You shall not be entitled to any notice pay if your employment is terminated in accordance with condition 7.6 of the Appendix 3 to this letter of appointment.

17th Nov' 2021

Mr. Abhilash H A

Dear Abhilash,

With reference to your acceptance of our employment and submission of joining report, we are pleased to appoint you as **Associate Research Scientist** in the **Safety Assessment Department** on the terms and conditions stated in this Appointment letter w.e.f. 17th Nov'21.

1. Your principal place of employment will be Bangalore, or such other location as the Company may deem fit. You may be required to work for any Eurofins Group company on transfer or secondment, either full time or part time basis. Your location while on assignment with the Company or any associated or subsidiary company could be in any location as the management may deem fit.
2. In your capacity as **Associate Research Scientist**, you will be reporting to the **Principal Scientist** and is subject to change as the Company may deem fit.
3. Your Fixed Pay to company would be **Rs.2,85,000/-** per annum as per Annexure attached.
4. You will be eligible to medical benefits under the medical insurance schemes in force in the Company. This will cover yourself, your dependent spouse and up to two children.
5. You will also be eligible for Performance Linked Variable Pay (PLVP) component up to a maximum amount of **Rs. 25,000/-**, payable annually based on annual performance, appraisal rating, other criteria and subject to Board approval. For employees joining on or after 1st of Oct of the year, the PLVP will not be payable for the year. Please note that our appraisal cycle is January to December and in general annual appraisals are conducted between January and March for the preceding year. Also, PLVP eligibility is prorated for the months served in the company during the concerned appraisal cycle.
6. Any contrary representations and agreements, which may have been made to you, are superseded by this Appointment Letter.
7. You will be solely responsible for meeting your Income Tax and related tax liabilities. Any appropriate TDS will be deducted from your gross salary.
8. This offer is subject to your representation (which will be confirmed by your signature below) that you are free to accept this appointment with Eurofins Advinus Ltd. and that you have closed all obligations that you may have had with your previous employers which in any way may hinder your ability to join Eurofins Advinus Ltd.

Date: 16 Dec 2021

Mr Adithya A

Annaje house lllanthila post and village
Belthangady taluk Dakshina Kannada Karnataka
Pin-574241 574241

Employee No: 2286769

Dear Mr Adithya A

Appointment Letter

We are pleased to appoint you in our organization as Trainee subject to the following terms and conditions:

1. Your contract will commence from 16 Dec 2021 and expire on 15 Dec 2022 during which you will render services with Stelis Biopharma Pvt Ltd. at their premises subject to the terms and conditions of the engagement letter executed by you on 16 Dec 2021 and in accordance to the instructions received by you from us or any other authorized person and will be bound by our rules and regulations.
2. You hereby agree to be liable for the following terms and conditions:
 - i. Fully perform the services, in a professional manner, at the Client's location until the completion of the term of the work assignment.
 - ii. During the term of the work assignment, render services exclusively to the Client and such performance shall not be inconsistent with any obligation you may have to other third parties.
 - iii. Not engage in any conduct which is detrimental to the interest of the Client or TeamLease.
 - iv. Not receive any payments of any nature directly or indirectly from the Client unless agreed to by TeamLease.
 - v. Neither directly nor indirectly offers you for employment with the Client or its affiliates during the period of the work assignment without prior permission of TeamLease.
 - vi. Extend all cooperation to the Client's employees, consultants, representatives, etc, and do all such things as may be necessary and comply with all terms of the Appointment letter so as to effectively undertake the work.
 - vii. Report and be present at the designated location during the working hours mentioned herein and abide by the rules and regulations as required by the Client.
 - viii. Comply with the safety, health and other rules and regulations of TeamLease and the TeamLease Client that you have been made aware of.
 - ix. During the course of your contract, you can be transferred to a location within the territory of India as and when required by TeamLease for executing the services provided herein.
3. Should you be selected to perform the Work Assignment, the nature of your relationship with TeamLease will be that of a Contract of Service for a fixed period. By executing this letter of engagement neither do we offer you employment with TeamLease nor do you become an employee of TeamLease. Upon expiry or termination of the Work Assignment, your employment with TeamLease shall stand terminated forthwith.
4. Except for expiry of a Work Assignment due to completion/expiry of the same or in respect of a Work Assignment of one week or a lesser period of time, either party may terminate this Work Assignment Letter by issuing 30 days notice in writing or payment thereof.
5. Termination of this letter of engagement shall not affect the obligations of the parties that have been incurred prior to such termination and TeamLease shall promptly settle all your dues after making the applicable deductions.
6. You agree to defend, indemnify and hold TeamLease or the Client harmless from any and all claims, damages, liability, attorneys fees and expenses on account of your failure to satisfy any of your obligations under this work assignment letter or for misconduct or for violation of any law or creation of any legal liability by you.
7. Any dispute between you and TeamLease shall be referred to a sole arbitrator appointed by TeamLease. The arbitration shall be conducted in English language, in accordance with the Arbitration and Conciliation Act 1996, at Bangalore, Karnataka, India. This Engagement Letter shall be governed by the laws of India.
8. Details of your salary breakup will be as per the Annexure attached herein. You hereby authorize TeamLease to

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Doc ID: TL/1079F087D9E

TeamLease Services Limited., CIN No. U74140MH2000PTC124003

BMTC Commercial Complex, 8th Floor, 80 Feet Road, Koramangala, Bangalore - 560095.

Ph : (91-80) 33002345, Fax : (91-80) 33243001 www.teamlease.com

Registered Office: No 6, 3rd Floor, C Wing, Laxmi Towers, Bandra Kurla Complex, Bandra (East), Mumbai - 400 051

Salary Annexure

Employee No: 2286769

Particulars	Amount
Basic	14471
House Rent Allowance	5788
Conveyance	1600
Employer PF Contribution	2231
Insurance	63
Medical Reimbursement	1250
Works Allowance	2520
Statutory Bonus	1206
Employee Compensation	38
TotalAmount	29167
Amount In Words(Rs)	Twenty Nine Thousand One Hundred Sixty Seven Rupees

Net Pay Annexure

EARNINGS	Amount
Basic	14471
House Rent Allowance	5788
Conveyance	1600
Medical Reimbursement	1250
Works Allowance	2520
Statutory Bonus	1206
Gross Earnings	26835
DEDUCTIONS *	Amount
Employee PF	2231
Professional Tax	200
Total Deduction	2431
Net Salary	24404

* Income-tax deductions, if applicable, will be as per the Income-Tax Act, 1961

** Annual components (like LTA, Medical Reimbursement) would be payable on claims and will be considered for exemption under Income Tax subject to receipt of valid bills for the Financial Year if applicable

Note : This statement is only for the purpose of information and is illustrative in nature

Ref: S/HR/LET-OFR/36601/120941

Date: 28 December 2021

Dear **Charan Raj**,

Congratulations and thank you for your interest in Syngene International!

We are delighted to confirm your selection on the below terms and conditions of employment with us:

Position : EXECUTIVE - QUALITY CONTROL - BIOPHARMACEUTICALS

Level : 9-I - EXECUTIVE

Location : Bangalore

Address : Syngene International Limited, SEZ Unit, Biocon Special Economic Zone, Bommasandra - Jigani Link Road, Bangalore - 560 100

You will be entitled to a Total Cash compensation of Rs. 313605 p.a the detailed break-up is attached as Annexure I. The policy guidelines on benefits and emoluments are enclosed in Annexure II.

This offer of employment is valid subject to confirmation of your medical fitness and satisfactory completion of reference / background verification of your credentials related to your educational and / or professional experience.

The appointment is effective from the date of your joining and we request you to join on or before 17 January 2022.

Please confirm that the terms of this offer are acceptable within three days from the date of offer or this offer shall be deemed to have been withdrawn and consequently you will not have any further claim for employment with us. It is understood that we will mutually keep this offer as **CONFIDENTIAL**, till the time you are on board with us.

We are excited about many ways you will have opportunities to contribute to the success of Syngene and look forward to having a mutually beneficial association.

Best Regards,
for **Syngene International Ltd.**



Sanjeev Sukumaran
Chief Human Resource Officer

ANNEXURE - I

Name : Charan Raj
Position : EXECUTIVE - QUALITY CONTROL - BIOPHARMACEUTICALS
Level : 9-I

Salary Components	Annual (Rs.)	Monthly(Rs.)
Basic Salary	197040	16420
House Rent Allowance	24456	2038
Leave Travel Allowance	0	0
Flexi Allowance	0	0
Advance statutory Bonus / Ex-Gratia	39408	3284
Canteen Cost	9000	750
Gross Salary - (A)	269904	22492
Employer Contribution of PF	23640	1970
Gratuity Fund	9456	788
Employer Contribution to ESI	0	0
Statutory Contributions - (B)	33096	2758
Total Fixed Cost - (C = A+B)	303000	25250
Short Term Incentive (STI) at Target - (D)	10605	
Total Cash Compensation - (C+D)	313605	

Benefit Component	Annual Benefit Value	Features
Group Medical Insurance	200000	Covers only for Self, Spouse and two dependent children.
Group Personal Accident Insurance	1700000	Covers only self, up to a limit of Rs. 17,00,000 or two times of your Annual Fixed Pay whichever is higher

Applicable for STA's (Syngene Training Academy) only: All hires under the STA programme, are bound by the terms and obligations agreed in the **SERVICE AGREEMENT** executed at the time of joining Syngene. All STA's hereby expressly undertake to unconditionally continue employment with Syngene for a minimum period of **eighteen months** from the date of joining. For abundance of clarity, the STA's hereby acknowledge that in case of any non-compliance with the said covenant, Syngene shall be entitled for the recovery of all costs incurred by Syngene for the STA programme, as and by way of liquidated damages (subject to a maximum of INR 1,00,000). The said liquidated damages will be payable on demand without Syngene being required to give any proof of actual loss or damages suffered.

17th Nov' 2021

Mr. Vijendra Prasad

Dear Vijendra,

With reference to your acceptance of our employment and submission of joining report, we are pleased to appoint you as **Associate Research Scientist** in the **Safety Assessment Department** on the terms and conditions stated in this Appointment letter w.e.f. **17th Nov'21**.

1. Your principal place of employment will be Bangalore, or such other location as the Company may deem fit. You may be required to work for any Eurofins Group company on transfer or secondment, either full time or part time basis. Your location while on assignment with the Company or any associated or subsidiary company could be in any location as the management may deem fit.
2. In your capacity as **Associate Research Scientist**, you will be reporting to the **Principal Scientist** and is subject to change as the Company may deem fit.
3. Your Fixed Pay to company would be **Rs.2,85,000/-** per annum as per Annexure attached.
4. You will be eligible to medical benefits under the medical insurance schemes in force in the Company. This will cover yourself, your dependent spouse and up to two children.
5. You will also be eligible for Performance Linked Variable Pay (PLVP) component up to a maximum amount of **Rs. 25,000/-**, payable annually based on annual performance, appraisal rating, other criteria and subject to Board approval. For employees joining on or after 1st of Oct of the year, the PLVP will not be payable for the year. Please note that our appraisal cycle is January to December and in general annual appraisals are conducted between January and March for the preceding year. Also, PLVP eligibility is prorated for the months served in the company during the concerned appraisal cycle.
6. Any contrary representations and agreements, which may have been made to you, are superseded by this Appointment Letter.
7. You will be solely responsible for meeting your Income Tax and related tax liabilities. Any appropriate TDS will be deducted from your gross salary.
8. This offer is subject to your representation (which will be confirmed by your signature below) that you are free to accept this appointment with Eurofins Advinus Ltd. and that you have closed all obligations that you may have had with your previous employers which in any way may hinder your ability to join Eurofins Advinus Ltd.

Eurofins Advinus Remuneration Plan

Name: Vijendra Prasad

Designation: Associate Research Scientist

Eurofins Advinus Remuneration Plan			
Compensation Structure			
Name	Vijendra Prasad		
Designation	Associate Research Scientist		
Department	Safety Assessment		
Location	Bangalore		
Salary Components	% Of Basic	Amount Per-Month	Amount Per-Annum
A. Monthly Salary			
Basic		11,875	1,42,500
House Rent Allowances		4,750	57,000
Statutory Bonus		2,375	28,500
Special Allowances		2,380	28,560
Sub Total		21,380	2,56,560
B. Retirement Benefits			
PF	12%	1,800	21,600
Gratuity	4.80%	570	6,840
Sub Total		2,370	28,440
C. Fixed Pay (A+B)		23,750	2,85,000
D. Performance Linked Variable Pay (PLVP)			25,000
E. Total CTC (C+D)			3,10,000
<p>*Performance Linked Variable Pay (PLVP) component up to a maximum amount mentioned above, payable annually based on annual performance appraisal rating and subject to Board approval.</p> <p>*The actual pay-out of this Variable Performance Component will depend on a combination of multiple factors such as your performance, your department's performance, the business unit performance and Company performance.</p>			

Note. The breakup given above is subject to change from time to time as per company policy.



Syngene

Syngene International Limited

SEZ Unit
Biocon Special Economic Zone
Bommasandra - Jigani Link Road
Bangalore - 560 099, India
T 91 80 2808 2808
F 91 80 2808 3189
www.syngeneintl.com

Ref: S/HR/LET-OFR/31321/120632

Date: 29 June 2021

Dear Chayashree Bangera,

Congratulations and thank you for your interest in Syngene International!

We are delighted to confirm your selection on the below terms and conditions of employment with us:

Position : RESEARCH ASSOCIATE TRAINEE - BIOLOGY

Level : 9-I - RESEARCH ASSOCIATE TRAINEE

Location : Bangalore

Address : Syngene International Limited, SEZ Unit, Biocon Special Economic Zone, Bommasandra - Jigani Link Road, Bangalore - 560 100

This offer of employment is valid subject to confirmation of your medical fitness and satisfactory completion of reference / background verification of your credentials related to your educational and / or professional experience.

The appointment is effective from the date of your joining and we request you to join on or before 02 August 2021.

Please confirm that the terms of this offer are acceptable within three days from the date of offer or this offer shall be deemed to have been withdrawn and consequently you will not have any further claim for employment with us. It is understood that we will mutually keep this offer as **CONFIDENTIAL**, till the time you are on board with us.

We are excited about many ways you will have opportunities to contribute to the success of Syngene and look forward to having a mutually beneficial association.

Best Regards,
for **Syngene International Ltd.**

Sanjeev Sukumaran
Chief Human Resource Officer



Syngene

Syngene International Limited

SEZ Unit

Biocon Special Economic Zone

Bommasandra - Jigani Link Road

Bangalore - 560 099, India

T 91 80 2808 2808

F 91 80 2808 3189

www.syngeneintl.com

Ref: S/HR/LET-OFR/31321/120629

Date: 30 June 2021

Dear **Manohar Prasad**,

Congratulations and thank you for your interest in Syngene International!

We are delighted to confirm your selection on the below terms and conditions of employment with us:

Position : RESEARCH ASSOCIATE TRAINEE - BIOLOGY

Level : 9-I - RESEARCH ASSOCIATE TRAINEE

Location : Bangalore

Address : Syngene International Limited, SEZ Unit, Biocon Special Economic Zone, Bommasandra - Jigani Link Road, Bangalore - 560 100

You will be entitled to a Total Cash compensation of Rs. 313605 p.a the detailed break-up is attached as Annexure I. The policy guidelines on benefits and emoluments are enclosed in Annexure II.

This offer of employment is valid subject to confirmation of your medical fitness and satisfactory completion of reference / background verification of your credentials related to your educational and / or professional experience.

The appointment is effective from the date of your joining and we request you to join on or before 02 August 2021.

Please confirm that the terms of this offer are acceptable within three days from the date of offer or this offer shall be deemed to have been withdrawn and consequently you will not have any further claim for employment with us. It is understood that we will mutually keep this offer as **CONFIDENTIAL**, till the time you are on board with us.

We are excited about many ways you will have opportunities to contribute to the success of Syngene and look forward to having a mutually beneficial association.

Best Regards,
for **Syngene International Ltd.**

Sanjeev Sukumaran
Chief Human Resource Officer

ANNEXURE - I

Name : Manohar Prasad
Position : RESEARCH ASSOCIATE TRAINEE - BIOLOGY
Level : 9-I

Salary Components	Annual (Rs.)	Monthly(Rs.)
Basic Salary	197040	16420
House Rent Allowance	24456	2038
Leave Travel Allowance	0	0
Flexi Allowance	0	0
Advance statutory Bonus / Ex-Gratia	39408	3284
Canteen Cost	9000	750
Gross Salary - (A)	269904	22492
Employer Contribution of PF	23640	1970
Gratuity Fund	9456	788
Employer Contribution to ESI	0	0
Statutory Contributions - (B)	33096	2758
Total Fixed Cost - (C = A+B)	303000	25250
Short Term Incentive (STI) at Target - (D)	10605	
Total Cash Compensation - (C+D)	313605	

Benefit Component	Annual Benefit Value	Features
Group Medical Insurance	200000	Covers only for Self, Spouse and two dependent children.
Group Personal Accident Insurance	1700000	Covers only self, up to a limit of Rs. 17,00,000 or two times of your Annual Fixed Pay whichever is higher

Applicable for STA's (Syngene Training Academy) only: All hires under the STA programme, are bound by the terms and obligations agreed in the **SERVICE AGREEMENT** executed at the time of joining Syngene. All STA's hereby expressly undertake to unconditionally continue employment with Syngene for a minimum period of **eighteen months** from the date of joining. For abundance of clarity, the STA's hereby acknowledge that in case of any non-compliance with the said covenant, Syngene shall be entitled for the recovery of all costs incurred by Syngene for the STA programme, as and by way of liquidated damages (subject to a maximum of INR 1,00,000). The said liquidated damages will be payable on demand without Syngene being required to give any proof of actual loss or damages suffered.



May 12, 2022

Nishmitha K
Dhoomavath Kabaka Village
Puttur Karnataka
574203

Dear Nishmitha,

Further to the recent meetings and discussions with us, we are pleased to offer you employment with XLHealth Corporation India Pvt. Ltd (**"the Company"**), a UnitedHealth Group Company, in the position of (**Clin Admin Coord**) at **salary grade 23**. Your work location shall be at Company's office located at site **Bangalore**. The terms and conditions of your employment are set out hereinafter:

EMPLOYMENT

We are pleased to extend this offer to you basis the selection process administered. Your effective date of joining shall be no later than **May 18, 2022**. Your employment with the Company shall be subject to the timely submission of the following listed mandatory documents for background verification purposes, to be submitted prior to or latest by your Start Date. Successful pre and/or post-employment background checks, accuracy of the testimonials and information provided by you and your being free from any contractual restrictions preventing you from accepting this offer or starting work with us on the above-mentioned date, are required for your employment with the Company:

- (i) Highest Degree Certificate
- (ii) PAN Card or Passport
- (iii) Relieving Letter/Experience Letter from all the organizations worked in last 5 (five) years, except for the immediate last employer for which you will be granted 45 days from your start date

You, if so asked by the Company, shall disclose on your own behalf and, if married, on your spouse's behalf full details of any external directorships held and any personal business interests including partnerships, shareholdings and trusteeships; involvement in any other business ventures involving unlimited liability; personal liabilities in connection with business activities; and involvement in other positions external to the Company and your employment will be subject to acceptance by the Company of those external interests.

Please note that if during the pre or post-employment background checks, the background checking agency gives a negative report or in the event of unsatisfactory result of your pre or post-employment background checks, this letter of appointment shall stand revoked automatically (whether you have accepted it or not) and, if you have already commenced employment with the Company, such employment shall automatically terminate without giving rise to any claim for compensation or damages in your favor, but without prejudice to Company's rights and remedies against you.

PROBATION

You shall serve a minimum probation period of **3 months** from the date of your joining the Company ("Probation") following which you shall get confirmed into the Company by default unless you receive a letter for confirmation extension. The Company reserves the right to extend the probation period for an additional three (3) months in the event that your performance is not up to expectation.

Your performance shall be evaluated according to your efficiency, punctuality, conduct, maintenance of discipline and in accordance with the Company's regulations or policies existing now or in future. It shall be your responsibility to read, peruse and follow Company's regulations/policies, hardcopies which shall be made available to you upon request, but which otherwise are available on the Company's website.

During the period of Probation, either the Company or you may at any time terminate your employment without cause by giving in writing to the other party, 1 (one) month notice or in lieu thereof a sum equal to the amount or pro-rated amount of salary which would have accrued to you during the period or remaining period of notice. You shall not be entitled to any notice pay, if your employment is terminated in accordance with condition 7.6 of the Appendix 3 to this letter of appointment.

PLACE OF POSTING

Your initial place of posting shall be at the Company's office located at **Bangalore**. However, your services are transferable and you may be assigned/ transferred in India or outside India to serve the Company in any of its existing or future offices or any of its group companies or associates. It is a condition of your employment that you comply with any such requirements of the Company. The transfer arrangement shall not deem to constitute a change in your conditions of service.

Notwithstanding the above, you may however be required to work at any other place that the Company may deem fit and as may be required from time to time. You may also be seconded, deputed or transferred to any other person/company associated with the Company whether in India or abroad. In such a case your relocation expenses shall be borne by the Company and your reimbursement shall be as per the relocation policy of the Company.

Your place of work shall change in case of any relocation of the Company's offices, for which you shall be entitled to reimbursement in consonance with the relocation policy of the Company.

The Company operates on a 24X7 basis and is open for 365 days in a year.

PERFORMANCE OF DUTIES

You shall be assigned with all the duties and responsibilities of the (**Clin Admin Coord**) and such other duties on behalf of the Company, as may be reasonably assigned from time to time by the Company's management.

COMPENSATION

As compensation for services to be rendered, you shall be paid an annual **Fixed salary of Rs.350,000.00, (Three Lakh Fifty Thousand Rupees Only)**. Your cost to the Company (CTC) shall be **Rs.407,320.00, (Four Lakh Seven Thousand Three Hundred Twenty Rupees Only)** per annum. A detailed compensation structure is provided along with this letter of appointment.

The salary shall be payable on a monthly basis in arrears on or about the last working day of each calendar month, but in no case later than the 7th day of the succeeding calendar month. Please note that your salary details are highly confidential and should not be disclosed inside or outside the Company by you in any manner whatsoever and any failure on your part to adhere to this obligation shall be considered as serious breach of the terms of this letter of appointment.

REWARDING RESULTS PLAN

You shall be eligible to participate in the Rewarding Results Plan in accordance with the terms and conditions of the Company, as amended from time to time. In this Rewarding Results Plan, you may be eligible to earn an annual performance-based incentive in addition to your basic salary. Your initial annual target incentive is **10%** of the fixed salary. It is clarified that no payment under this plan is guaranteed, and is subject to attainment of corporate and business unit's financial performance thresholds as well as individual performance ratings attained for the year on the Company's discretion. Basis this, your annual incentive payout could range from **0%– 10%** of the fixed salary. Any annual or other bonus payments are discretionary, non-binding and revocable for future years. Kindly refer to the rewarding results plan policy for any information regarding eligibility, payouts or any other terms and conditions associated with this plan.

The payment of all compensation and bonus / incentive, if any, shall be made in accordance with the relevant policies of the Company in effect from time to time, including normal payroll practices, and shall be subject to income tax deductions at source, as applicable. All requirements under Indian tax laws, including tax compliance and filing of tax returns, assessment etc. of your personal income, shall be fulfilled by you.

By accepting this letter of appointment, you authorize the Company to deduct from your remuneration on termination of employment (including salary, salary in lieu of notice, sign on bonus, notice pay out etc.) all debts owed by you to the Company or any of its group companies/associates or any fine imposed by the Company as a discretionary penalty pursuant to the Company's disciplinary procedure.

TERMINATION OF EMPLOYMENT

During the Probation period, either Company or you may at any time terminate this letter of appointment without cause by giving in writing to the other party, 1 (one) month notice. Company reserves the right either to accept your pay and allowance / towards the notice period or demand for actual service during the notice period. You shall not be entitled to any notice pay if your employment is terminated in accordance with condition 7.6 of the Appendix 3 to this letter of appointment.



May 17, 2022

Argya B Jain
Hosamata House
Chickmagalur Karnataka
577124

Dear Argya,

Further to the recent meetings and discussions with us, we are pleased to offer you employment with XLHealth Corporation India Pvt. Ltd (**"the Company"**), a UnitedHealth Group Company, in the position of **Clinical Admin Coordinator** at **salary grade 23**. Your work location shall be at Company's office located at site **Bangalore**. The terms and conditions of your employment are set out hereinafter:

EMPLOYMENT

We are pleased to extend this offer to you basis the selection process administered. Your effective date of joining shall be no later than **May 18, 2022**. Your employment with the Company shall be subject to the timely submission of the following listed mandatory documents for background verification purposes, to be submitted prior to or latest by your Start Date. Successful pre and/or post-employment background checks, accuracy of the testimonials and information provided by you and your being free from any contractual restrictions preventing you from accepting this offer or starting work with us on the above-mentioned date, are required for your employment with the Company:

- (i) Highest Degree Certificate
- (ii) PAN Card or Passport
- (iii) Relieving Letter/Experience Letter from all the organizations worked in last 5 (five) years, except for the immediate last employer for which you will be granted 45 days from your start date

You, if so asked by the Company, shall disclose on your own behalf and, if married, on your spouse's behalf full details of any external directorships held and any personal business interests including partnerships, shareholdings and trusteeships; involvement in any other business ventures involving unlimited liability; personal liabilities in connection with business activities; and involvement in other positions external to the Company and your employment will be subject to acceptance by the Company of those external interests.

Please note that if during the pre or post-employment background checks, the background checking agency gives a negative report or in the event of unsatisfactory result of your pre or post-employment background checks, this letter of appointment shall stand revoked automatically (whether you have accepted it or not) and, if you have already commenced employment with the Company, such employment shall automatically terminate without giving rise to any claim for compensation or damages in your favor, but without prejudice to Company's rights and remedies against you.

PROBATION

You shall serve a minimum probation period of **3 months** from the date of your joining the Company ("Probation") following which you shall get confirmed into the Company by default unless you receive a letter for confirmation extension. The Company reserves the right to extend the probation period for an additional three (3) months in the event that your performance is not up to expectation.

Your performance shall be evaluated according to your efficiency, punctuality, conduct, maintenance of discipline and in accordance with the Company's regulations or policies existing now or in future. It shall be your responsibility to read, peruse and follow Company's regulations/policies, hardcopies which shall be made available to you upon request, but which otherwise are available on the Company's website.

During the period of Probation, either the Company or you may at any time terminate your employment without cause by giving in writing to the other party, 1 (one) month notice or in lieu thereof a sum equal to the amount or pro-rated amount of salary which would have accrued to you during the period or remaining period of notice. You shall not be entitled to any notice pay, if your employment is terminated in accordance with condition 7.6 of the Appendix 3 to this letter of appointment.

Your initial place of posting shall be at the Company's office located at **Bangalore**. However, your services are transferable and you may be assigned/ transferred in India or outside India to serve the Company in any of its existing or future offices or any of its group companies or associates. It is a condition of your employment that you comply with any such requirements of the Company. The transfer arrangement shall not deem to constitute a change in your conditions of service.

Notwithstanding the above, you may however be required to work at any other place that the Company may deem fit and as may be required from time to time. You may also be seconded, deputed or transferred to any other person/company associated with the Company whether in India or abroad. In such a case your relocation expenses shall be borne by the Company and your reimbursement shall be as per the relocation policy of the Company.

Your place of work shall change in case of any relocation of the Company's offices, for which you shall be entitled to reimbursement in consonance with the relocation policy of the Company.

The Company operates on a 24X7 basis and is open for 365 days in a year.

PERFORMANCE OF DUTIES

You shall be assigned with all the duties and responsibilities of the **Clinical Admin Coordinator** and such other duties on behalf of the Company, as may be reasonably assigned from time to time by the Company's management.

COMPENSATION

As compensation for services to be rendered, you shall be paid an annual Fixed salary of **Rs.350,000.00, (Rupees Three Lakh Fifty Thousand Only)**. Your cost to the Company (CTC) shall be **Rs.407,320.00, (Rupees Four Lakh Seven Thousand Three Hundred Twenty Only)** per annum. A detailed compensation structure is provided along with this letter of appointment.

The salary shall be payable on a monthly basis in arrears on or about the last working day of each calendar month, but in no case later than the 7th day of the succeeding calendar month. Please note that your salary details are highly confidential and should not be disclosed inside or outside the Company by you in any manner whatsoever and any failure on your part to adhere to this obligation shall be considered as serious breach of the terms of this letter of appointment.

REWARDING RESULTS PLAN

You shall be eligible to participate in the Rewarding Results Plan in accordance with the terms and conditions of the Company, as amended from time to time. In this Rewarding Results Plan, you may be eligible to earn an annual performance-based incentive in addition to your basic salary. Your initial annual target incentive is **10%** of the fixed salary. It is clarified that no payment under this plan is guaranteed, and is subject to attainment of corporate and business unit's financial performance thresholds as well as individual performance ratings attained for the year on the Company's discretion. Basis this, your annual incentive payout could range from **0%– 10%** of the fixed salary. Any annual or other bonus payments are discretionary, non-binding and revocable for future years. Kindly refer to the rewarding results plan policy for any information regarding eligibility, payouts or any other terms and conditions associated with this plan.

The payment of all compensation and bonus / incentive, if any, shall be made in accordance with the relevant policies of the Company in effect from time to time, including normal payroll practices, and shall be subject to income tax deductions at source, as applicable. All requirements under Indian tax laws, including tax compliance and filing of tax returns, assessment etc. of your personal income, shall be fulfilled by you.

By accepting this letter of appointment, you authorize the Company to deduct from your remuneration on termination of employment (including salary, salary in lieu of notice, sign on bonus, notice pay out etc.) all debts owed by you to the Company or any of its group companies/associates or any fine imposed by the Company as a discretionary penalty pursuant to the Company's disciplinary procedure.

TERMINATION OF EMPLOYMENT

During the Probation period, either Company or you may at any time terminate this letter of appointment without cause by giving in writing to the other party, 1 (one) month notice. Company reserves the right either to accept your pay and allowance / towards the notice period or demand for actual service during the notice period. You shall not be entitled to any notice pay if your employment is terminated in accordance with condition 7.6 of the Appendix 3 to this letter of appointment.



May 5, 2022

BABYSHWETHA SURESH MOGER

Karikalmene Madihithlu
Bhatkal Karnataka
581320

Dear BABYSHWETHA,

Further to the recent meetings and discussions with us, we are pleased to offer you employment with XLHealth Corporation India Pvt. Ltd (**"the Company"**), a UnitedHealth Group Company, in the position of **Clinical Admin Coordinator** at **salary grade 23**. Your work location shall be at Company's office located at site **Bangalore**. The terms and conditions of your employment are set out hereinafter:

EMPLOYMENT

We are pleased to extend this offer to you basis the selection process administered. Your effective date of joining shall be no later than **May 18, 2022**. Your employment with the Company shall be subject to the timely submission of the following listed mandatory documents for background verification purposes, to be submitted prior to or latest by your Start Date. Successful pre and/or post-employment background checks, accuracy of the testimonials and information provided by you and your being free from any contractual restrictions preventing you from accepting this offer or starting work with us on the above-mentioned date, are required for your employment with the Company:

- (i) Highest Degree Certificate
- (ii) PAN Card or Passport
- (iii) Relieving Letter/Experience Letter from all the organizations worked in last 5 (five) years, except for the immediate last employer for which you will be granted 45 days from your start date

You, if so asked by the Company, shall disclose on your own behalf and, if married, on your spouse's behalf full details of any external directorships held and any personal business interests including partnerships, shareholdings and trusteeships; involvement in any other business ventures involving unlimited liability; personal liabilities in connection with business activities; and involvement in other positions external to the Company and your employment will be subject to acceptance by the Company of those external interests.

Please note that if during the pre or post-employment background checks, the background checking agency gives a negative report or in the event of unsatisfactory result of your pre or post-employment background checks, this letter of appointment shall stand revoked automatically (whether you have accepted it or not) and, if you have already commenced employment with the Company, such employment shall automatically terminate without giving rise to any claim for compensation or damages in your favor, but without prejudice to Company's rights and remedies against you.

PROBATION

You shall serve a minimum probation period of **3 months** from the date of your joining the Company ("Probation") following which you shall get confirmed into the Company by default unless you receive a letter for confirmation extension. The Company reserves the right to extend the probation period for an additional three (3) months in the event that your performance is not up to expectation.

Your performance shall be evaluated according to your efficiency, punctuality, conduct, maintenance of discipline and in accordance with the Company's regulations or policies existing now or in future. It shall be your responsibility to read, peruse and follow Company's regulations/policies, hardcopies which shall be made available to you upon request, but which otherwise are available on the Company's website.

During the period of Probation, either the Company or you may at any time terminate your employment without cause by giving in writing to the other party, 1 (one) month notice or in lieu thereof a sum equal to the amount or pro-rated amount of salary which would have accrued to you during the period or remaining period of notice. You shall not be entitled to any notice pay, if your employment is terminated in accordance with condition 7.6 of the Appendix 3 to this letter of appointment.

Your initial place of posting shall be at the Company's office located at **Bangalore**. However, your services are transferable and you may be assigned/ transferred in India or outside India to serve the Company in any of its existing or future offices or any of its group companies or associates. It is a condition of your employment that you comply with any such requirements of the Company. The transfer arrangement shall not deem to constitute a change in your conditions of service.

Notwithstanding the above, you may however be required to work at any other place that the Company may deem fit and as may be required from time to time. You may also be seconded, deputed or transferred to any other person/company associated with the Company whether in India or abroad. In such a case your relocation expenses shall be borne by the Company and your reimbursement shall be as per the relocation policy of the Company.

Your place of work shall change in case of any relocation of the Company's offices, for which you shall be entitled to reimbursement in consonance with the relocation policy of the Company.

The Company operates on a 24X7 basis and is open for 365 days in a year.

PERFORMANCE OF DUTIES

You shall be assigned with all the duties and responsibilities of the **Clinical Admin Coordinator** and such other duties on behalf of the Company, as may be reasonably assigned from time to time by the Company's management.

COMPENSATION

As compensation for services to be rendered, you shall be paid an annual **Fixed salary of Rs.350,000.00, (Rupees Three Lakh Fifty Thousand Only)**. Your cost to the Company (CTC) shall be **Rs.407,320.00, (Rupees Four Lakh Seven Thousand Three Hundred Twenty Only)** per annum. A detailed compensation structure is provided along with this letter of appointment.

The salary shall be payable on a monthly basis in arrears on or about the last working day of each calendar month, but in no case later than the 7th day of the succeeding calendar month. Please note that your salary details are highly confidential and should not be disclosed inside or outside the Company by you in any manner whatsoever and any failure on your part to adhere to this obligation shall be considered as serious breach of the terms of this letter of appointment.

REWARDING RESULTS PLAN

You shall be eligible to participate in the Rewarding Results Plan in accordance with the terms and conditions of the Company, as amended from time to time. In this Rewarding Results Plan, you may be eligible to earn an annual performance-based incentive in addition to your basic salary. Your initial annual target incentive is **10%** of the fixed salary. It is clarified that no payment under this plan is guaranteed, and is subject to attainment of corporate and business unit's financial performance thresholds as well as individual performance ratings attained for the year on the Company's discretion. Basis this, your annual incentive payout could range from **0%– 10%** of the fixed salary. Any annual or other bonus payments are discretionary, non-binding and revocable for future years. Kindly refer to the rewarding results plan policy for any information regarding eligibility, payouts or any other terms and conditions associated with this plan.

The payment of all compensation and bonus / incentive, if any, shall be made in accordance with the relevant policies of the Company in effect from time to time, including normal payroll practices, and shall be subject to income tax deductions at source, as applicable. All requirements under Indian tax laws, including tax compliance and filing of tax returns, assessment etc. of your personal income, shall be fulfilled by you.

By accepting this letter of appointment, you authorize the Company to deduct from your remuneration on termination of employment (including salary, salary in lieu of notice, sign on bonus, notice pay out etc.) all debts owed by you to the Company or any of its group companies/associates or any fine imposed by the Company as a discretionary penalty pursuant to the Company's disciplinary procedure.

TERMINATION OF EMPLOYMENT

During the Probation period, either Company or you may at any time terminate this letter of appointment without cause by giving in writing to the other party, 1 (one) month notice. Company reserves the right either to accept your pay and allowance / towards the notice period or demand for actual service during the notice period. You shall not be entitled to any notice pay if your employment is terminated in accordance with condition 7.6 of the Appendix 3 to this letter of appointment.



May 17, 2022

Vasudha Honnappa
Dandinapet Somwarpet
Kushalnagar Karnataka
571234

Dear Vasudha,

Further to the recent meetings and discussions with us, we are pleased to offer you employment with XLHealth Corporation India Pvt. Ltd ("**the Company**"), a UnitedHealth Group Company, in the position of **Clinical Admin Coordinator** at **salary grade 23**. Your work location shall be at Company's office located at site **Bangalore**. The terms and conditions of your employment are set out hereinafter:

EMPLOYMENT

We are pleased to extend this offer to you basis the selection process administered. Your effective date of joining shall be no later than **May 18, 2022**. Your employment with the Company shall be subject to the timely submission of the following listed mandatory documents for background verification purposes, to be submitted prior to or latest by your Start Date. Successful pre and/or post-employment background checks, accuracy of the testimonials and information provided by you and your being free from any contractual restrictions preventing you from accepting this offer or starting work with us on the above-mentioned date, are required for your employment with the Company:

- (i) Highest Degree Certificate
- (ii) PAN Card or Passport
- (iii) Relieving Letter/Experience Letter from all the organizations worked in last 5 (five) years, except for the immediate last employer for which you will be granted 45 days from your start date

You, if so asked by the Company, shall disclose on your own behalf and, if married, on your spouse's behalf full details of any external directorships held and any personal business interests including partnerships, shareholdings and trusteeships; involvement in any other business ventures involving unlimited liability; personal liabilities in connection with business activities; and involvement in other positions external to the Company and your employment will be subject to acceptance by the Company of those external interests.

Please note that if during the pre or post-employment background checks, the background checking agency gives a negative report or in the event of unsatisfactory result of your pre or post-employment background checks, this letter of appointment shall stand revoked automatically (whether you have accepted it or not) and, if you have already commenced employment with the Company, such employment shall automatically terminate without giving rise to any claim for compensation or damages in your favor, but without prejudice to Company's rights and remedies against you.

PROBATION

You shall serve a minimum probation period of **3 months** from the date of your joining the Company ("Probation") following which you shall get confirmed into the Company by default unless you receive a letter for confirmation extension. The Company reserves the right to extend the probation period for an additional three (3) months in the event that your performance is not up to expectation.

Your performance shall be evaluated according to your efficiency, punctuality, conduct, maintenance of discipline and in accordance with the Company's regulations or policies existing now or in future. It shall be your responsibility to read, peruse and follow Company's regulations/policies, hardcopies which shall be made available to you upon request, but which otherwise are available on the Company's website.

During the period of Probation, either the Company or you may at any time terminate your employment without cause by giving in writing to the other party, 1 (one) month notice or in lieu thereof a sum equal to the amount or pro-rated amount of salary which would have accrued to you during the period or remaining period of notice. You shall not be entitled to any notice pay, if your employment is terminated in accordance with condition 7.6 of the Appendix 3 to this letter of appointment.

Your initial place of posting shall be at the Company's office located at **Bangalore**. However, your services are transferable and you may be assigned/ transferred in India or outside India to serve the Company in any of its existing or future offices or any of its group companies or associates. It is a condition of your employment that you comply with any such requirements of the Company. The transfer arrangement shall not deem to constitute a change in your conditions of service.

Notwithstanding the above, you may however be required to work at any other place that the Company may deem fit and as may be required from time to time. You may also be seconded, deputed or transferred to any other person/company associated with the Company whether in India or abroad. In such a case your relocation expenses shall be borne by the Company and your reimbursement shall be as per the relocation policy of the Company.

Your place of work shall change in case of any relocation of the Company's offices, for which you shall be entitled to reimbursement in consonance with the relocation policy of the Company.

The Company operates on a 24X7 basis and is open for 365 days in a year.

PERFORMANCE OF DUTIES

You shall be assigned with all the duties and responsibilities of the **Clinical Admin Coordinator** and such other duties on behalf of the Company, as may be reasonably assigned from time to time by the Company's management.

COMPENSATION

As compensation for services to be rendered, you shall be paid an annual **Fixed salary of Rs.350,000.00, (Rupees Three Lakh Fifty Thousand Only)**. Your cost to the Company (CTC) shall be **Rs.407,320.00, (Rupees Four Lakh Seven Thousand Three Hundred Twenty Only)** per annum. A detailed compensation structure is provided along with this letter of appointment.

The salary shall be payable on a monthly basis in arrears on or about the last working day of each calendar month, but in no case later than the 7th day of the succeeding calendar month. Please note that your salary details are highly confidential and should not be disclosed inside or outside the Company by you in any manner whatsoever and any failure on your part to adhere to this obligation shall be considered as serious breach of the terms of this letter of appointment.

REWARDING RESULTS PLAN

You shall be eligible to participate in the Rewarding Results Plan in accordance with the terms and conditions of the Company, as amended from time to time. In this Rewarding Results Plan, you may be eligible to earn an annual performance-based incentive in addition to your basic salary. Your initial annual target incentive is **10%** of the fixed salary. It is clarified that no payment under this plan is guaranteed, and is subject to attainment of corporate and business unit's financial performance thresholds as well as individual performance ratings attained for the year on the Company's discretion. Basis this, your annual incentive payout could range from **0%– 10%** of the fixed salary. Any annual or other bonus payments are discretionary, non-binding and revocable for future years. Kindly refer to the rewarding results plan policy for any information regarding eligibility, payouts or any other terms and conditions associated with this plan.

The payment of all compensation and bonus / incentive, if any, shall be made in accordance with the relevant policies of the Company in effect from time to time, including normal payroll practices, and shall be subject to income tax deductions at source, as applicable. All requirements under Indian tax laws, including tax compliance and filing of tax returns, assessment etc. of your personal income, shall be fulfilled by you.

By accepting this letter of appointment, you authorize the Company to deduct from your remuneration on termination of employment (including salary, salary in lieu of notice, sign on bonus, notice pay out etc.) all debts owed by you to the Company or any of its group companies/associates or any fine imposed by the Company as a discretionary penalty pursuant to the Company's disciplinary procedure.

TERMINATION OF EMPLOYMENT

During the Probation period, either Company or you may at any time terminate this letter of appointment without cause by giving in writing to the other party, 1 (one) month notice. Company reserves the right either to accept your pay and allowance / towards the notice period or demand for actual service during the notice period. You shall not be entitled to any notice pay if your employment is terminated in accordance with condition 7.6 of the Appendix 3 to this letter of appointment.



May 17, 2022

Veekshitha –

Narekodi House Sajipa Mooda Village and Post Bantwal tq
Melkar Karnataka
574231

Dear Veekshitha,

Further to the recent meetings and discussions with us, we are pleased to offer you employment with XLHealth Corporation India Pvt. Ltd (**"the Company"**), a UnitedHealth Group Company, in the position of **Clinical Admin Coordinator** at **salary grade 23**. Your work location shall be at Company's office located at site **Bangalore**. The terms and conditions of your employment are set out hereinafter:

EMPLOYMENT

We are pleased to extend this offer to you basis the selection process administered. Your effective date of joining shall be no later than **May 18, 2022**. Your employment with the Company shall be subject to the timely submission of the following listed mandatory documents for background verification purposes, to be submitted prior to or latest by your Start Date. Successful pre and/or post–employment background checks, accuracy of the testimonials and information provided by you and your being free from any contractual restrictions preventing you from accepting this offer or starting work with us on the above–mentioned date, are required for your employment with the Company:

- (i) Highest Degree Certificate
- (ii) PAN Card or Passport
- (iii) Relieving Letter/Experience Letter from all the organizations worked in last 5 (five) years, except for the immediate last employer for which you will be granted 45 days from your start date

You, if so asked by the Company, shall disclose on your own behalf and, if married, on your spouse's behalf full details of any external directorships held and any personal business interests including partnerships, shareholdings and trusteeships; involvement in any other business ventures involving unlimited liability; personal liabilities in connection with business activities; and involvement in other positions external to the Company and your employment will be subject to acceptance by the Company of those external interests.

Please note that if during the pre or post–employment background checks, the background checking agency gives a negative report or in the event of unsatisfactory result of your pre or post–employment background checks, this letter of appointment shall stand revoked automatically (whether you have accepted it or not) and, if you have already commenced employment with the Company, such employment shall automatically terminate without giving rise to any claim for compensation or damages in your favor, but without prejudice to Company's rights and remedies against you.

PROBATION

You shall serve a minimum probation period of **3 months** from the date of your joining the Company ("Probation") following which you shall get confirmed into the Company by default unless you receive a letter for confirmation extension. The Company reserves the right to extend the probation period for an additional three (3) months in the event that your performance is not up to expectation.

Your performance shall be evaluated according to your efficiency, punctuality, conduct, maintenance of discipline and in accordance with the Company's regulations or policies existing now or in future. It shall be your responsibility to read, peruse and follow Company's regulations/policies, hardcopies which shall be made available to you upon request, but which otherwise are available on the Company's website.

During the period of Probation, either the Company or you may at any time terminate your employment without cause by giving in writing to the other party, 1 (one) month notice or in lieu thereof a sum equal to the amount or pro–rated amount of salary which would have accrued to you during the period or remaining period of notice. You shall not be entitled to any notice pay, if your employment is terminated in accordance with condition 7.6 of the Appendix 3 to this letter of appointment.

Your initial place of posting shall be at the Company's office located at **Bangalore**. However, your services are transferable and you may be assigned/ transferred in India or outside India to serve the Company in any of its existing or future offices or any of its group companies or associates. It is a condition of your employment that you comply with any such requirements of the Company. The transfer arrangement shall not deem to constitute a change in your conditions of service.

Notwithstanding the above, you may however be required to work at any other place that the Company may deem fit and as may be required from time to time. You may also be seconded, deputed or transferred to any other person/company associated with the Company whether in India or abroad. In such a case your relocation expenses shall be borne by the Company and your reimbursement shall be as per the relocation policy of the Company.

Your place of work shall change in case of any relocation of the Company's offices, for which you shall be entitled to reimbursement in consonance with the relocation policy of the Company.

The Company operates on a 24X7 basis and is open for 365 days in a year.

PERFORMANCE OF DUTIES

You shall be assigned with all the duties and responsibilities of the **Clinical Admin Coordinator** and such other duties on behalf of the Company, as may be reasonably assigned from time to time by the Company's management.

COMPENSATION

As compensation for services to be rendered, you shall be paid an annual **Fixed salary of Rs.350,000.00, (Rupees Three Lakh Fifty Thousand Only)**. Your cost to the Company (CTC) shall be **Rs.407,320.00, (Rupees Four Lakh Seven Thousand Three Hundred Twenty Only)** per annum. A detailed compensation structure is provided along with this letter of appointment.

The salary shall be payable on a monthly basis in arrears on or about the last working day of each calendar month, but in no case later than the 7th day of the succeeding calendar month. Please note that your salary details are highly confidential and should not be disclosed inside or outside the Company by you in any manner whatsoever and any failure on your part to adhere to this obligation shall be considered as serious breach of the terms of this letter of appointment.

REWARDING RESULTS PLAN

You shall be eligible to participate in the Rewarding Results Plan in accordance with the terms and conditions of the Company, as amended from time to time. In this Rewarding Results Plan, you may be eligible to earn an annual performance-based incentive in addition to your basic salary. Your initial annual target incentive is **10%** of the fixed salary. It is clarified that no payment under this plan is guaranteed, and is subject to attainment of corporate and business unit's financial performance thresholds as well as individual performance ratings attained for the year on the Company's discretion. Basis this, your annual incentive payout could range from **0%– 10%** of the fixed salary. Any annual or other bonus payments are discretionary, non-binding and revocable for future years. Kindly refer to the rewarding results plan policy for any information regarding eligibility, payouts or any other terms and conditions associated with this plan.

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By accepting this letter of appointment, you authorize the Company to deduct from your remuneration on termination of employment (including salary, salary in lieu of notice, sign on bonus, notice pay out etc.) all debts owed by you to the Company or any of its group companies/associates or any fine imposed by the Company as a discretionary penalty pursuant to the Company's disciplinary procedure.

TERMINATION OF EMPLOYMENT

During the Probation period, either Company or you may at any time terminate this letter of appointment without cause by giving in writing to the other party, 1 (one) month notice. Company reserves the right either to accept your pay and allowance / towards the notice period or demand for actual service during the notice period. You shall not be entitled to any notice pay if your employment is terminated in accordance with condition 7.6 of the Appendix 3 to this letter of appointment.

July 11, 2022

Nidhi Shetty

PL Compound Near Mphasis
Mangalore Karnataka
575001

Dear Nidhi,

Further to the recent meetings and discussions with us, we are pleased to offer you employment with XLHealth Corporation India Pvt. Ltd (**"the Company"**), a UnitedHealth Group Company, in the position of (**Clin Admin Coord**) at **salary grade 23**. Your work location shall be at Company's office located at site **Bangalore**. The terms and conditions of your employment are set out hereinafter:

EMPLOYMENT

We are pleased to extend this offer to you basis the selection process administered. Your effective date of joining shall be no later than **July 12, 2022**. Your employment with the Company shall be subject to the timely submission of the following listed mandatory documents for background verification purposes, to be submitted prior to or latest by your Start Date. Successful pre and/or post-employment background checks, accuracy of the testimonials and information provided by you and your being free from any contractual restrictions preventing you from accepting this offer or starting work with us on the above-mentioned date, are required for your employment with the Company:

- (i) Highest Degree Certificate
- (ii) PAN Card or Passport
- (iii) Relieving Letter/Experience Letter from all the organizations worked in last 5 (five) years, except for the immediate last employer for which you will be granted 45 days from your start date

You, if so asked by the Company, shall disclose on your own behalf and, if married, on your spouse's behalf full details of any external directorships held and any personal business interests including partnerships, shareholdings and trusteeships; involvement in any other business ventures involving unlimited liability; personal liabilities in connection with business activities; and involvement in other positions external to the Company and your employment will be subject to acceptance by the Company of those external interests.

Please note that if during the pre or post-employment background checks, the background checking agency gives a negative report or in the event of unsatisfactory result of your pre or post-employment background checks, this letter of appointment shall stand revoked automatically (whether you have accepted it or not) and, if you have already commenced employment with the Company, such employment shall automatically terminate without giving rise to any claim for compensation or damages in your favor, but without prejudice to Company's rights and remedies against you.

PROBATION

You shall serve a minimum probation period of **3 months** from the date of your joining the Company ("Probation") following which you shall get confirmed into the Company by default unless you receive a letter for confirmation extension. The Company reserves the right to extend the probation period for an additional three (3) months in the event that your performance is not up to expectation.

Your performance shall be evaluated according to your efficiency, punctuality, conduct, maintenance of discipline and in accordance with the Company's regulations or policies existing now or in future. It shall be your responsibility to read, peruse and follow Company's regulations/policies, hardcopies which shall be made available to you upon request, but which otherwise are available on the Company's website.

During the period of Probation, either the Company or you may at any time terminate your employment without cause by giving in writing to the other party, 1 (one) month notice or in lieu thereof a sum equal to the amount or pro-rated amount of salary which would have accrued to you during the period or remaining period of notice. You shall not be entitled to any notice pay, if your employment is terminated in accordance with condition 7.6 of the Appendix 3 to this letter of appointment.

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Notwithstanding the above, you may however be required to work at any other place that the Company may deem fit and as may be required from time to time. You may also be seconded, deputed or transferred to any other person/company associated with the Company whether in India or abroad. In such a case your relocation expenses shall be borne by the Company and your reimbursement shall be as per the relocation policy of the Company.

Your place of work shall change in case of any relocation of the Company's offices, for which you shall be entitled to reimbursement in consonance with the relocation policy of the Company.

The Company operates on a 24X7 basis and is open for 365 days in a year.

PERFORMANCE OF DUTIES

You shall be assigned with all the duties and responsibilities of the (**Clin Admin Coord**) and such other duties on behalf of the Company, as may be reasonably assigned from time to time by the Company's management.

COMPENSATION

As compensation for services to be rendered, you shall be paid an annual **Fixed salary of Rs.350,000.00, (Three Lakh Fifty Thousand Rupees Only)**. Your cost to the Company (CTC) shall be **Rs.407,320.00, (Four Lakh Seven Thousand Three Hundred Twenty Rupees Only)** per annum. A detailed compensation structure is provided along with this letter of appointment.

The salary shall be payable on a monthly basis in arrears on or about the last working day of each calendar month, but in no case later than the 7th day of the succeeding calendar month. Please note that your salary details are highly confidential and should not be disclosed inside or outside the Company by you in any manner whatsoever and any failure on your part to adhere to this obligation shall be considered as serious breach of the terms of this letter of appointment.

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Offer Letter

Date : Monday, November 8, 2021

Dear **Sushmitha Ky**,

Congratulations on your decision to be a BYJUITE! At BYJU'S, we are on a mission to help students fall in love with learning across the world. We create learning journeys for every student that address their unique needs and make them lifelong learners. We hope your contributions and passion would help us achieve this mission.

It gives us immense pleasure to formalize your offer and appointment for the position of **Trainee - Student Experience** at Think and Learn Private Limited (hereafter referred to as 'BYJU'S' or 'Company') in the **Student Experience (51000011)** department subject to your acceptance of the terms of employment mentioned in this letter. The letter includes details of your compensation structure, probation and notice periods (*Annexure A*). As you read through the details, please feel free to reach out to the recruiter who managed your process, with any questions or concerns.

Your date of joining at BYJU'S is **Friday, November 12, 2021**. Your onboarding details will be communicated by BYJU'S Onboarding Team post acceptance of the offer. In case you do not report at your job on or prior to Friday, November 12, 2021, the offer shall be deemed to be rejected by you. *Please accept this offer in our HR portal so that we can initiate your onboarding process.* Once initiated, you will be receiving an email confirmation for the same. In case you do not acknowledge and accept this offer letter on the HR portal within two working days, the offer would stand withdrawn.

Position Details and Compensation Overview

Designation	Trainee - Student Experience
Department	Student Experience (51000011)
Employment Type	Trainee
Work Location	IBC Knowledge Park, Bangalore

Fixed Compensation: ₹ 400000

Variable Compensation: ₹ 75000

Total Annual Cost to Company : ₹ 475000

Details of bonuses (if any) are mentioned in Annexure A. You are requested to join the services of the Company not later than Friday, November 12, 2021, failing which you may please consider the offer to be withdrawn unless an extension to the date of joining has been mutually agreed in writing. You are requested to signify your acceptance of this letter by accepting the offer on our HR portal and signing and returning to us the duplicate copy of this letter on your day of Onboarding.

The terms of your employment contract are strictly confidential and should be treated as privileged information between yourself and the Company. You are expected to maintain such information appropriately. We take this opportunity to thank you for the interest you have shown in our organization and look forward to welcoming you on board for a fruitful career with us. We are certain that you will find challenge, satisfaction, and opportunity in your association with the Company.

Best Regards,



Deeptha A R
Head – Human Resources
Think & Learn Pvt. Ltd

Annexure - A

Compensation Details	
Name	Sushmitha Ky
Designation	Trainee - Student Experience
Date Of Joining	Friday, November 12, 2021
Annual Cost To Company(CTC)	₹ 475000
Fixed Compensation	₹ 400000
Variable Compensation	₹ 75000
Earnings	
Component Category	Annual
Basic Pay	₹200,000.00
House Rent Allowance	₹100,000.00
PF (Employer Part)	₹21,600.00
Leave Travel Allowance	₹61,600.00
Special Allowance	₹0.00
ESIC Employer Contribution	₹0.00
Statutory Bonus	₹16,800.00
Total Annual Earnings (Fixed CTC - Company PF Contribution)	₹378,400.00
Deductions	
PF (Employee's Part)	₹21,600.00
ESIC Employee Contribution	₹0.00
Professional Tax	As per Rules
TDS	As per Rules
Total Annual Net Pay (Before Taxes)*	₹356,800.00

**Income Tax and Professional Tax would be deducted from the Total Annual Net Pay basis the government rules. Your takehome salary would be Total Annual Net Pay - Taxes.*

Bonuses (As Applicable)

Joining Bonus : ₹ 0 Retention Bonus : ₹ 0 Relocation Bonus : ₹ 0

1. The Income Tax liability regarding your salary and perks will be governed by the taxation laws of the country as applicable from time to time.
2. The company shall be entitled to deduct, from the above remuneration payable to you, the following contractual, statutory, and compulsory deductions:
 - Provident Fund
 - Income tax deducted at source at the rates applicable
 - Employment/Professional taxes
 - Dues to the company including loans and advances
 - Or any other applicable statutory deductions
3. Variable pay, if applicable, will be paid based on your performance and the company's performance for the year. The payment is subject to your being active (not serving notice) on the company rolls on the date of announcement of the Yearly Performance Pay.



MEDICAL RESEARCH CENTRE
NEHRUNAGAR, BELAGAVI - 590010.
KARNATAKA - INDIA

ಕೆ.ಎಲ್.ಇ. ಸಂಸ್ಥೆಯು
ಡಾ. ಪ್ರಭಾಕರ ಕೋರೆ ಆಸ್ಪತ್ರೆ ಮತ್ತು
ವೈದ್ಯಕೀಯ ಸಂಶೋಧನಾ ಕೇಂದ್ರ
ನಹರು ನಗರ, ಬೆಳಗಾವಿ - 590 010, ಕರ್ನಾಟಕ

Phone : 0831 - 2473777 (16 Lines)
Fax : 0831 - 2470732
E-mail : medicaldirector@klehospital.org
Website : http://www.klehospital.org



Ref. No. KLES/DR.PK/HOSP/ADM/EST-II/22-23/9754

Date: 03 / 01 / 2022
2023

To,

Ms.Soumya Siddappa Halladamal M.Sc Biotechnology

D/O: Siddappa Halladamal

Shanti Nagar, Athani

Dist :Belagavi - 591304

Mobile No: 9945738774

LETTER OF ENGAGEMENT [TRAINEE BIO TECHNOLOGIST]

With reference to your application dated **04/07/2022** and subsequent detailed discussion which you had with the Hospital Authorities, We are pleased to issue this letter of engagement **wef 26/12/2022** in the Hospital on the following terms & conditions:

1. You will be designated as **TRAINEE BIO TECHNOLOGIST** which shall be subject to further evaluation of your performance.
2. The duration of trainee period will be for a period of **ONE YEAR** from the date of commencement of appointment i.e. **with effect from 26/12/2022**. Unless the hospital extends the period of appointment in writing, you have no right or lien on any regular employment and the appointment shall automatically stand terminated on the expiry of the period of one year.
3. During the trainee period you will be paid consolidated all inclusive monthly **stipend of Rs. 10,000/- wef 26/12/2022**. You will deposit an amount equivalent to one month's stipend as security deposit in four equal monthly installments.
4. You are governed by the service rules of the hospital which are in force and they may be framed hereafter by the hospital.
5. The Hospital Management is at liberty to ask you to approach the specified Medical Officer of the Hospital to undergo Medical Check Up as & when required.
6. You should not indulge in any of the activities which may affect the reputation, name & fame of the Hospital.
7. During the trainee period, if you conceive any new or advanced methods of improving process, formula, system in relation to the business of the hospital, such development will be communicated to the hospital and the same will be sole property of the hospital.
8. No other remuneration should be taken either in cash or on voucher / cheque other than the above remuneration amount authorized by the head of the KLES DR Prabhakar Kore Hospital and MRC and J.N. Medical College. Any deviation will be subject to investigation, audit and recovery if legal cell of the hospital orders.

P.T.O.



CIN No. U17299KA2021PTC14304

Xtracare Hygiene Pvt Ltd.
#725, 6th B Cross, 3rd Block
Koramangala, Bangalore - 560034
Karnataka, India.
Tele: +91-80-25504454 / 25505537
e-mail : xtracarehygiene@gmail.com
Web Site: www.xtracarehygiene.com

12th May, 2022

Ms. Poovamma C D

Address: # 2/A

1st Main, 8th Cross, Kamakshi Hospital Road

Saraswathipuram Mysore

Karnataka, India : 570009

Contact No.- 74118 01851

Mail id: rinnipoovammacd@gmail.com

Sub: Appointment letter

Dear Ms. Poovamma C D

With reference to your employment application and subsequent interview with us, we are pleased to inform you that you have been appointed as a **"LEAD - QUALITY CONTROL"**, Bommasandra, Bengaluru, Karnataka with effect 18th May 2022 on the following terms and conditions: -

1. You will be paid Rs. 25,000/- (Twenty-Five Thousand Rupees) wherein the cost to the company will be Rs. 25000/- (Rs. Twenty-Five Thousand Rupees Only) any statutory due/payable is subject to be inclusive (AI) as per law of land and no other benefits/allowances will be applicable unless prior sanction has been obtained from company in writing.

Remuneration & Benefit

Basic Salary	Rs.	12500.00
HRA	Rs.	6250.00
Conveyance Allowance	Rs.	2500.00
Other Allowance	Rs.	3750.00

Total CTC (Rs.) 25000.00 P M

(Rs. Twenty-Five Thousand Rupees Only)

Upon your transfer to any other location, the remuneration as mentioned above is subject to change basis the HRA of the new place of posting.

2. You will be reporting to and accountable to Managing Directors and Directors or such person as the management shall nominate time to time
3. You will initially be on a probation for a period of Six (6) months from the date of your appointment. The management, however, reserves the right to terminate your services without assigning any reason whatsoever during the probationary period. In case you wish to leave services of your own, during your probationary period or on its completion, the clause of serving notice of one month or salary in lieu of will apply. After expiry of your probationary period, based on your performance, your services will be confirmed in writing at the sole discretion of the management



CIN No. U17299KA2021PTC14304

Xtracare Hygiene Pvt Ltd.
#725, 6th B Cross, 3rd Block
Koramangala, Bangalore - 560034
Karnataka, India.
Tele: +91-80-25504454 / 25505537
e-mail : xtracarehygiene@gmail.com
Web Site: www.xtracarehygiene.com

4. On confirmation, in case your services are terminated, you will be served with one month's notice or given one month's salary in lieu of notice. A similar notice or pay in lieu of notice will have to be given by you in case you wish to leave the services of the company.
5. You will be entitled to all statutory and other benefits only after its applicability and in accordance with the provisions of law and the rules and regulations of the company to employees of your cadre from time to time.
6. Initially You need to share daily work reports to info@xtracarehygiene.com. Company might however create a separate mail ID for all future communications.
7. You will be required to perform duties as per the job description laid down by the management. Further, the management reserves the right to change your designation or duty at its sole discretion. You shall also be required to carry out all the other duties and responsibilities which are incidental to and connected with your primary duties to the satisfaction of your superiors.
8. Your services will be liable to be transferred anywhere in India or abroad to any of the Company's operations belonging to Xtracare Hygiene Pvt. Ltd. or any other corporate body belonging to the same group of companies whether in existence or not at the time of your appointment. Upon transfer you will be under the administrative control of the organization to which you are transferred and the service condition at that organization will be applicable to you.
9. During your employment with the company, you will not divulge or give out to anyone in any manner particulars or details of any of the trade secrets, research process, financial/administrative and / or organizational matters or any transactions affair of the company.
10. You will be responsible for proper care, use and return of the company's property which might be entrusted to you from time to time. You shall also be required for the same and compensate to the extent of financial loss suffered by the company.
11. The company attaches considerable importance to high level of physical fitness, personal grooming and appearance. You will also be required to undergo medical examination from time to time as and when directed by the management.
12. Your employment will be subject to verification of your credentials, certificates and proof of age. This offer is made to you on the understanding that the facts furnished regarding your age, qualification, experience etc. are true and correct, in case it is found in future that you had given wrong information or you had tried to hide certain facts from the company your services will be liable for termination.
13. If during the period of your employment with us you achieve any invention, process improvement, operational improvement, or other process/method likely to result in more efficient operation of any of the activities of the company, the company shall be entitled to use, utilize and exploit such improvement and you shall assign all rights thereof to the company for the purpose of seeking any patent rights or for any other purpose. The company shall have the sole ownership rights of all the intellectual property rights that you may create during the tenure of association with the company including but not limited to the creative concept that you may develop during your association with the company
14. You will not during the course of your employment with the company or at any time there after divulge or disclose to any person whatsoever including competitors and former employees, make any use whatsoever for your own purpose or for any other purpose other than that of the



CIN No. U17299KA2021PTC14304

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e-mail : xtracarehygiene@gmail.com
Web Site: www.xtracarehygiene.com

company, of any information or knowledge obtained by you during your employment as to the business or affairs of the company including development, process reports and reporting system and you will during the course of your employment hereunder also use your best endeavor to prevent any other person from doing so. Failure to do so on your part may result in legal action against you and the person to whom the information was divulged.

15. You solemnly declare that You were not part of any trade union, associations during your past assignments and that you would not take part, initiate and be part of any trade unions, associations in future.

16. Information is available on need-to-know basis from specific groups and the information is segregated to allow individual sectors information access for projects and units. Unauthorized access or attempt is strictly prohibited and any attempts to do so will result in immediate termination and legal action as deemed fit by the company.

Use of company resource for personal use is strictly restricted. This includes usage of computer resources, information, internet service and working time of the company for any personal use. You will under no circumstances carry any work home unless specifically requested by your manager or reporting boss. Any usage of company information for personal use will result in immediate termination of employment without notice and/or legal action for misdemeanor as deemed fit by the company. You may/may not be required to reimburse the company for any losses incurred by the company on account of personal usage of company data.

17. It must be specifically understood that this offer is made based on your proficiency on technical/professional skills you have declared to possess as per your application/resume for employment and your ability to handle any assignment/job independently. In case at a later date any of your statements/particulars furnished are found to be false or misleading of your performance is not up to the mark or falls short of the minimum standard set by the company, the company shall have the right to terminate your services forthwith without giving any notice notwithstanding any other terms and conditions stipulated therein.

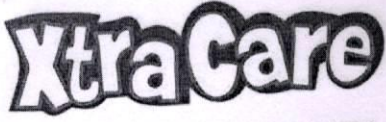
18. You will retire from the services of the company on attaining the age of 58 years.

19. Your absence for a continuous period of one week (including absence when leave though applied for but not granted) or when overstayed on sanctioned leave for a period of seven consecutive days, would make you loose your lien on the service and the same shall automatically come to an end without notice or even intimation as it will be presumed that you have abandoned the job on your own accord. You will be liable to pay one-month salary in lieu of notice, which shall be deducted, from your salary or other dues.

20. Your appointment and its continuance are subject to your being physically & medically fit.

21. However during the tenure of your engagement, whether in probation or confirmed or otherwise, Company shall be entitled to terminate your services without any notice/payment in case you are found to be involved in the following activities:

- (a) Misconduct
- (b) Fraud
- (c) Data theft from the official records of the Company.
- (d) Misbehavior with your seniors or clients or any other person connected with the business of the Company.
- (e) Embezzlement of the Company funds etc.
- (f) Taking undue & Unfair advantage from the position you hold in the organization



CIN No. U17299KA2021PTC14304

Xtracare Hygiene Pvt Ltd.
#725, 6th B Cross, 3rd Block
Koramangala, Bangalore - 560034
Karnataka, India.
Tele: +91-80-25504454 / 25505537
e-mail : xtracarehygiene@gmail.com
Web Site: www.xtracarehygiene.com

(g) For any other cause which may justify the aforesaid action in the eyes of law

Your acceptance of the above mentioned terms and conditions may be indicated by signing the duplicate copy of the letter retaining the original for yourself.

We welcome you to the organization and look forward to a long and fruitful association with us.

For XTRACARE HYGIENE PRIVATE. LTD.

For XTRACARE HYGIENE PVT LTD


Authorised Signatory

Ashok Patra
Managing Director

DECLARATION BY THE EMPLOYEE

1, Ms. Poovamma C D hereby accept the above-mentioned terms & conditions and confirm that
I joined the organization on 18th May 2022

Date: 12th May 2022

(Ms. Poovamma C D)

21-Feb-22

Ms. Sonia Sushmitha Cordeiro

Naidu Building, Chennapura Road, Vinayaka Nagar, Kote, Chikmagalur, Karnataka- 577101

Dear Sonia,

Thank you for your CV and the interviews you had with us.

Nova Pulse IVF Clinic Pvt Ltd. (the "**Company**") is pleased to offer you the position of **Andro Technician** in **Andrology** department.

This letter sets forth the terms of your employment.

1. Position and Start Date: You will start on or before **23-Feb-22** in **Andrology** department. Please note, by signing this letter, you confirm with the Company that you are under no contractual or other legal obligations that would prohibit you from taking this position or performing your duties with the Company.

2. Compensation: Your total compensation shall be as per **Annexure A** payable on the Company's regular payroll dates. As per policy we do not do any compensation revision at the time of confirmation.

3. Place of Work:

You shall report to F-1 City Corporation, Classique Gateway Door No Kankanady 1-16/16, First Floor, Mangalore - 575002

4. Pre – Employment Medical Checkups:

You are requested to go through the pre – employment medical checkup at our Center as per company policy. The offer shall only be valid after the candidate is found medically fit and sound.

5. Documents to be furnished at the time of joining – as per Annexure C.

6. Appointment letter: It is mandatory to sign and submit a formal appointment letter after joining.

7. Probation period, Confirmation and notice period during & post confirmation:

You will be on probation for a period of 180 (One Eighty) days from the date of joining.

- If your performance and conduct during this period is found satisfactory, you will be confirmed at the end of your probation and will receive a formal confirmation letter.
- If your performance and conduct during this period is not found satisfactory, the Company will have the right to either terminate your services at the end of this period with a notice of 15 days or extend this period of probation for a period deemed fit by the Company.
- Post confirmation, your notice period will be of 30 days. The Notice period cannot be adjusted against balance earned leave or salary.
- Additionally, vide definitive agreement, you accord to undertake to remain with the company exclusively for a period of 2 years ("Lock-in Period") from the date of completion of your training since substantial training investment, made by the Company, which is mentioned in **Annexure B**

Nova Pulse IVF Clinic Private Limited

Registered Office: 3rd Floor, East Wing, Raheja Towers, M G Road, Bangalore – 560001.

Toll-free no: 1800 103 2229 | E: info@novaivffertility.com | W: www.novaivffertility.com

CIN number: U74900KA2010PTC055474

We are very excited about the prospect of your joining Nova.

We look forward to a productive working relationship.

If you have any questions regarding this offer, please speak to your recruiter.

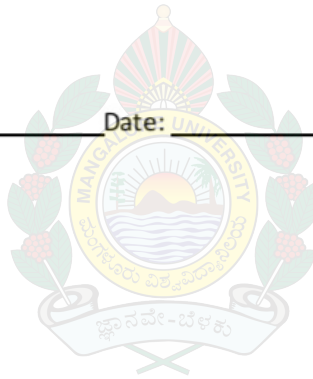
Yours faithfully



Rupali Rane
Head – Human Resources

I accept this Letter Agreement:

Name: _____ Date: _____



Mar 31, 2021

K CHETHAN

mangalore university

OFFER OF APPOINTMENT

Dear K CHETHAN,

This has reference to the interview and discussions you had with us. We are pleased to offer you the position of "Junior Research Associate" in "Chemistry Solutions" under the grade of "Professional" in level "P0" and you will be based at Bangalore.

On successful completion of one year, you will be designated as "Research Associate".

Your Annual Cost to Company (CTC) will be Rs. 2,70,600/- per annum (Rupees Two Lakhs Seventy Thousand Six Hundred only). This includes Annual Gross Salary of Rs. 2,20,008/- and Retirals & Benefits of Rs. 50,592/- per annum. Detailed CTC breakup is given in Annexure.

You will be on Probation for the first 6 months and during this period either party can terminate the service by giving one-month notice and thereafter three months' notice in writing, subject to terms of Service Agreement.

The Service agreement is for a period of 36 months. In case of breach of contract, you will be liable to pay 2 months last drawn Gross Salary to cover the investment we made during hiring, assimilation, project training and deployment.

Please note that you are required to join the organization on or before Jul 05, 2021 failing which this offer of appointment stands withdrawn. Kindly note that this offer is confidential. A detailed letter of appointment shall be given to you on joining. You are requested to undergo pre-employment medical checkup before the date of your joining.

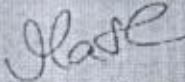
ANNEXURE

SALARY STRUCTURE – K CHETHAN

Salary Components	Per Month (Rs.)	Per Annum (Rs.)
A. Gross salary		
Basic	7,334	88,008
HRA	2,934	35,208
Special Allowance	8,066	96,792
Gross Salary (A)	18,334	2,20,008
B. Retiral & Other benefits		
Provident Fund ¹	1,800	21,600
ESI ¹	596	7,152
Statutory bonus	1,467	17,604
Gratuity ²	353	4,236
Total value of benefits (B)	4,216	50,592
Total Cost to Company (A+B)	22,550	2,70,600

1. PF & ESI mentioned above are employer's contribution.
2. Statutory Bonus & Gratuity are payable as per the Act.
3. In addition to the above you will be covered under company's GPA, GTLI and EDLI Policies

Yours Sincerely
For ARAGEN LIFE SCIENCES PVT. LTD


Lakshmiipathi Itha
Senior Director – Human Resources

I accept the offer of appointment on the above terms.

Signature of the candidate: Chethan K.

Date: 19/04/2021

Offer Letter

Ananda .

Mangalore University

Dear Mr. Ananda,

With reference to your job application and subsequent interview you have had with us, we are pleased to offer you the position of Scientist-Trainee for Chemistry Lab in our organization at a CTC of **Rs. 330000.00 (Rupees Three Lakh Thirty Thousand Rupees zero Paise only).**

The current offered position will be for Bommasandra Unit, as you are expected to join duty on 01/12/2021 *beyond* which the offer would stand withdrawn, unless a new date is mutually agreed upon by us in writing. Please note that this offer is valid subject to your signing and send mail of this letter within seven working days.

Kindly report to Bommasandra Unit for joining formalities along with following documents(Photocopy and Originals):

1. Educational Certificates
2. Professional Certificates
3. Relieving certificate from the previous employer
4. Appointment letter of the previous employer and salary revision letters
5. Last pay slip received from the previous employer
6. Form 16 (TDS certificate)
7. Passport Size photographs – 6 No's
8. An updated Curriculum Vitae
9. PAN Card and Aadhar is Mandatory
10. Address proof – Voters ID card, Driving License, Passport.

This Offer of Employment is subject to receipt of satisfactory references and pre-employment medical check-up. Kindly sign the copy of this letter as a token of your acceptance of the offer and return us the same.

Your's faithfully,
For, Anthem Biosciences Pvt Ltd

EMOLUMENT PACKAGE W.E.F

#	Monthly(Rs.)	Yearly(Rs.)
Basic	15000.00	180000.00
HRA	6000.00	72000.00
Bonus	3000.00	36000.00
LTA	0.00	0.00
Other Allowance	280.00	3360.00
Gross Salary	24280.00	291360.00
Provident Fund	1800.00	21600.00
Gratuity Fund	720.00	8640.00
Canteen	700.00	8400.00
CTC	27500.00	330000.00
Take-Home CTC = (Gross - (PF/ESI + PT+Canteen))		
Other Benefits		

1. Family Health Insurance Hospitalisation Insurance coverage for self, spouse and upto 2 children. Coverage ranges from Rs. 1,00,000/- to Rs. 2,00,000/-, depending on size of the family.
2. Employee Personal Accident Insurance coverage minimum of Rs.10,00,000/- or 2 times of CTC (whichever amount is higher will be applicable) based on the nature of the accident.

Offer Letter

Nithesh B K**Mangalore University**

Dear Mr. Nithesh,

With reference to your job application and subsequent interview you have had with us, we are pleased to offer you the position of Scientist-Trainee for Chemistry Lab in our organization at a **CTC of Rs. 330000.00 (Rupees Three Lakh Thirty Thousand Rupees zero Paise only).**

The current offered position will be for Bommasandra Unit, as you are expected to join duty on 01/12/2021 *beyond* which the offer would stand withdrawn, unless a new date is mutually agreed upon by us in writing. Please note that this offer is valid subject to your signing and send mail of this letter within seven working days.

Kindly report to Bommasandra Unit for joining formalities along with following documents(Photocopy and Originals):

1. Educational Certificates
2. Professional Certificates
3. Relieving certificate from the previous employer
4. Appointment letter of the previous employer and salary revision letters
5. Last pay slip received from the previous employer
6. Form 16 (TDS certificate)
7. Passport Size photographs – 6 No's
8. An updated Curriculum Vitae
9. PAN Card and Aadhar is Mandatory
10. Address proof – Voters ID card, Driving License, Passport.

This Offer of Employment is subject to receipt of satisfactory references and pre-employment medical check-up. Kindly sign the copy of this letter as a token of your acceptance of the offer and return us the same.

Your's faithfully,
For, Anthem Biosciences Pvt Ltd

EMOLUMENT PACKAGE W.E.F

#	Monthly(Rs.)	Yearly(Rs.)
Basic	15000.00	180000.00
HRA	6000.00	72000.00
Bonus	3000.00	36000.00
LTA	0.00	0.00
Other Allowance	280.00	3360.00
Gross Salary	24280.00	291360.00
Provident Fund	1800.00	21600.00
Gratuity Fund	720.00	8640.00
Canteen	700.00	8400.00
CTC	27500.00	330000.00
Take-Home CTC = (Gross - (PF/ESI + PT+Canteen))		
Other Benefits		

1. Family Health Insurance Hospitalisation Insurance coverage for self, spouse and upto 2 children. Coverage ranges from Rs. 1,00,000/- to Rs. 2,00,000/-, depending on size of the family.
2. Employee Personal Accident Insurance coverage minimum of Rs.10,00,000/- or 2 times of CTC (whichever amount is higher will be applicable) based on the nature of the accident.

Offer Letter

Nithish .

Mangalore University

Dear Mr. Nithish,

With reference to your job application and subsequent interview you have had with us, we are pleased to offer you the position of Scientist-Trainee for Chemistry Lab in our organization at a **CTC of Rs. 330000.00 (Rupees Three Lakh Thirty Thousand Rupees zero Paise only).**

The current offered position will be for Bommasandra Unit, as you are expected to join duty on 01/12/2021 beyond which the offer would stand withdrawn, unless a new date is mutually agreed upon by us in writing. Please note that this offer is valid subject to your signing and send mail of this letter within seven working days.

Kindly report to Bommasandra Unit for joining formalities along with following documents(Photocopy and Originals):

1. Educational Certificates
2. Professional Certificates
3. Relieving certificate from the previous employer
4. Appointment letter of the previous employer and salary revision letters
5. Last pay slip received from the previous employer
6. Form 16 (TDS certificate)
7. Passport Size photographs – 6 No's
8. An updated Curriculum Vitae
9. PAN Card and Aadhar is Mandatory
10. Address proof – Voters ID card, Driving License, Passport.

This Offer of Employment is subject to receipt of satisfactory references and pre-employment medical check-up. Kindly sign the copy of this letter as a token of your acceptance of the offer and return us the same.

Your's faithfully,
For, Anthem Biosciences Pvt Ltd

EMOLUMENT PACKAGE W.E.F

#	Monthly(Rs.)	Yearly(Rs.)
Basic	15000.00	180000.00
HRA	6000.00	72000.00
Bonus	3000.00	36000.00
LTA	0.00	0.00
Other Allowance	280.00	3360.00
Gross Salary	24280.00	291360.00
Provident Fund	1800.00	21600.00
Gratuity Fund	720.00	8640.00
Canteen	700.00	8400.00
CTC	27500.00	330000.00
Take-Home CTC = (Gross - (PF/ESI + PT+Canteen))		
Other Benefits		

1. Family Health Insurance Hospitalisation Insurance coverage for self, spouse and upto 2 children. Coverage ranges from Rs. 1,00,000/- to Rs. 2,00,000/-, depending on size of the family.
2. Employee Personal Accident Insurance coverage minimum of Rs.10,00,000/- or 2 times of CTC (whichever amount is higher will be applicable) based on the nature of the accident.

Offer Letter

Shashank S

Mangalore University

Dear Mr. Shashank,

With reference to your job application and subsequent interview you have had with us, we are pleased to offer you the position of Scientist-Trainee for Chemistry Lab in our organization at a **CTC of Rs. 330000.00 (Rupees Three Lakh Thirty Thousand Rupees zero Paise only).**

The current offered position will be for Bommasandra Unit, as you are expected to join duty on 01/12/2021 *beyond* which the offer would stand withdrawn, unless a new date is mutually agreed upon by us in writing. Please note that this offer is valid subject to your signing and send mail of this letter within seven working days.

Kindly report to Bommasandra Unit for joining formalities along with following documents(Photocopy and Originals):

1. Educational Certificates
2. Professional Certificates
3. Relieving certificate from the previous employer
4. Appointment letter of the previous employer and salary revision letters
5. Last pay slip received from the previous employer
6. Form 16 (TDS certificate)
7. Passport Size photographs – 6 No's
8. An updated Curriculum Vitae
9. PAN Card and Aadhar is Mandatory
10. Address proof – Voters ID card, Driving License, Passport.

This Offer of Employment is subject to receipt of satisfactory references and pre-employment medical check-up. Kindly sign the copy of this letter as a token of your acceptance of the offer and return us the same.

Your's faithfully,
For, Anthem Biosciences Pvt Ltd

EMOLUMENT PACKAGE W.E.F

#	Monthly(Rs.)	Yearly(Rs.)
Basic	15000.00	180000.00
HRA	6000.00	72000.00
Bonus	3000.00	36000.00
LTA	0.00	0.00
Other Allowance	280.00	3360.00
Gross Salary	24280.00	291360.00
Provident Fund	1800.00	21600.00
Gratuity Fund	720.00	8640.00
Canteen	700.00	8400.00
CTC	27500.00	330000.00

Take-Home CTC = (Gross - (PF/ESI + PT+Canteen))

Other Benefits

1. Family Health Insurance Hospitalisation Insurance coverage for self, spouse and upto 2 children. Coverage ranges from Rs. 1,00,000/- to Rs. 2,00,000/-, depending on size of the family.
2. Employee Personal Accident Insurance coverage minimum of Rs.10,00,000/- or 2 times of CTC (whichever amount is higher will be applicable) based on the nature of the accident.



Syngene International Limited
SEZ Unit
Biocon Special Economic Zone
Bommasandra - Jigani Link Road
Bangalore - 560 099, India
T 91 80 2808 2808
F 91 80 2808 3189
www.syngeneintl.com

Ref: S/HR/LET-OFR/ 29081/119121
Date: 18 June 2021

Dear Sushma K. N.,

Congratulations and thank you for your interest in Syngene International!

We are delighted to confirm your selection on the below terms and conditions of employment with us:

Position : RESEARCH ASSOCIATE TRAINEE - DISCOVERY CHEMISTRY STA
Level : 9-I - RESEARCH ASSOCIATE TRAINEE
Location : Bangalore
Address : Syngene International Limited, SEZ Unit, Biocon Special Economic Zone, Bommasandra - Jigani Link Road,
Bangalore - 560 100

You will be entitled to a Total Cash compensation of Rs. 313605 p.a the detailed break-up is attached as Annexure I. The policy guidelines on benefits and emoluments are enclosed in Annexure II.

This offer of employment is valid subject to confirmation of your medical fitness and satisfactory completion of reference / background verification of your credentials related to your educational and / or professional experience.

The appointment is effective from the date of your joining and we request you to join on or before 06 December 2021.

Please confirm that the terms of this offer are acceptable within three days from the date of offer or this offer shall be deemed to have been withdrawn and consequently you will not have any further claim for employment with us. It is understood that we will mutually keep this offer as **CONFIDENTIAL** till the time you are on board with us.

We are excited about many ways you will have opportunities to contribute to the success of Syngene and look forward to having a mutually beneficial association.

Best Regards,
for Syngene International Ltd.

Sanjeev Sukumaran
Chief Human Resource Officer

ANNEXURE - I

Name : Sushma K N
Position : RESEARCH ASSOCIATE TRAINEE - DISCOVERY CHEMISTRY STA
Level : 9-I

Salary Components	Annual (Rs.)	Monthly(Rs.)
Basic Salary	197040	16420
House Rent Allowance	24456	2038
Leave Travel Allowance	0	0
Flexi Allowance	0	0
Advance statutory Bonus / Ex-Gratia	39408	3284
Canteen Cost	9000	750
Gross Salary - (A)	269904	22492
Employer Contribution of PF	23640	1970
Gratuity Fund	9456	788
Employer Contribution to ESI	0	0
Statutory Contributions - (B)	33096	2758
Total Fixed Cost - (C = A+B)	303000	25250
Short Term Incentive (STI) at Target - (D)	10605	
Total Cash Compensation - (C+D)	313605	



Benefit Component	Annual Benefit Value	Features
Group Medical Insurance	200000	Covers only for Self, Spouse and two dependent children,
Group Personal Accident Insurance	1700000	Covers only self, up to a limit of Rs. 17,00,000 or two times of your Annual Fixed Pay whichever is higher

Applicable for STA's (Syngene Training Academy) only: All hires under the STA programme, are bound by the terms and obligations agreed in the **SERVICE AGREEMENT** executed at the time of joining Syngene. All STA's hereby expressly undertake to unconditionally continue employment with Syngene for a minimum period of **eighteen months** from the date of joining. For abundance of clarity, the STA's hereby acknowledge that in case of any non-compliance with the said covenant, Syngene shall be entitled for the recovery of all costs incurred by Syngene for the STA programme, as and by way of liquidated damages (subject to a maximum of INR 1,00,000). The said liquidated damages will be payable on demand without Syngene being required to give any proof of actual loss or damages suffered.



Syngene

Syngene International Limited

SEZ Unit

Biocon Special Economic Zone
Bommasandra - Jigani Link Road
Bangalore - 560 099, India
T 91 80 2808 2808
F 91 80 2808 3189
www.syngeneintl.com

Ref: S/HR/LET-OFR/ 29081/119120

Date: 24 June 2021

Dear **Supreetha Supreetha**,

Congratulations and thank you for your interest in Syngene International!

We are delighted to confirm your selection on the below terms and conditions of employment with us:

Position : RESEARCH ASSOCIATE TRAINEE - DISCOVERY CHEMISTRY STA
Level : 9-I - RESEARCH ASSOCIATE TRAINEE
Location : Bangalore
Address : Syngene International Limited, SEZ Unit, Biocon Special Economic Zone, Bommasandra - Jigani Link Road,
Bangalore - 560 100

You will be entitled to a Total Cash compensation of **Rs. 313605 p.a** the detailed break-up is attached as Annexure I. The policy guidelines on benefits and emoluments are enclosed in Annexure II.

This offer of employment is valid subject to confirmation of your medical fitness and satisfactory completion of reference / background verification of your credentials related to your educational and / or professional experience.

The appointment is effective from the date of your joining and we request you to join on or before 06 December 2021.

Please confirm that the terms of this offer are acceptable within three days from the date of offer or this offer shall be deemed to have been withdrawn and consequently you will not have any further claim for employment with us. It is understood that we will mutually keep this offer as **CONFIDENTIAL** till the time you are on board with us.

We are excited about many ways you will have opportunities to contribute to the success of Syngene and look forward to having a mutually beneficial association.

Best Regards,
for Syngene International Ltd.

Sanjeev Sukumaran
Chief Human Resource Officer

ANNEXURE - I

Name : Supreetha Supreetha
Position : RESEARCH ASSOCIATE TRAINEE - DISCOVERY CHEMISTRY STA
Level : 9-I

Salary Components	Annual (Rs.)	Monthly(Rs.)
Basic Salary	197040	16420
House Rent Allowance	24456	2038
Leave Travel Allowance	0	0
Flexi Allowance	0	0
Advance statutory Bonus / Ex-Gratia	39408	3284
Canteen Cost	9000	750
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Group Personal Accident Insurance	1700000	Covers only self, up to a limit of Rs. 17,00,000 or two times of your Annual Fixed Pay whichever is higher

Applicable for STA's (Syngene Training Academy) only: All hires under the STA programme, are bound by the terms and obligations agreed in the **SERVICE AGREEMENT** executed at the time of joining Syngene. All STA's hereby expressly undertake to unconditionally continue employment with Syngene for a minimum period of **eighteen months** from the date of joining. For abundance of clarity, the STA's hereby acknowledge that in case of any non-compliance with the said covenant, Syngene shall be entitled for the recovery of all costs incurred by Syngene for the STA programme, as and by way of liquidated damages (subject to a maximum of INR 1,00,000). The said liquidated damages will be payable on demand without Syngene being required to give any proof of actual loss or damages suffered.

Mar 31,2021

Dhanushree K

Mangalore University Mangalagangothri

OFFER OF APPOINTMENT

Dear Dhanushree K,

This has reference to the interview and discussions you had with us. We are pleased to offer you the position of **"Junior Research Associate"** in **"Chemistry Solutions"** under the grade of **"Professional"** in level **"P0"** and you will be based at **Bangalore**.

On successful completion of one year, you will be designated as **"Research Associate"**.

Your Annual **Cost to Company (CTC)** will be **Rs.2,70,600/-** per annum (Rupees Two Lakhs Seventy Thousand Six Hundred only). This includes Annual Gross Salary of Rs.2,20,008/- and Retirals & Benefits of **Rs. 50,592/- per annum**. Detailed CTC breakup is given in Annexure.

You will be on Probation for the first 6 months and during this period either party can terminate the service by giving one-month notice and thereafter three months' notice in writing, subject to terms of Service Agreement.

The Service agreement is for a period of 36 months. In case of breach of contract, you will be liable to pay 2 months last drawn Gross Salary to cover the investment we made during hiring, assimilation, project training and deployment.

Please note that you are required to join the organization on or before **Jul 05,2021** failing which this offer of appointment stands withdrawn. Kindly note that this offer is confidential. A detailed letter of appointment shall be given to you on joining. You are requested to undergo pre-employment medical checkup before the date of your joining.

Aragen Life Sciences Private Limited
(Formerly known as GVK Biosciences Private Limited)

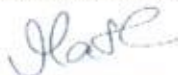
ANNEXURE

SALARY STRUCTURE – Dhanushree K

Salary Components	Per Month (Rs.)	Per Annum (Rs.)
A. Gross salary		
Basic	7,334	88,008
HRA	2,934	35,208
Special Allowance	8,066	96,792
Gross Salary (A)	18,334	2,20,008
B. Retiral & Other benefits		
Provident Fund ¹	1,800	21,600
ESI ²	596	7,152
Statutory bonus	1,467	17,604
Gratuity ²	353	4,236
Total value of benefits (B)	4,216	50,592
Total Cost to Company (A +B)	22,550	2,70,600

1. PF & ESI mentioned above are employer's contribution.
2. Statutory Bonus & Gratuity are payable as per the Act.
3. In addition to the above you will be covered under company's GPA, GTLI and EDLI Policies

Yours Sincerely
For ARAGEN LIFE SCIENCES PVT. LTD



Lakshmi Pathi Itha
Senior Director – Human Resources

Offer Letter

Akshatha K P

Mangalore University

Dear Ms/Mrs. Akshatha,

With reference to your job application and subsequent interview you have had with us, we are pleased to offer you the position of Scientist-Trainee for Chemistry Lab in our organization at a **CTC of Rs. 330000.00 (Rupees Three Lakh Thirty Thousand Rupees zero Paise only)**.

The current offered position will be for Bommasandra Unit as you are expected to join duty on 03/01/2022 *beyond* which the offer would stand withdrawn, unless a new date is mutually agreed upon by us in writing. Please note that this offer is valid subject to your signing and send mail of this letter within seven working days.

Kindly report to Bommasandra Unit for joining formalities along with following documents(Photocopy and Originals):

1. Educational Certificates
2. Professional Certificates
3. Relieving certificate from the previous employer
4. Appointment letter of the previous employer and salary revision letters
5. Last pay slip received from the previous employer
6. Form 16 (TDS certificate)
7. Passport Size photographs – 6 No's
8. An updated Curriculum Vitae
9. PAN Card and Aadhar is Mandatory
10. Address proof – Voters ID card, Driving License, Passport.

This Offer of Employment is subject to receipt of satisfactory references and pre-employment medical check-up. Kindly sign the copy of this letter as a token of your acceptance of the offer and return us the same.

Your's faithfully,
For, Anthem Biosciences Pvt Ltd

EMOLUMENT PACKAGE W.E.F

#	Monthly(Rs.)	Yearly(Rs.)
Basic	15000.00	180000.00
HRA	6000.00	72000.00
Bonus	3000.00	36000.00
LTA	0.00	0.00
Other Allowance	280.00	3360.00
Gross Salary	24280.00	291360.00
Provident Fund	1800.00	21600.00
Gratuity Fund	720.00	8640.00
Canteen	700.00	8400.00
CTC	27500.00	330000.00
Take-Home CTC = (Gross - (PF/ESI + PT+Canteen))		
Other Benefits		

1. Family Health Insurance Hospitalisation Insurance coverage for self, spouse and upto 2 children. Coverage ranges from Rs. 1,00,000/- to Rs. 2,00,000/-, depending on size of the family.
2. Employee Personal Accident Insurance coverage minimum of Rs.10,00,000/- or 2 times of CTC (whichever amount is higher will be applicable) based on the nature of the accident.

Offer Letter

Gururaj .

Mangalore University

Dear Mr. Gururaj,

With reference to your job application and subsequent interview you have had with us, we are pleased to offer you the position of Scientist-Trainee for Chemistry Lab in our organization at a **CTC of Rs. 330000.00 (Rupees Three Lakh Thirty Thousand Rupees zero Paise only)**.

The current offered position will be for Bommasandra Unit, as you are expected to join duty on 01/12/2021 *beyond* which the offer would stand withdrawn, unless a new date is mutually agreed upon by us in writing. Please note that this offer is valid subject to your signing and send mail of this letter within seven working days.

Kindly report to Bommasandra Unit for joining formalities along with following documents(Photocopy and Originals):

1. Educational Certificates
2. Professional Certificates
3. Relieving certificate from the previous employer
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For, Anthem Biosciences Pvt Ltd

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Take-Home CTC = (Gross - (PF/ESI + PT+Canteen))

Other Benefits

1. Family Health Insurance Hospitalisation Insurance coverage for self, spouse and upto 2 children. Coverage ranges from Rs. 1,00,000/- to Rs. 2,00,000/-, depending on size of the family.
2. Employee Personal Accident Insurance coverage minimum of Rs.10,00,000/- or 2 times of CTC (whichever amount is higher will be applicable) based on the nature of the accident.

Offer Letter

Shivaraj S J

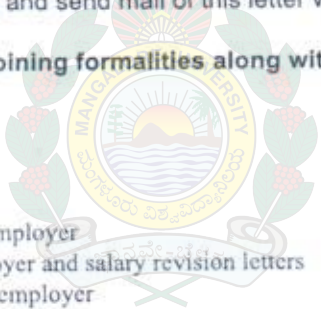
Mangalore University

Dear Mr. Shivaraj,

With reference to your job application and subsequent interview you have had with us, we are pleased to offer you the position of Scientist-Trainee for Chemistry Lab in our organization at a **CTC of Rs. 330000.00 (Rupees Three Lakh Thirty Thousand Rupees zero Paise only).**

The current offered position will be for Bommasandra Unit, as you are expected to join duty on 01/12/2021 *beyond* which the offer would stand withdrawn, unless a new date is mutually agreed upon by us in writing. Please note that this offer is valid subject to your signing and send mail of this letter within seven working days.

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Your's faithfully,
For, Anthem Biosciences Pvt Ltd

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Take-Home CTC = (Gross - (PF/ESI + PT+Canteen))

Other Benefits

1. Family Health Insurance Hospitalisation Insurance coverage for self, spouse and upto 2 children. Coverage ranges from Rs. 1,00,000/- to Rs. 2,00,000/-, depending on size of the family.
2. Employee Personal Accident Insurance coverage minimum of Rs.10,00,000/- or 2 times of CTC (whichever amount is higher will be applicable) based on the nature of the accident.



Syngene International Limited
SEZ Unit

Biocon Special Economic Zone
Bommasandra - Jigani Link Road
Bangalore - 560 099, India
T 91 80 2808 2808
F 91 80 2808 3189
www.syngeneintl.com

Ref: S/HR/LET-OF/ 29081/119176
Date: 24 June 2021

Dear **Dhanyashree K.**

Congratulations and thank you for your interest in Syngene International!

We are delighted to confirm your selection on the below terms and conditions of employment with us:

Position : RESEARCH ASSOCIATE TRAINEE - DISCOVERY CHEMISTRY STA
Level : 9-I - RESEARCH ASSOCIATE TRAINEE
Location : Bangalore
Address : Syngene International Limited, SEZ Unit, Biocon Special Economic Zone, Bommasandra - Jigani Link Road,
Bangalore - 560 100

You will be entitled to a Total Cash compensation of Rs. **313605 p.a** the detailed break-up is attached as Annexure I. The policy guidelines on benefits and emoluments are enclosed in Annexure II.

This offer of employment is valid subject to confirmation of your medical fitness and satisfactory completion of reference / background verification of your credentials related to your educational and / or professional experience.

The appointment is effective from the date of your joining and we request you to join on or before 06 December 2021.

Please confirm that the terms of this offer are acceptable within three days from the date of offer or this offer shall be deemed to have been withdrawn and consequently you will not have any further claim for employment with us. It is understood that we will mutually keep this offer as **CONFIDENTIAL**, till the time you are on board with us.

We are excited about many ways you will have opportunities to contribute to the success of Syngene and look forward to having a mutually beneficial association.

Best Regards,
for Syngene International Ltd.

Sanjeev Sukumaran
Chief Human Resource Officer

ANNEXURE - I

Name : Dhanyashree K
Position : RESEARCH ASSOCIATE TRAINEE - DISCOVERY CHEMISTRY STA
Level : 9-I

Salary Components	Annual (Rs.)	Monthly(Rs.)
Basic Salary	197040	16420
House Rent Allowance	24456	2038
Leave Travel Allowance	0	0
Flexi Allowance	0	0
Advance statutory Bonus / Ex-Gratia	39408	3284
Canteen Cost	9000	750
Gross Salary - (A)	269904	22492
Employer Contribution of PF	23640	1970
Gratuity Fund	9456	788
Employer Contribution to ESI	0	0
Statutory Contributions - (B)	33096	2758
Total Fixed Cost - (C = A+B)	303000	25250
Short Term Incentive (STI) at Target - (D)	10605	
Total Cash Compensation - (C+D)	313605	



Benefit Component	Annual Benefit Value	Features
Group Medical Insurance	200000	Covers only for Self, Spouse and two dependent children.
Group Personal Accident Insurance	1700000	Covers only self, up to a limit of Rs. 17,00,000 or two times of your Annual Fixed Pay whichever is higher

Applicable for STA's (Syngene Training Academy) only: All hires under the STA programme, are bound by the terms and obligations agreed in the **SERVICE AGREEMENT** executed at the time of joining Syngene. All STA's hereby expressly undertake to unconditionally continue employment with Syngene for a minimum period of **eighteen months** from the date of joining. For abundance of clarity, the STA's hereby acknowledge that in case of any non-compliance with the said covenant, Syngene shall be entitled for the recovery of all costs incurred by Syngene for the STA programme, as and by way of liquidated damages (subject to a maximum of INR 1,00,000). The said liquidated damages will be payable on demand without Syngene being required to give any proof of actual loss or damages suffered.



Syngene

Syngene International Limited
SEZ Unit

Biocon Special Economic Zone
Bommasandra - Jigani Link Road
Bangalore - 560 099, India
T 91 80 2808 2808
F 91 80 2808 3189
www.syngeneintl.com

Ref: S/HR/LET-OFR/ 29081/119146
Date: 18 June 2021

Dear **Madhuri Puranik**,

Congratulations and thank you for your interest in Syngene International!

We are delighted to confirm your selection on the below terms and conditions of employment with us:

Position : RESEARCH ASSOCIATE TRAINEE - DISCOVERY CHEMISTRY STA
Level : 9-I - RESEARCH ASSOCIATE TRAINEE
Location : Bangalore
Address : Syngene International Limited, SEZ Unit, Biocon Special Economic Zone, Bommasandra - Jigani Link Road,
Bangalore - 560 100

You will be entitled to a Total Cash compensation of Rs. **313605 p.a** the detailed break-up is attached as Annexure I. The policy guidelines on benefits and emoluments are enclosed in Annexure II.

This offer of employment is valid subject to confirmation of your medical fitness and satisfactory completion of reference / background verification of your credentials related to your educational and / or professional experience.

The appointment is effective from the date of your joining and we request you to join on or before 06 December 2021.

Please confirm that the terms of this offer are acceptable within three days from the date of offer or this offer shall be deemed to have been withdrawn and consequently you will not have any further claim for employment with us. It is understood that we will mutually keep this offer as **CONFIDENTIAL** till the time you are on board with us.

We are excited about many ways you will have opportunities to contribute to the success of Syngene and look forward to having a mutually beneficial association.

Best Regards,
for Syngene International Ltd.

Sanjeev Sukumaran
Chief Human Resource Officer

ANNEXURE - I

Name : Madhuri Puranik
Position : RESEARCH ASSOCIATE TRAINEE - DISCOVERY CHEMISTRY STA
Level : 9-I

Salary Components	Annual (Rs.)	Monthly(Rs.)
Basic Salary	197040	16420
House Rent Allowance	24456	2038
Leave Travel Allowance	0	0
Flexi Allowance	0	0
Advance statutory Bonus / Ex-Gratia	39408	3284
Canteen Cost	9000	750
Gross Salary - (A)	269904	22492
Employer Contribution of PF	23640	1970
Gratuity Fund	9456	788
Employer Contribution to ESI	0	0
Statutory Contributions - (B)	33096	2758
Total Fixed Cost - (C = A+B)	303000	25250
Short Term Incentive (STI) at Target - (D)	10605	
Total Cash Compensation - (C+D)	313605	



Benefit Component	Annual Benefit Value	Features
Group Medical Insurance	200000	Covers only for Self, Spouse and two dependent children.
Group Personal Accident Insurance	1700000	Covers only self, up to a limit of Rs. 17,00,000 or two times of your Annual Fixed Pay whichever is higher

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Mar 31,2021

SHRADDHA K

Mangalore University, Mangalagangothri

OFFER OF APPOINTMENT

Dear SHRADDHA K,

This has reference to the interview and discussions you had with us. We are pleased to offer you the position of "Junior Research Associate" in "Chemistry Solutions" under the grade of "Professional" in level "P0" and you will be based at Bangalore.

On successful completion of one year, you will be designated as "Research Associate".

Your Annual Cost to Company (CTC) will be Rs.2,70,600/- per annum (Rupees Two Lakhs Seventy Thousand Six Hundred only). This includes Annual Gross Salary of Rs.2,20,008/- and Retirals & Benefits of Rs. 50,592/- per annum. Detailed CTC breakup is given in Annexure.

You will be on Probation for the first 6 months and during this period either party can terminate the service by giving one-month notice and thereafter three months' notice in writing, subject to terms of Service Agreement.

The Service agreement is for a period of 36 months. In case of breach of contract, you will be liable to pay 2 months last drawn Gross Salary to cover the investment we made during hiring, assimilation, project training and deployment.

Please note that you are required to join the organization on or before **Sep 06,2021** failing which this offer of appointment stands withdrawn. Kindly note that this offer is confidential. A detailed letter of appointment shall be given to you on joining. You are requested to undergo pre-employment medical checkup before the date of your joining.

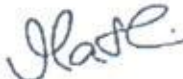
ANNEXURE

SALARY STRUCTURE – SHRADDHA K

Salary Components	Per Month (Rs.)	Per Annum (Rs.)
A. Gross salary		
Basic	7,334	88,008
HRA	2,934	35,208
Special Allowance	8,066	96,792
Gross Salary (A)	18,334	2,20,008
B. Retiral & Other benefits		
Provident Fund ¹	1,800	21,600
ESI ¹	596	7,152
Statutory bonus	1,467	17,604
Gratuity ²	353	4,236
Total value of benefits (B)	4,216	50,592
Total Cost to Company (A +B)	22,550	2,70,600

1. PF & ESI mentioned above are employer's contribution.
2. Statutory Bonus & Gratuity are payable as per the Act.
3. In addition to the above you will be covered under company's GPA, GTLI and EDLI Policies

Yours Sincerely
For ARAGEN LIFE SCIENCES PVT. LTD


Lakshmi Pathi Itha
Senior Director – Human Resources

I accept the offer of appointment on the above terms.

Signature of the candidate: 

Date: 03-April 2021

Offer Letter

Akshatha J

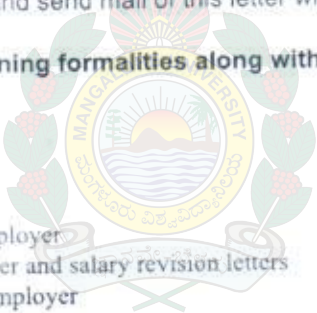
Mangalore University

Dear Ms/Mrs. Akshatha,

With reference to your job application and subsequent interview you have had with us, we are pleased to offer you the position of Scientist-Trainee for Chemistry Lab in our organization at a **CTC of Rs. 330000.00 (Rupees Three Lakh Thirty Thousand Rupees zero Paise only).**

The current offered position will be for Bommasandra Unit, as you are expected to join duty on 03/01/2022 *beyond* which the offer would stand withdrawn, unless a new date is mutually agreed upon by us in writing. Please note that this offer is valid subject to your signing and send mail of this letter within seven working days.

Kindly report to Bommasandra Unit for joining formalities along with following documents(Photocopy and Originals):

- 
1. Educational Certificates
 2. Professional Certificates
 3. Relieving certificate from the previous employer
 4. Appointment letter of the previous employer and salary revision letters
 5. Last pay slip received from the previous employer
 6. Form 16 (TDS certificate)
 7. Passport Size photographs – 6 No's
 8. An updated Curriculum Vitae
 9. PAN Card and Aadhar is Mandatory
 10. Address proof – Voters ID card, Driving License, Passport.

This Offer of Employment is subject to receipt of satisfactory references and pre-employment medical check-up. Kindly sign the copy of this letter as a token of your acceptance of the offer and return us the same.

Your's faithfully,
For, Anthem Biosciences Pvt Ltd

EMOLUMENT PACKAGE W.E.F

#	Monthly(Rs.)	Yearly(Rs.)
Basic	15000.00	180000.00
HRA	6000.00	72000.00
Bonus	3000.00	36000.00
LTA	0.00	0.00
Other Allowance	280.00	3360.00
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Gratuity Fund	720.00	8640.00
Canteen	700.00	8400.00
CTC	27500.00	330000.00

Take-Home CTC = (Gross - (PF/ESI + PT+Canteen))

Other Benefits

1. Family Health Insurance Hospitalisation Insurance coverage for self, spouse and upto 2 children. Coverage ranges from Rs. 1,00,000/- to Rs. 2,00,000/-, depending on size of the family.
2. Employee Personal Accident Insurance coverage minimum of Rs.10,00,000/- or 2 times of CTC (whichever amount is higher will be applicable) based on the nature of the accident.

Offer Letter

Yamanappa S Mang

Mangalore University

Dear Mr. Yamanappa S,

With reference to your job application and subsequent interview you have had with us, we are pleased to offer you the position of Scientist-Trainee for Chemistry Lab in our organization at a **CTC of Rs. 330000.00 (Rupees Three Lakh Thirty Thousand Rupees zero Paise only).**

The current offered position will be for Bommasandra Unit, as you are expected to join duty on 01/12/2021 *beyond* which the offer would stand withdrawn, unless a new date is mutually agreed upon by us in writing. Please note that this offer is valid subject to your signing and send mail of this letter within seven working days.

Kindly report to Bommasandra Unit for joining formalities along with following documents(Photocopy and Originals):

1. Educational Certificates
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Your's faithfully,
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Take-Home CTC = (Gross - (PF/ESI + PT+Canteen))

Other Benefits

1. Family Health Insurance Hospitalisation Insurance coverage for self, spouse and upto 2 children. Coverage ranges from Rs. 1,00,000/- to Rs. 2,00,000/-, depending on size of the family.
2. Employee Personal Accident Insurance coverage minimum of Rs.10,00,000/- or 2 times of CTC (whichever amount is higher will be applicable) based on the nature of the accident.

19th May 2022

Roshith PP
Parakkandy House
PO Munderi
Kannur,
Kerala- 670591

Offer Letter

Dear Roshith,

With reference to your application and subsequent interview with us, we have pleasure in offering you the position of 'Project Analyst' in our company, M/s Centre for Environment Education & Development (Herein after referred as CEED) at a Total Target Remuneration of Rs.1,80,000/- p.a. (Rupees One lakh eighty thousand Only per annum). Your date of Joining will be 19th May 2022.

Kindly confirm your acceptance of this letter. The formal letter of appointment will be issued to you as soon as possible upon your joining the Organization. In the interim you will be bound by the following basic terms and conditions:

1. **Confidentiality-** You may come into knowledge or possession of confidential and proprietary information/data relating to the Company or its Group, immediately upon your joining the Company. You agree to keep such information confidential and not to disclose the same to any third party for any reason whatsoever.
2. **Non-compete-** Your association with the Company is governed by terms and conditions that would be detailed in your formal appointment letter. However, you will be duty bound not to seek opportunities with a competing business during your tenure with the Company or thereafter, including the time period between your joining the Company and the issuance of the formal appointment terms and conditions.

3. **Contract Terms-**The minimum contract period for this offer is 12 months and you will be under probation for 6 months starting from your appointment date ie, 19/05/2022. Upon satisfactory completion of your probation period, your appointment will be confirmed. During the probation period, Rs.3000/- per month will be deducted and retained with us, which will be refunded to you on successful completion of the probation period.

You will have to sign a risk bond with CEED, which has been appended, stating that you understand the risks inherent with field trips and that CEED will not be held responsible for any accidents during field trips. We will provide you with suitable protective equipment, which you must undertake to wear.

4. **Conduct-** During your service with the Company and with effect from the first day of your joining the Company, you agree to conduct yourself in a professional manner and shall abide by high standards of integrity, ethics, decorum, and efficiency as is expected from the role/position you are assigned in the Company.

We welcome you to our organization and are sure that you will have a successful career with us.

With best wishes,

Yours Sincerely,

For Centre for Environment Education Development



Divya Nambiar

Head- Human Resource

PERSONAL & CONFIDENTIAL

27 June 2022



Mr. Shrihari Vishweshwara Hegde
#12 Maltagar Bidarmane Sarkuli,
Siddapur, Uttar Kannada, KA 581450

Dear Mr. Shrihari,

Sub: Extension to Consultancy contract

Your consultancy contract with the Alliance of Bioversity International and CIAT (ref. CONT/IND/21/011/CONS) is hereby extended for 04 months from 1 July 2022 to 31 October 2022. The scheduling of your working time on daily basis will be agreed with your supervisor. It is agreed that you will be working based at Bengaluru office.

Your total gross for this period will be of INDIAN RUPEES ONE LAKH THIRTY-TWO THOUSAND ONLY (INR 1,32,000) and your net fee of INDIAN RUPEES ONE LAKH EIGHTY THOUSAND EIGHT HUNDRED ONLY (INR 1,18,800) which will be paid in 04 instalments as follows: INR 29,700 at the end of each month from July to October 2022. The final payment will be subject to certification by your Supervisor's of satisfactory completion of the assignment.

Payments are subject to legislative requirements for tax deduction at source (TDS) based on the TDS rate of 10% for professional services provided in India (or as applicable).

Leave entitlement is - 2.5 leave days/month of leave and 2 days/month of sick leave.

The ToR in Annex-1 is attached for reference and other terms and conditions of your current contract will continue to apply.

Please indicate your acceptance of this extension by signing it in the space provided below and returning it by mail.

Yours sincerely



Celine D'silva
Country Office Manager

I accept the extension of my contract under the conditions set forth above.

Signature
Mr. Shrihari Hegde

30/06/2022
Date

Regarding Placement details

Inbox



Anusha Sheshegowda <anushaas88@gmail.com>

12:14 PM (2
minutes ago)

to me

Dear Sir/Madam,

I am ANUSHA A S ,completed Post graduation in Food Science and Nutrition 2018-2020 batch. I am working at Ashraya Hospital, Chikkmagalur as Consultant Clinical Dietitian since 1 year 7 months with 2.4 lakhs per annum CTC.

Thanking you,

Regards

Anusha A S



Regarding placement details

Inbox



chethan hg <chethan.hg.79@gmail.com>

11:15 AM (0
minutes ago)

to me

Dear sir / madam

I'm Chethan HG completed post graduation in Food science and nutrition 2018-2020 batch, As of now I'm working in kanti sweets private limited as Quality control supervisor cum Chemist Analyst from past 1 year with 2.6 lacks per annum CTC

Thanking you

Regards

Thanu Shree Salian <thanushreeksaliangr97@gmail.com>

Fri, Jan 28, 5:39 PM (17 hours ago)

to me

Thanu shree k

Asst professor at Khansa women's college Kumbbla(microbiology professor)

Regarding placement details.

Inbox



Vinanthi Vini <vinanthivini@gmail.com>

2:11 PM (6 minutes ago)

to me

Dear Sir / Madam,

I'm Vinanthi M.P. completed my post graduation in food science and nutrition 2018 - 2020 batch, As of now I'm working in Nanjappa Multispeciality Hospital, Shivamogga as Dietitian from past 6 months with 1.8 lacks per annum.

Thanking you,

Regards

Vinanthi. M. P.

Regarding Placement details

Inbox



Pooja Bandekar <poojabandekar11@gmail.com>

Mon, Jan 31, 9:30

AM (1 day ago)

to me

Hello Madam

This is Pooja Ganapati Bandekar of M.Sc Food Science Batch of 2018-2020. At present I am working as Quality Control Supervisor at Landsflavour -Adyar Mangalore from last one year.

Regards

Pooja Ganapati Bandekar



VLCC

VLCC HEALTH CARE LTD.
64, HSIDC, Sector-18, Maruti Industrial Area
Gurgaon 122 015, Haryana, India

T +91 124 4019700
F +91 124 4011371
www.vlccwellness.com

December 31, 2021

Madhushree B.p
Bangalore

Subject:

Letter of Offer as "Dietician"

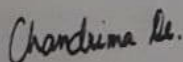
Dear Madhushree B.p,

This is with reference to your application and the subsequent interviews you had with us, we are pleased to make an offer to you for the position of **"Dietician" (Slimming Services)** in our **Wellness Services Business** as per the following terms and conditions:

1. Your Total Cost To Company will be **Rs. 279,632/- (Two Lakh Seventy Nine Thousand Six Hundred Thirty Two Rupees Only)** per annum, including performance bonus / variable pay, (if any)
2. You will join the company on or before **31st December 2021**.
3. Your base location would be **Bangalore Koramangla**.
4. You have to submit medical test report (not applicable for corporate office joiners) on or before your joining. We have empanelled SRL Laboratories for the same. They will charge discounted price (post furnishing the copy of this offer letter) of INR 700 for CBC, Fasting Sugar, Hepatitis B, HIV, Routine Urine & X-Ray Chest test. INR 700 is refundable to you subject to serve minimum 6 month's tenure with VLCC.
5. This offer is provisional in nature and the regular offer of appointment shall be made to you on your joining the duties and successful completion of joining formalities.
6. We at VLCC, follow the BYOD (Bring Your Own Device) Policy, where employees bring their own laptops / mobile phones which can be configured for official use.
7. If you accept the above, please report to the HR department on the date mentioned above along with the following documents:
 - a. 4 passport size photographs of yourself at the time of joining
 - b. Testimonials in original
 - c. PAN Card & Aadhar Card is Mandatory
 - d. Salary Certificate of previous employment
 - e. Relieving Letter & Experience Certificate from the services of the previous employments
8. The management reserves the right to withdraw this offer if any of the information provided by you during the interview is found misleading or misconceived and or if any of the above conditions are not fulfilled by you at the time of joining.

Please sign the duplicate copy of this letter or send in a return email as an acceptance of this letter. In case of any clarifications or inputs required please reach out to hr.support@vlccwellness.com

For VLCC Health Care Ltd.



Chandrima De
Head - Human Resources Department



Accepted

Madhushree B.p

Regd. Office: M-14, GK-II, Commercial Complex, New Delhi 110 004, T +91 11 41631975



PADMASHREE
INSTITUTE OF MANAGEMENT
AND SCIENCES

OFFER OF APPOINTMENT

Date: 24.07.2021

To,

Ms. SUMA

#2980, 13th A main road,

RPC layout, Attiguppe,

Vijayanagar,

Bangalore-560 057

Ph: 8151824318, 7892450242

E-mail: sumahksuma@gmail.com

Dear Ms. SUMA

Pursuant to the discussion we had with you, we are glad to offer you that, you are appointed as Assistant Professor at Padmashree Institute of Management & sciences, Bangalore. The terms and conditions laid out here are as follows:

We look forward to a long and meaningful association with you and strongly believe that you have the necessary skills required to be a part of Padmashree Institute of Management & Sciences.

1. **Position & Grade:** Assistant Professor

2. **Documents to be submitted:** The appointment is with effect from 02.08.2021, and on such date you are required to furnish the following documents to the Institute.

- Photocopies of Professional Qualifications.
- Photocopy of relieving letter from the last employer.
- Experience certificate.
- Proof of age.
- Proof of address.
- 5 passport size photographs.

3. **Commencement of Employment:** Your employment with the Institute shall be deemed to have commenced on the reporting day and shall continue unless terminated earlier by the Institute. Once your services are confirmed after probationary period, your employment will continue until management decides to terminate.

Probation: You will be on probation for a period of 12 months from the effective date of joining and the same may be extended or waived, at the sole direction of the Institute. Your performance will be reviewed after 12 months from the date of your joining. The Institute reserves the right to terminate your services without notice or compensation, should you fail to satisfy the Institute's requirements

PADMASHREE INSTITUTE OF MANAGEMENT & SCIENCES

No. 149, Padmashree Campus, Kommaghatta, Sulikere, Kengeri,
Bangalore - 560060, Karnataka, India

☎ 080-2845206 ✉ pimsprincipal@gmail.com 🌐 www.pims.org.in



Letter of Appointment

HR SOP 004
26th April 2021

To

Ms. Harshalatha
No. 1-80, Korakanda House, Adyar Post And Village,
Kannur, Dakshina Kannada, Mangalore,
Karnataka - 575007,
Employee Code: 7672

Dear Ms. Harshalatha,

Sub: Letter of Appointment

1. With reference to your application and subsequent interview you had with us, we are pleased to appoint you as **Dietitian in Nutrition & Dietetics** department, on the terms and conditions as at Annexure-A.
2. You will be eligible to Compensation & Benefits as per details at Annexure-B.
3. DMDSC Service Rules shall apply and exceptions if any in this letter of appointment shall have overriding effect. In case the terms and conditions are acceptable to you, please sign the duplicate copy of this letter on each page and return it in token of having understood and accepted the same for our record.

We, at **Dr. Mohan's Diabetes Specialities Centre Pvt Ltd**, believe and practice in giving quick, precise, clean and cheerful service at all time and dedicate ourselves towards customer satisfaction and customer delight.

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 excellence in diabetes care".

For Dr. Mohan's Group of Diabetes Institutions.

R. P. Appadurai
Associate Vice President - HR

I have understood the contents of this letter. I have also read & understood the DMDSC Service Rules. I accept the offer of appointment and all terms and conditions and hereby sign on duplicate copy of this letter as a token of my acceptance of the same.

Date:

Name & Signature of Employee:

Page 1 of 5

Regarding- Placement details

Inbox



gurukiran <gurukiran71@gmail.com>

Sat, Jan
29, 2:56
PM

to me, Shravyamnaik

Dear concerned,
Greetings

I'm Gurukiran completed Masters in Food science and Nutrition from Mangalore University ,(2018-2020).As of now i'm working in Coastal Farms - Food division, Barimar as Quality control executive/ Data analyst.

Thanks and Regards

Gurukiran
Quality control
Coastal Farms- Barimar

ACHAL®

ಅಚಲ್



Name: FEONA AGNES SANTHUMAYOR

Code: FS 016

Date of Joining: 01-12-2020

UAN: 101635881586

Contact No.: 9513869226

**ACHAL INDUSTRIES PRIVATE LIMITED,
#207, Industrial Area, Baikampady,
Mangalore - 575 011.
Emergency Contact: 7022002902**

December 28, 2021

Manjunatha B.s.

Bangalore

Subject:

Letter of Offer as "Dietician"

Dear Manjunatha B.s.,

This is with reference to your application and the subsequent interviews you had with us, we are pleased to make an offer to you for the position of **"Dietician" (Slimming Services)** in our **Wellness Services Business** as per the following terms and conditions:

1. Your Total Cost To Company will be **Rs. 280,051/- (Two Lakh Eighty Thousand Fifty One Rupees Only)** per annum, including performance bonus / variable pay, if any.
2. You will join the company on or before **28th December 2021**.
3. Your base location would be **Bangalore Hrbr.**
4. This offer is provisional in nature and the regular offer of appointment shall be made to you on your joining the duties and successful completion of joining formalities.
5. We at VLCC, follow the BYOD (Bring Your Own Device) Policy, where employees bring their own laptops / mobile phones which can be configured for official use.
6. If you accept the above, please report to the HR department on the date mentioned above along with the following documents:
 - a. 4 passport size photographs of yourself at the time of joining
 - b. Testimonials in original
 - c. PAN Card & Aadhar Card is Mandatory
 - d. Salary Certificate of previous employment
 - e. Relieving Letter & Experience Certificate from the services of the previous employments
7. The management reserves the right to withdraw this offer if any of the information provided by you during the interview is found misleading or misconceived and or if any of the above conditions are not fulfilled by you at the time of joining.

Please sign the duplicate copy of this letter or send in a return email as an acceptance of this letter. Incase of any clarifications or inputs required please reach out to hr.support@vlccwellness.com

For VLCC Health Care Ltd.

Chandrima De.

Chandrima De
Head - Human Resources Department

Manjunatha B.s.
Accepted

Manjunatha B.s.



PARIJNAN PRE-UNIVERSITY COLLEGE OF SCIENCE AND COMMERCE

Someshwar, Kotkar - 575 022.

Phone: 0824 - 2466746

Mob.: +91 9148029250

College Code: SS198

E-mail: parijnanpuc@gmail.com

Ref:

Date: 19-12-2020

To Whomsoever it may concern

This is to certify that Ms. Vineetha V Ail has been appointed as Lecturer in Home Science Department. This is being issued at her request.

Vik
Principal
PARIJNAN PRE-UNIVERSITY COLLEGE
Someshwar, Kotkar - 575022

Strictly Private & Confidential

03 January 2022

Mangalore

Dear **Hemanthraj N.**

This is with respect to your application and the subsequent rounds of discussions you had with us. We are pleased to extend an Offer of appointment to join Diya Systems (hereafter referred to as 'Company') as per the below terms and conditions:

Role – Graduate Engineering Trainee

Date of Joining – 04 January 2022

Your annual total earning potential will be **INR 2,22,205.00 /-** and will be structured as per the attached **Annexure 1- Compensation plan**. This will continue to be applicable until further communication on the same. The compensation includes allowances and statutory benefits and will be structured in accordance with the Company's compensation guidelines. The said amount includes employer's contribution to Provident Fund, ESIC, as applicable.

In the event a government body/authority exercising its jurisdiction and statutory power/authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

Your employment with Diya Systems will be governed by the attached **Annexure 3 - Terms of Employment**. You are required to carefully read and understand these Terms of Employment as a part of accepting this offer. As further detailed in the Terms of Employment, this offer and your employment with Diya Systems is subject to satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

To indicate your acceptance of this offer and employment with Diya Systems, we request you to send an email to hrteam@glowtouch.com to confirm your date of joining. At the time of joining, please submit a copy of this letter, **Annexure 1 - Compensation, Annexure 2 - Declaration, Annexure 3 - Terms of Employment with your signature on each page. In addition, please provide all the documentation identified in Annexure 4.**

This offer is contingent on us working together to determine an appropriate start date for your employment. The terms of this letter and this offer is valid for four (4) days from the date of this letter. After receiving your acceptance of this offer if you do not join the Company on a mutually agreed date of joining, or if we are unable to set an alternative date or if we do not receive a mail confirmation from you before the expiration of this period, the terms of this letter and this offer will be deemed to have been rejected by you, unless otherwise communicated to you by the Company in writing. You are required to provide copies of all mandatory documents required by the Company before joining and during the course of your employment, as per the timelines specified/communicated by the Company from time to time. These documents include but are not limited to your education and past employment/s. The offer of employment and your employment with the Company is dependent on timely submission of such required documents. Non furnishing of mandatory document/s within the specified time shall result in termination of employment.

Hemanthraj N, we look forward to hearing from you regarding your decision to join our team. In the meantime, please do not hesitate to call the **RECRUITER** should you have anything you would like to discuss further.

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

Yours sincerely,

ACKNOWLEDGED AND AGREED:

Shyamprasad Hebbar

Full Name: **Hemanthraj N**

Senior Vice President – Corporate Services

Date : **03 January 2022**

Strictly Private & Confidential

ANNEXURE 1

COMPENSATION

Salary Component	
	Annual (INR)
Annual Earning Potential	INR 2,22,205.00 /- (please mention the total cash component amount as provided below)

SALARY ANNEXURE

Fixed Salary - A			
Component	Component Type	Monthly Entitlements	Yearly Entitlements
Basic	Fixed	6200.00	74400.00
DA	Fixed	3100.00	37200.00
HRA	Fixed	3720.00	44640.00
Advance Bonus	Fixed	700.00	8400.00
Special Allowance	Fixed	1780.00	21360.00
Total Fixed Salary - A		15500.00	186000.00
Other Benefit - B			
Component	Component Type	Monthly Entitlements	Yearly Entitlements
Gratuity.	Variable	447.00	5368.00
Provident Fund	Variable	1116.00	13392.00
Employee State Insurance	Variable	504.00	6045.00
Total Other Benefit - B		2067.00	24805.00
Additional Benefit - C			
Component	Component Type	Monthly Entitlements	Yearly Entitlements
Meal Coupons	Variable	700.00	8400.00
Medi Insurance	Variable	250.00	3000.00
Total Additional Benefit - C		950.00	11400.00
Total Gross Yearly CTC (A + B)		17567.00	210805.00
Total Gross Yearly CTC [(A + B) + C]		18517.00	222205.00

Mr. Pankaj Rajaram Naik

#4609Marathawada,
Nandangadda,
Kanwar-581304,
Karnataka.
Tel# -

Dear Pankaj Rajaram Naik,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial 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 **Assistant System Engineer-Trainee in Grade Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,53,578/- per annum**, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore / TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TCS Confidential
TCSL/DT20206798700

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Deccanpark, No 1 Software Units Layout, Madhapur, Hyderabad 500 081 India

Tel: 91 40 6667 2000 Fax: 91 40 6667 2222 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers ServiceLine: 1 800 209 3111 Email: careers@tcs.com

Mr. Sanjay Krishna Hegade
2/58 Krishnamacharya Compound, Harady, PutturHarady,
Harady,
Puttur-574201,
Karnataka.
Tel# 91-9019333126

Dear Sanjay Krishna Hegade,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial 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 **Assistant System Engineer-Trainee** in Grade **Y**. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,53,578/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore / TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TCS Confidential

TCSL/DT20218477525

1

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Offer Release Date: January 19, 2022

Dear Kavitha .,
Gopal Acharya vishwakarma nilaya gujjadi post
kundapura tq, udupi dist 576247, udupi,
Karnataka, India, 576247

Dear Kavitha ., service

Congratulations! With reference to the interviews conducted by HCL Technologies Ltd (**herein referred as “HCL” or “Company”**), we are pleased to inform you that you have been selected for employment in our organization as Software Engineer in band E1.

In the coming year, keep aspiring for change and be known for your thoughts and your work; be the catalyst that this fast changing world needs; keep sharpening your skills and investing in yourself; and last but not the least – keep your work and life in perfect balance, because that is the prerequisite for success.

You are requested to join us on **January 31, 2022** at 9:00 A.M at the following address **Client Location** .Your joining would be subject to successful completion and compliance with the pre joining requirements as applicable.

We at HCL believe in our colleagues showing flexibility and willingness to be deployed and rotated across the various locations, geographies and subsidiaries including our Infrastructure , BPO division etc. In line with the same approach, we look forward to your being flexible towards your placement in the Company. Your growth in this organization will be in line with your capabilities.

Your Terms and Conditions of employment are detailed in this offer and appointment letter and appended annexure(s)

Your Total Compensation will be **INR 3,65,000** per annum, outlined in [Annexure I](#).

You will be required to sign a service agreement of **24 months** with a surety amount of **INR 1.25 Lakhs**. This amount shall be payable to the Company only on the event of your separation from the company before **24 months** from the date of Joining.

You will be on probation for a period of 12 months from the date of your joining. The general terms and conditions governing your employment are outlined in [Annexure II](#).

On the date of joining, you would be required to submit the documents listed in [Annexure III](#). Please note that the submission of all listed documents is essential for the validity of your appointment in the Company.

[Annexure IV](#) provides details on the various compensation components and selected benefits that we offer you as a part of the HCL family.

At the time of joining, you are required to have completed your degree without any standing arrear/backlogs.

Please share your acceptance to offer as a confirmation within 3 days of receiving this letter and sign the duplicate copy of this Offer & Appointment Letter and Annexure(s) and submit the same on the day of joining failing which this offer & appointment letter extended to you by HCL Technologies Ltd shall stand withdrawn without any liability.

Please note that in case you are unable to report for joining on the respective date, this offer & appointment letter extended to you by HCL Technologies Ltd. will stand withdrawn without any liability.

Looking ahead, we see exciting times – we look up to you to provide impetus in accomplishing our mutual endeavor of being the best in the business of IT Services. Welcome to our Organization! We look forward to a mutually fruitful association.

Annexure 1

COMPENSATION PLAN	
Name	Kavitha .
Band	E1
Designation	Software Engineer
City	Bangalore
Monthly Components (in INR)	
Basic Salary	15,090
House Rent Allowance	7,545
Advance Statutory Bonus	-
Holiday Allowance	1,066
Food Wallet	-
Flexi Basket*	-
Compensatory Allowance	-
TOTAL: Monthly	23,701
TOTAL: Monthly Components : Annualized	284,415
Retirals & Other Benefits (in INR)	
Provident Fund	21,730
Medical Insurance Premium/ESIC	10,000
Gratuity	8,706
TOTAL : Retirals	40,435
Variable Components (in INR)	
Performance Bonus (in Rs.)	21,900
Engagement PB (paid monthly) @ 100% achievement levels	18,250
TOTAL: Variable Components	40,150
COST TO COMPANY	3,65,000
Flexi Basket Details	Max Sub limits (p.a.)
Fuel Reimbursement and Car Maintenance Charges	-
Leave Travel Assistance / Allowance	-
Car Lease Rental	-
TOTAL : Annual Flexi Basket	-
<i>Employee has an option of availing all, some or none of the Flexi Basket across various components as per annual limits and entitlements mentioned in the CTC sheet. Based on the individual declaration and actual reimbursements, any unclaimed amount will be paid as taxable to the individual</i>	
Insurance & Medical Benefits (in INR)	Max Sub limits (p.a.)
Hospitalization cost reimbursement limit	360,000
Term life Insurance Cover	2,000,000
Disability cover due to accident (upto)	1,800,000
NOTE:	
1. Bserv E0.1 and E0.2 employees are to be considered under Semi-skilled Category. All other employees are under Skilled category	
2. All salary components are governed by the company policies and statutory guidelines.	
3. This salary sheet is strictly confidential and must not be discussed with anyone other than your HCLT Reporting Manager and/or your HR Manager.	
4. Any personal tax liability arising out of compensation will be borne solely by the employee.	
5. Gratuity to be payable as per act	



HRD/3T/21-22/1003479051

Ms. **Meghashree Madhava**

Candidate ID: 1003479051

March 8, 2022

1-113 Dhota House,
Meramajal Post And Village, Bantwal Taluk
Managalore - 574143
Karnataka
India
Ph: (91) 73492 16785

Dear Meghashree,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

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

Warm regards,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR. per month)	
NAME	Ms. Meghashree Madhava
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.

The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

Private & Confidential

Date : 04/03/2022

RAJATH KUMAR

BOMMANAHALLI

KARNATAKA -560068

APPOINTMENT LETTER

Dear RAJATH KUMAR,

Subsequent to the meetings between Concentrix Daksh Services India Private Limited (hereinafter, 'Concentrix'/Company') and you, we are pleased to make an offer of employment on the following terms and conditions. Your compensation and benefits are detailed in the attached Annexure.

1. Appointment

1.1 You shall be appointed to the position of Representative, Operations in Comp Grade 12. This would be your Social Job Title and your Job profile, would be Representative, Operations. Any change in your Social Job Title / Job profile will be at the discretion of the Company, depending upon the work assigned to you. Job profile must be used for all internal communication and in your e-mail signature. Social job title can be used for business cards and LinkedIn. You may use your Job profile for social purposes as well.

1.2 Your initial place of work shall be Bangalore.

However, your services are transferable to any other role, competency, place or office of the Company 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 being in force at the time. On transfer or assignment, you will be governed by the Rules, Regulations and Conditions of Service applicable to that location or role. Refusal to accept such transfer or assignment may lead to disciplinary action including but not limited to termination of your employment.

1.3 Your appointment will be effective from 08/03/2022 or at an earlier date as mutually agreed, subject to your completing the on boarding formalities. You are required to submit all the documents (as per the Mandatory Document Checklist) on 07/03/2022 failing which the Company reserves the right to withdraw this offer letter and/or cancel your appointment. If this date is not suitable, please contact us immediately at cecilia.dsouza@concentrix.com to seek an alternative date on which to submit all required documents.

Please note that the offer will be withdrawn at the Onboarding date if you do not notify us of your acceptance or we are unable to agree to an alternate joining date.

1.4 On on-boarding / joining you shall report to **HR Representative** or any other person nominated by him/her.

Signature of Candidate

Private & Confidential

Date : 10/02/2022**VIJAY VINCENT VEIGAS****PRIYADARSHINI HOUSE,PILLYA VILLAGE****AND POST,BELTHANGADY TALUK., KARNATAKA -574217****APPOINTMENT LETTER**Dear **VIJAY VINCENT VEIGAS**,

Subsequent to the meetings between **Concentrix Daksh Services India Private Limited** (hereinafter, 'Concentrix'/Company') and you, we are pleased to make an offer of employment on the following terms and conditions. Your compensation and benefits are detailed in the attached Annexure.

1. Appointment

1.1 You shall be appointed to the position of **Representative, Operations** in Comp Grade 12. This would be your Social Job Title and your Job profile, would be **Representative, Operations**. Any change in your Social Job Title / Job profile will be at the discretion of the Company, depending upon the work assigned to you. Job profile must be used for all internal communication and in your e-mail signature. Social job title can be used for business cards and LinkedIn. You may use your Job profile for social purposes as well.

1.2 Your initial place of work shall be **Bangalore**.

However, your services are transferable to any other role, competency, place or office of the Company 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 being in force at the time. On transfer or assignment, you will be governed by the Rules, Regulations and Conditions of Service applicable to that location or role. Refusal to accept such transfer or assignment may lead to disciplinary action including but not limited to termination of your employment.

1.3 Your appointment will be effective from **14/02/2022** or at an earlier date as mutually agreed, subject to your completing the on boarding formalities. You are required to submit all the documents (as per the Mandatory Document Checklist) on **11/02/2022** failing which the Company reserves the right to withdraw this offer letter and/or cancel your appointment. If this date is not suitable, please contact us immediately at **cecilia.dsouza@concentrix.com** to seek an alternative date on which to submit all required documents.

Please note that the offer will be withdrawn at the Onboarding date if you do not notify us of your acceptance or we are unable to agree to an alternate joining date.

1.4 On on-boarding / joining you shall report to **HR Representative** or any other person nominated by him/her.

Signature of Candidate

Private & Confidential

Date : 09/03/2022**AMITH K****NO 259,1ST FLOOR 9TH CROSS,1ST BLOCK****VISHWAPRIYANAGAR, KARNATAKA -560068****APPOINTMENT LETTER**Dear **AMITH K.**

Subsequent to the meetings between **Concentrix Daksh Services India Private Limited** (hereinafter, 'Concentrix'/Company') and you, we are pleased to make an offer of employment on the following terms and conditions. Your compensation and benefits are detailed in the attached Annexure.

1. Appointment

1.1 You shall be appointed to the position of **Representative, Operations** in Comp Grade **12**. This would be your Social Job Title and your Job profile, would be **Representative, Operations**. Any change in your Social Job Title / Job profile will be at the discretion of the Company, depending upon the work assigned to you. Job profile must be used for all internal communication and in your e-mail signature. Social job title can be used for business cards and LinkedIn. You may use your Job profile for social purposes as well.

1.2 Your initial place of work shall be **Bangalore**

However, your services are transferable to any other role, competency, place or office of the Company 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 being in force at the time. On transfer or assignment, you will be governed by the Rules, Regulations and Conditions of Service applicable to that location or role. Refusal to accept such transfer or assignment may lead to disciplinary action including but not limited to termination of your employment.

1.3 Your appointment will be effective from **14/03/2022** or at an earlier date as mutually agreed, subject to your completing the on boarding formalities. You are required to submit all the documents (as per the Mandatory Document Checklist) on **11/03/2022** failing which the Company reserves the right to withdraw this offer letter and/or cancel your appointment. If this date is not suitable, please contact us immediately at **Anilkumar.Sn@concentrix.com** to seek an alternative date on which to submit all required documents.

Please note that the offer will be withdrawn at the Onboarding date if you do not notify us of your acceptance or we are unable to agree to an alternate joining date.

1.4 On on-boarding / joining you shall report to **HR Representative** or any other person nominated by him/her.

Signature of Candidate

CNX/REC/ART/AGHR/AFTE/6.3

Concentrix Daksh Services India Private Limited

Registered Address: Hindustan Times House, Level 10, K G Marg, Connaught Place
New Delhi- 110001, India

91 11 68137745

CIN: U72200DL1999PTC102972

info@concentrix.com • www.concentrix.com



Offer: Computer Consultancy
Ref: TCSL/DT20229827623/Mumbai
Date: 08/03/2022

Ms. Maya J

Adkam House MulleriaMulleria,
Mulleria,
Kasaragod-671543,
Kerala.
Tel# 91-9778160797

Dear Maya J,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial 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 **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,53,578/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore / TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

TCS Confidential
TCSL/DT20229827623

1

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No 2, Thane (West) 400 601 India

Tel: 91 22 6778 2000/2222 Fax: 91 22 6778 2190 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹15,000/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be ₹6,000/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Personal Allowance

You will be eligible for a monthly personal allowance of ₹1,035/- per month. This component is subject to review and may change as per TCSL's compensation policy.

4. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

PERFORMANCE PAY

TCS Confidential

TCSL/DT20229827623

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Yantra Park, Opp. Voltas HRD Trg. Center, Subhash Nagar, Pokhran Road No 2, Thane (West) 400 601 India

Tel: 91 22 6778 2000/2222 Fax: 91 22 6778 2190 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

DATE: December 04, 2021

Ms. Vijetha B V
#122, Guddekoppa,
Thirthahalli,
Shimoga - 577414

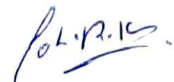
Dear Vijetha B V

With reference to the interview held and subsequent discussions held on various dates, we are pleased to offer you the post of **Trainee Assistant Software Developer** within our organization. This offer is subject to confirmation and is contingent upon the completion of remaining processes of recruitment.

- 1) Your Compensation Package is attached herewith in Annexure A.
- 2) Your Training will be governed by the terms and conditions as referred to in the Service Agreement.
- 3) Kindly give your offer acceptance by contacting us at the address mentioned herein and sign the Service Agreement.
- 4) You are required to join on or before **December 15, 2021**. On the date of joining you are requested to comply with the following –
 - (a) You are required to sign the Service Agreement, Trainee/Employee Proprietary Information and Inventions Agreement, Declaration Letter and Acceptance Letter and submit the same to the HR Department.
 - (b) You are required to submit the list of documents as per Annexure B.
- 5) In case of further clarifications, please call on the Company and contact HR Department in this regard, along with this letter.

We welcome you at Winman and look forward to a long and mutually beneficial association.

For Winman Software India LLP



Manager (HR)

Enclosed: Annexure A, Service Agreement, Trainee/Employee Proprietary Information and Inventions Agreement, Annexure B, Declaration Letter, Acceptance Letter



DR. M. V. SHETTY MEMORIAL TRUST (REGD.)

A.B. SHETTY CIRCLE, MANGALURU - 575 001.

Phone : 0824 - 2421953, 2481048 Fax : (0824) 2427897

Web Site : www.mvshettycolleges.edu.in

E-mail : drmvstrust@gmail.com, drmvsgroup@gmail.com

Dr. M. Ramgopal Shetty
Secretary

Ref. No. :

MVST/13567/2020-21

Date :

20.02.2021

To,

Ms. Jayashree K.
D/o Lakshmi
Kuntikana House,
Kuntikana Post
Kasaragod - 671 551

Madam,

Sub: Appointment to the post of Librarian.

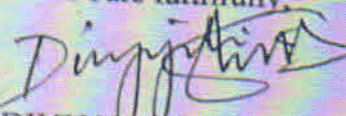
With reference to your application and subsequent interview, the management is pleased to appoint you as Librarian and you are posted to work in Dr.M.V.Shetty College of Speech and Hearing, Maladi Court, Kavoor, Mangalore. You are required to join to the duties of the college on 1st of March 2021.

Your appointment is for a period of **Two years** and your salary is fixed on a consolidated amount of **Rs. 12000/-- per month**. Separate job voucher will be issued after you report for duty.

At the time of joining you are required to deposit all your certificates in original in the Administrative Office, Dr.M.V.Shetty Memorial Trust®, A B Shetty Circle, Mangalore - 575001. Further, you are governed by the rules and regulations of Dr.M.V.Shetty Memorial Trust®, A B Shetty Circle, Mangalore - 575 001 framed from time to time.

Thanking you,

Yours faithfully,


Dr.DIVYANJALI SHETTY
Trustee

Copy to: The Director, Academics
The Principal, COSH
Est

Offer Letter

Nithin .

Mangalore University

Dear Mr. Nithin,

With reference to your job application and subsequent interview you have had with us, we are pleased to offer you the position of Scientist-Trainee for Chemistry Lab in our organization at a CTC of Rs. 330000.00 (Rupees Three Lakh Thirty Thousand Rupees zero Paise only).

The current offered position will be for Bommasandra Unit, as you are expected to join duty on 01/12/2021 *beyond* which the offer would stand withdrawn, unless a new date is mutually agreed upon by us in writing. Please note that this offer is valid subject to your signing and send mail of this letter within seven working days.

Kindly report to Bommasandra Unit for joining formalities along with following documents(Photocopy and Originals):

1. Educational Certificates
2. Professional Certificates
3. Relieving certificate from the previous employer
4. Appointment letter of the previous employer and salary revision letters
5. Last pay slip received from the previous employer
6. Form 16 (TDS certificate)
7. Passport Size photographs – 6 No's
8. An updated Curriculum Vitae
9. PAN Card and Aadhar is Mandatory
10. Address proof – Voters ID card, Driving License, Passport.

This Offer of Employment is subject to receipt of satisfactory references and pre-employment medical check-up. Kindly sign the copy of this letter as a token of your acceptance of the offer and return us the same.

Your's faithfully,
For, Anthem Biosciences Pvt Ltd

EMOLUMENT PACKAGE W.E.F

#	Monthly(Rs.)	Yearly(Rs.)
Basic	15000.00	180000.00
HRA	6000.00	72000.00
Bonus	3000.00	36000.00
LTA	0.00	0.00
Other Allowance	280.00	3360.00
Gross Salary	24280.00	291360.00
Provident Fund	1800.00	21600.00
Gratuity Fund	720.00	8640.00
Canteen	700.00	8400.00
CTC	27500.00	330000.00
Take-Home CTC = (Gross - (PF/ESI + PT+Canteen))		
Other Benefits		

1. Family Health Insurance Hospitalisation Insurance coverage for self, spouse and upto 2 children. Coverage ranges from Rs. 1,00,000/- to Rs. 2,00,000/-, depending on size of the family.
2. Employee Personal Accident Insurance coverage minimum of Rs.10,00,000/- or 2 times of CTC (whichever amount is higher will be applicable) based on the nature of the accident.

Offer Letter

RajKarthik H

Mangalore University

Dear Mr. RajKarthik,

With reference to your job application and subsequent interview you have had with us, we are pleased to offer you the position of Scientist-Trainee for Chemistry Lab in our organization at a **CTC of Rs. 330000.00 (Rupees Three Lakh Thirty Thousand Rupees zero Paise only)**.

The current offered position will be for Bommasandra Unit, as you are expected to join duty on 01/12/2021 *beyond* which the offer would stand withdrawn, unless a new date is mutually agreed upon by us in writing. Please note that this offer is valid subject to your signing and send mail of this letter within seven working days.

Kindly report to Bommasandra Unit for joining formalities along with following documents(Photocopy and Originals):

1. Educational Certificates
2. Professional Certificates
3. Relieving certificate from the previous employer
4. Appointment letter of the previous employer and salary revision letters
5. Last pay slip received from the previous employer
6. Form 16 (TDS certificate)
7. Passport Size photographs – 6 No's
8. An updated Curriculum Vitae
9. PAN Card and Aadhar is Mandatory
10. Address proof – Voters ID card, Driving License, Passport.

This Offer of Employment is subject to receipt of satisfactory references and pre-employment medical check-up. Kindly sign the copy of this letter as a token of your acceptance of the offer and return us the same.

Your's faithfully,
For, Anthem Biosciences Pvt Ltd

EMOLUMENT PACKAGE W.E.F

#	Monthly(Rs.)	Yearly(Rs.)
Basic	15000.00	180000.00
HRA	6000.00	72000.00
Bonus	3000.00	36000.00
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Other Allowance	280.00	3360.00
Gross Salary	24280.00	291360.00
Provident Fund	1800.00	21600.00
Gratuity Fund	720.00	8640.00
Canteen	700.00	8400.00
CTC	27500.00	330000.00
Take-Home CTC = (Gross - (PF/ESI + PT+Canteen))		
Other Benefits		

1. Family Health Insurance Hospitalisation Insurance coverage for self, spouse and upto 2 children. Coverage ranges from Rs. 1,00,000/- to Rs. 2,00,000/-, depending on size of the family.
2. Employee Personal Accident Insurance coverage minimum of Rs.10,00,000/- or 2 times of CTC (whichever amount is higher will be applicable) based on the nature of the accident.

B/301JCentaur House, Shantinagar
Industrial Estate, Vakola, Santacruz
(East), Mumbai - 400 055, India

Tel. +91-22-49663500

Web : www.dbmprojects.in

Email : infodesk@dbmprojects.in

CIN : U45201MH2007PTC173022

Date: 10/11/2022

MR. ASHITHLAL N

ASHTYANA NEAR AILA TEMPLE,
NAYA BAZAR UPPALA? KERALA 671322

LETTER OF APPOINTMENT

Dear Ashithlal,

This has reference to your application and subsequent interview had with you. We are pleased to appoint you as Trainee Geologist w. e. f, 10/02/2022 on the following terms & conditions:

01. PLACE OF POSTING

Your initial place of posting shall be at our Head Office. However, during your employment with the Company, you may be posted/ transferred to any of the offices/ projects / divisions / departments / LILTs of the Company existing, or to be set up at any other location In India or abroad, without any additional remuneration. Your date of joining will be with effect from the day you join the Company.

02. SALARY & ALLOWANCES

Your Consolidated Yearly Remuneration will be Rs. 21,600/- per Annum (CTC).

The above CTC shall include any overtime worked occasionally or regularly. Your working time shall be based on discussions at the time of interview and also subject to operational needs from time to time in the company. If applicable, any operational or other extras agreed such as holidays, Of any other bonus or allowances shall be deemed to have been Included in the above salary.

You shall be entitled for gratuity as per statutory rules prevalent at the time of your retirement subject to completion of five years continuous service In the Company.

03. PROBATION/CONFIRMATION

You shall be initially on probation for a period of 12 months, which may be extended or reduced at the sole discretion of the Management. During the period of probation, the employment IS terminable by the Company without any notice and without assigning any reason whatsoever.



FGS/ HR /OL - 10/2021

Date: 29/11/2021

Mr. Sreeraj M,
Thekkil Ferry PO,
Chengala Via,
Kasaragod, India- 671541.
Email id: sreerajm143@gmail.com
Mobile No. 9747788024

Sub: Offer of Employment for the position of Geologist.

Dear Sreeraj,

With reference to the discussions and interview you had with us and as mutually agreed upon, we are pleased to offer you the post of "Geologist", with effect from 6th December 2021. You shall be based in our operating office at Noida and are liable to be transferred from one location to another, anywhere in India or abroad.

Your employment is subjected to the following terms and conditions:

1. Credentials:

You are expected to produce self-attested copies of all relevant documents pertaining to your educational qualifications and previous work experience, with originals for verification. The originals will be returned on verification.

2. Roles and Responsibilities:

You shall be assigned various Roles and Responsibilities by the competent authority considering the job requirement. It is your duty to perform the work with dedication to the best of your ability and in the interest of the company.

3. Working Hours:

The normal working week is from Monday to Friday from 9.00 am to 5.30 pm. However, you are expected to work as per the requirement and depending on the task allocations. You are advised to strictly adhere to the working hours as mentioned above. Being absent from duty without prior intimation to the reporting authority shall be considered as Leave Without Pay (LWP).



03rd January, 2022

Re: Offer of Employment

Dear Shamitha S,

On behalf of **AIDASH Systems India Private Limited** (the “Company”), I am pleased to offer you the position of **Associate Geospatial Analyst** located in **Bangalore**. This letter sets forth the terms and conditions of your employment with the Company. It is important that you understand clearly both what your benefits are and what the Company expects of you. By signing this letter, you will be accepting employment on the following terms.

1. **Effective Date.** Your employment will commence on **10th January, 2022** (the “**Effective Date**”) and subject to your completion of all the joining formalities, including but not limited to execution of Employment Agreement and IP & Confidentiality Agreement.
2. **Offer Expiration Date.** This offer of employment with the Company will remain open until **06th January, 2022** (the “**Expiration Date**”) after which the terms herein made shall be treated as withdrawn. In such a case, nothing contained herein should thereafter be considered as a representation, commitment or responsibility of the Company.
3. **Appointment & Duties.** Your job title will be **Associate Geospatial Analyst**. Your initial work location shall be at the Company’s office at Bangalore. However your services are transferable and you can be seconded or deputed by the Company to any of the Company’s operations or operations of Company’s associate companies in India or abroad. Your appointment will be subject to the verification of your credentials, testimonials and other particulars mentioned by you in your application at the time of your appointment. If the particulars given by you are in any way found to be inaccurate or misleading your employment shall be deemed to be void from its commencement and you may shall be terminated immediately without any compensation or notice thereof.
4. **Compensation / Benefits.** Your compensation & Benefits are detailed in Annexure A. Your remuneration shall be paid in equal monthly instalments in arrears on or before last working day of each month. Payment shall be made by bank transfer to only such account designated by the company as salary account. Although, the Company will do its best to ensure that the salary is paid on time, it will not be responsible if it is paid later because of bank transfer or other delays not in control of the company.

ANNEXURE A (Compensation & Benefits)

Name: Shamitha S

Title: Associate Geospatial Analyst

Salary / Compensation: INR 3,30,000 PA

Annual Fixed Pay	INR 3,00,000
Annual Variable Pay (Payable Quarterly)	INR 30,000
Total CTC (Per Annum)	INR 3,30,000

Additional terms:

ESOPs:

Subject to the approval of the Board of Directors or Compensation Committee of AIDASH Inc, parent company of the Company (the "Parent"), you will be granted an option to purchase **500 shares** of the Company's Common Stock (the "Option"). The exercise price per share of the Option will be determined by the Board of Directors or the Compensation Committee of Parent when the Option is granted. The Option will be subject to the terms and conditions applicable to options granted under the Company's 2020-21 Stock Plan (the "Plan"), as described in the Plan and the applicable Stock Option Agreement. The vesting schedule shall be as described in the Stock Option Agreement.

Benefits:

1. Group Medical Insurance: Family is eligible for sum insured of Rs.5,00,000/- together for employee, spouse, upto 2 children and parents or parents in law as optional.
2. Group personal accidental insurance: You will be covered for sum insured of Rs. 10,00,000/- under this plan.
3. Meals, travel and other statutory benefits as per company policy and statutory regulations.
4. PTOs (Paid leave) as per company policy.
5. Relocation Allowance / Reimbursement: As per company policy.



20th January, 2022

Re: Offer of Employment

Dear Pooja,

On behalf of **AIDASH Systems India Private Limited** (the “**Company**”), I am pleased to offer you the position of **Associate Geospatial Analyst** located in **Bangalore**. This letter sets forth the terms and conditions of your employment with the Company. It is important that you understand clearly both what your benefits are and what the Company expects of you. By signing this letter, you will be accepting employment on the following terms.

1. **Effective Date.** Your employment will commence on **01st February, 2022** (the “**Effective Date**”) and subject to your completion of all the joining formalities, including but not limited to execution of Employment Agreement and IP & Confidentiality Agreement.
2. **Offer Expiration Date.** This offer of employment with the Company will remain open until **22nd January, 2022** (the “**Expiration Date**”) after which the terms herein made shall be treated as withdrawn. In such a case, nothing contained herein should thereafter be considered as a representation, commitment or responsibility of the Company.
3. **Appointment & Duties.** Your job title will be **Associate Geospatial Analyst**. Your initial work location shall be at the Company’s office at Bangalore. However your services are transferable and you can be seconded or deputed by the Company to any of the Company’s operations or operations of Company’s associate companies in India or abroad. Your appointment will be subject to the verification of your credentials, testimonials and other particulars mentioned by you in your application at the time of your appointment. If the particulars given by you are in any way found to be inaccurate or misleading your employment shall be deemed to be void from its commencement and you may shall be terminated immediately without any compensation or notice thereof.

ANNEXURE A (Compensation & Benefits)

Name: Pooja

Title: Associate Geospatial Analyst

Salary / Compensation: INR 3,08,000 PA

Annual Fixed Pay	INR 2,80,000
Annual Variable Pay (Payable Quarterly)	INR 28,000
Total CTC (Per Annum)	INR 3,08,000

Additional terms:

ESOPs:

Subject to the approval of the Board of Directors or Compensation Committee of AIDASH Inc, parent company of the Company (the "Parent"), you will be granted an option to purchase **500 shares** of the Company's Common Stock (the "Option"). The exercise price per share of the Option will be determined by the Board of Directors or the Compensation Committee of Parent when the Option is granted. The Option will be subject to the terms and conditions applicable to options granted under the Company's 2020-21 Stock Plan (the "Plan"), as described in the Plan and the applicable Stock Option Agreement. The vesting schedule shall be as described in the Stock Option Agreement.

Benefits:

1. Group Medical Insurance: Family is eligible for sum insured of Rs.5,00,000/- together for employee, spouse, upto 2 children and parents or parents in law as optional.
2. Group personal accidental insurance: You will be covered for sum insured of Rs. 10,00,000/- under this plan.
3. Meals, travel and other statutory benefits as per company policy and statutory regulations.
4. PTOs (Paid leave) as per company policy.
5. Relocation Allowance / Reimbursement: As per company policy.

Geo Marine Solutions Private Limited

'Earth-Ocean Science Survey & Consultancy'

4-35/4(10), Sankaigudda, Bejai,
Mangalore-575004, Karnataka, India

Letter no. 13/ NIOT Proj/GMS/2021

DL01-01-2022

To,

Ms. Vidya Vincent
Maruthanamkuzhi house
Land links, Eden Gardens, Dhoni, P.O Olavakkode,
Palakkad, Kerala

Sub: Engagement of Professional for Topographic and Hydrographic survey data processing services .
(For Project No.NIOT/S&P /CEE/900017/2020-2021)

Dear Ms. Vidya,

We are pleased to inform that, based on your CV submitted to us and the interview held, you have been selected to offer your professional services to Geo Marine Solutions Private Limited, Mangalore as a Project Executive for the National Institute of Ocean technology (NIOT) Project :- Providing Quality Assurance and Quality Control services for Shallow Water Bathymetry and Coastal Topographic Data Acquisition and Processing along the East Coast of India (Tamil Nadu, Andhra Pradesh, Odisha, West Bengal) .Project no.NIOT/S&P /CEE/900017/2020-2021.

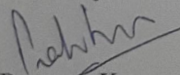
Your service for the NIOT project is required for a period of Six Months from 01 January 2022 onwards. The monthly remuneration for the services rendered will be an amount of **INR 22,500/-** (Rupees Twenty Two Thousand Five Hundred only) during the project period.

Your responsibilities while holding the position of Project Executive are:

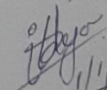
1. Acquisition of Bathymetric and Topographic Data.
2. Quality Assurance and Quality Control of Bathymetric and Topographic Survey
3. Processing of Bathymetric and Topographic Data

If this proposal is acceptable to you, kindly inform us your acceptance in writing. We look forward to work with you and wish you an enriching professional experience with Geo Marine Solutions Pvt Ltd.

Yours truly


P.Praveen Kumar
Director
Geo Marine Solutions Pvt Ltd



I accepted this order

11/1/2022

TRAVANCORE DEVASWOM BOARD

SABARI DURGA COLLEGE OF ARTS & SCIENCE

KULATHOOR P.O, VAIPUR., PATHANAMTHITTA (DIST.) KERALA

Self Financing College Affiliated to M.G. University Kottayam

Phone Office: 0469 - 2689090, Principal : 9447428151

Email: sdckulathur@gmail.com

No.

Date.

CERTIFICATE

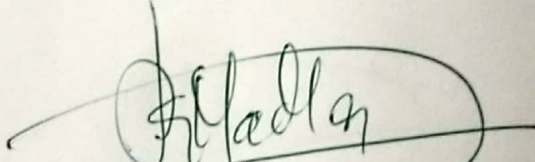


Certified that Smt. **IYRENE SUSAN GILBERT** is working as Guest Lecturer in the Department of Geology of this College from 01/12/2021. And that she is sincere, dedicated and hard working.

Kulathoor

31-03-2022




PRINCIPAL

PRINCIPAL
Sabari Durga College
of Arts & Science
Kulathoor
Pathanamthitta

Contract offer Letter

Dear ANZEELA MARIYAM K V,

With reference to your application for contract employment and subsequent interview, we are pleased to offer you the position of **TRAINEE - ENGINEER** with VMAPStech India Private Limited.

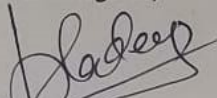
COMMENCEMENT DATE – Your contract with the Company will commence on **7th JULY 2022**.

Designation – **TRAINEE - ENGINEER**.

16. Your total Stipend will be **INR 1,68,000/- (In Words One Lakh Sixty Eight Thousand Only)** per annum including the TDS.
17. Your contract employment with the company shall be governed by such rules and regulations from time to time in force. Such rules will be part of your contract. The copy of current terms and conditions of employment shall be provided to you upon joining.
18. Your continuation in service will also be subject to a satisfactory verification of your credentials, testimonials, and reference, and any other details provided by you as requested at the time of issuing the contract offer letter. Your services shall be terminated without notice if at any time you have been found to have concealed any material, information or have given false information.
19. You shall be reporting at VMAPStech's Corporate headquarters at Bengaluru as per the working hours designated for you based on business requirements.
20. On joining you shall submit the documents mentioned below:
 - Y) 5 Passport size colour photographs (With white Background only).
 - Z) Copies of Educational Certificates.
 - AA) Copy Of Your Identity. (PAN card, Passport)
 - AB) Copy of your address proof. (Aadhar card, Driving License)
 - AC) Relieving & Experience Letter from Your Previous employer.
 - AD) 3 Months last drawn salary slips from your previous employer.
 - AE) Bank statement supporting salary slips.
 - AF) Medical certificate with blood group.

We welcome you to VMAPStech and wish you a successful and rewarding career here. Do acknowledge the email as an acceptance to the offer and please sign the enclosed second copy of this letter and return to HR Department by (Mention specific date) as acceptance of the job offer.

Warm Regards,



HR Department



APPOINTMENT LETTER

17 February, 2022

Dear **Apoorva Gowri D,**

This is with reference to discussion you had with us recently. We are pleased to offer you the position of a **Associate** on the following terms:

1. Place of Employment and Timing:

1. Your initial place of work will be at **IN-KA-Bengaluru**. However, your services are transferable, and may be assigned, after reasonable notice, to any location in India or abroad where the company or its affiliates conducts business. The duties to be performed by you hereunder shall be performed in such locations as are reasonably necessary or appropriate to carry out your duties hereunder, subject to reasonable travel requirements on behalf of the Company from time to time.
2. You will be expected to attend office - except when traveling on business during working hours/shifts as may be decided by the Company.

Date: **14th March 2022**

To:

Dharun KV

Ashadam Nivas, Panamkavu
Kanhagad South Post
Kasargod
Kerala - 671315

Employment Offer Letter

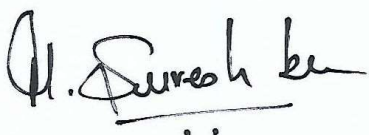
Dear Dharun KV,

We are pleased to offer you a position as **GIS Engineer** with IndiGEO Consultants, on the following terms and conditions;

Commencement Date: 16th March 2022
Designation: GIS Engineer
Terms: 3 months 14 days probation, followed by staff role if probationary requirements are met.
Role Description: See attached
Contract Renewal: 1st July 2022
Reporting To: Manager GIS
Salary (CTC): Rs. 19960
Deductions: Professional Tax, Provident Fund

If you accept and agree to the above offer of your appointment, please contact me as soon as possible in order to complete the employment formalities.

Yours sincerely,



Syngene International Limited

SEZ Unit

Biocon Special Economic Zone

Bommasandra - Jigani Link Road

Bangalore - 560 099, India

T 91 80 2808 2808

F 91 80 2808 3189

www.syngeneintl.com

Ref: S/HR/LET-OFR/50021/151305

Date: 26 July 2022

Dear **Hemanth Shetty**,

Congratulations and thank you for your interest in Syngene International!

We are delighted to confirm your selection on the below terms and conditions of employment with us:

Position : EXECUTIVE - MSEZ - COMMERCIAL MANUFACTURING

Level : 9-I - EXECUTIVE

Location : Mangalore

Address : Syngene International Limited, Co-Developer, Mangalore SEZ, Plot No. IP-39, IP-46, IP-61, IP-25, IP-38(P) & IP-60, Kalavar village, Kalavar Post, Mangalore – 574 143

You will be entitled to a Total Cash compensation of **Rs. 305321 p.a** the detailed break-up is attached as Annexure I. The policy guidelines on benefits and emoluments are enclosed in Annexure II.

This offer of employment is valid subject to confirmation of your medical fitness and satisfactory completion of reference / background verification of your credentials related to your educational and / or professional experience.

The appointment is effective from the date of your joining and we request you to join on or before 16 August 2022.

Please confirm that the terms of this offer are acceptable within three days from the date of offer or this offer shall be deemed to have been withdrawn and consequently you will not have any further claim for employment with us. It is understood that we will mutually keep this offer as **CONFIDENTIAL**, till the time you are on board with us.

We are excited about many ways you will have opportunities to contribute to the success of Syngene and look forward to having a mutually beneficial association.

Best Regards,
for **Syngene International Ltd.**



Sanjeev Sukumaran
Chief Human Resource Officer

ANNEXURE - I

Name : Hemanth Shetty
Position : EXECUTIVE - MSEZ - COMMERCIAL MANUFACTURING
Level : 9-I

Salary Components	Annual (Rs.)	Monthly(Rs.)
Basic Salary	205200	17100
House Rent Allowance	0	0
Leave Travel Allowance	0	0
Flexi Allowance	0	0
Advance statutory Bonus / Ex-Gratia	41040	3420
Canteen Cost	9000	750
Gross Salary - (A)	255240	21270
Employer Contribution of PF	24624	2052
Gratuity Fund	9852	821
Employer Contribution to ESI	7920	660
Statutory Contributions - (B)	42396	3533
Total Fixed Cost - (C = A+B)	294996	24583
Short Term Incentive (STI) at Target - (D)	10325	
Total Cash Compensation - (C+D)	305321	

Benefit Component	Annual Benefit Value	Features
Group Medical Insurance	200000	Covers only for Self, Spouse and two dependent children.
Group Personal Accident Insurance	1700000	Covers only self, up to a limit of Rs. 17,00,000 or two times of your Annual Fixed Pay whichever is higher

Applicable for STA's (Syngene Training Academy) only: All hires under the STA programme, are bound by the terms and obligations agreed in the **SERVICE AGREEMENT** executed at the time of joining Syngene. The candidate shall undergo training in technical and soft skill enhancement, for a period of six months from the date of joining. After successful completion of 6 months training programme, the candidates will be required to serve the company for a minimum period of 24 months (in total - 30 months). In the event the employee leaves the services of the company before expiry of 30 months, he will be liable to pay a sum of Rs.1,00,000/- (Rupees one lakh only) as liquidated damages.



PPN Solutions Private Limited

CONFIDENTIAL – OFFER OF EMPLOYMENT

Ref. No: 007/E/2022

Jeevan K,

19th Jan 2022

Dear **Jeevan,**

It is our pleasure to offer you the position of EPM Trainee at PPN Solutions (the Company") and we would like to have you begin working with us on 24th Jan 2022 or on a mutually agreed upon date, this letter shall serve to confirm the terms of your employment with the Company. If the terms discussed below are acceptable to you, please sign the acceptance of our offer where indicated and return it to the Company.

You are offered role of EPM Trainee, In this role you would currently report to the Director Operations of the organization, which may change based on organizational realignment and business needs.

A. COMPENSATION

1. Salary and Allowances: you are offered annual compensation of **INR 1.44 lacs per annum**. Your salary and allowances are provided with a detailed break up in ANNEXURE – I to this letter.
2. You will also be eligible for a variable package which will be based on performance
3. Taxes: All amounts payable to you as taxable compensation shall be subject to applicable taxes including Income Tax withholdings as required by law and authority.

B. LOCATION

You will join us on 24th Jan 2022 and your base location will be Work from home. Should your services be required for any other office location or project location, you will be given prior notification and your location adjustments will be provided in accordance with the company's policies and procedures.

C. TERMS

Employment with the company is not for any specific period of time and can be terminated by you or by the company at any time, with or without cause, by giving 3 month notice, more details are mentioned below.



PPN Solutions Private Limited

ANNEXURE I

Please find below details of compensation package of INR 1.44 Lac per annum for Jeevan K.

Designation: EPM Trainee

Location : Work from Home

Level : L5



Component	Monthly	Annually
Basic Salary	8,000	96000
HRA	3500	42000
Miscellaneous expense	500	6000
Total Compensation	12000	144000

Monthly 12000

*All amount in INR



Horizon Ventures

An ISO 9001:2015 certified company
Accredited by NABET, QCI for EIA studies as 'A' Category Consultant Organization



Ref: HV/HR/0529062022

Date: 29.06.2022

To,
Mr. Mahesh Krishna K.,
Dakshina Kannada, Karnataka,
India – 574 230.

Dear Mahesh Krishna K.,

Re: Job offer letter for the position of Junior Geologist

Reference your application for employment; we are pleased to offer a job as Junior Geologist in our organization on consolidated Salary of Rs. 18,000/- per month commencing on 05.07.2022. In that position you will report to *Ethin Raj, Chief Operation Officer*.

The offer is for a permanent, full-time position subject to the satisfactory completion of a Six-month probationary period commencing on 05.07.2022 date and concluding on 04.01.2023 date. After successful completion of probationary period, you will be appointed as Assistant Geologist with Salary of 21,000 and above based on your performance. During the probationary period the employment can be terminated with one week's notice by either party.

Your employment may be terminated by the employer providing 1 week notice or payment made in lieu thereof. You may terminate your employment by providing 1 week notice. Your employment will be terminated summarily for any of the reasons listed in Appendix A attached to this job offer letter.

As salaries are paid fortnightly into a nominated bank account you will be asked to complete the appropriate form providing details of your bank account in order to be paid.

We look forward to a mutually beneficial association.

If you have any queries regarding any aspects of your offer letter or the terms and conditions of your employment, please contact us.

This job offer letter should be signed and mailed to us for further process.

Yours faithfully

For Horizon Ventures

Ethin Raj
Managing Partner





20th January, 2022

Re: Offer of Employment

Dear Nagarathna,

On behalf of **AIDASH Systems India Private Limited** (the “Company”), I am pleased to offer you the position of **Associate Geospatial Analyst** located in **Bangalore**. This letter sets forth the terms and conditions of your employment with the Company. It is important that you understand clearly both what your benefits are and what the Company expects of you. By signing this letter, you will be accepting employment on the following terms.

1. **Effective Date.** Your employment will commence on **01st February, 2022** (the “Effective Date”) and subject to your completion of all the joining formalities, including but not limited to execution of Employment Agreement and IP & Confidentiality Agreement.
2. **Offer Expiration Date.** This offer of employment with the Company will remain open until **22nd January, 2022** (the “Expiration Date”) after which the terms herein made shall be treated as withdrawn. In such a case, nothing contained herein should thereafter be considered as a representation, commitment or responsibility of the Company.
3. **Appointment & Duties.** Your job title will be **Associate Geospatial Analyst**. Your initial work location shall be at the Company’s office at Bangalore. However your services are transferable and you can be seconded or deputed by the Company to any of the Company’s operations or operations of Company’s associate companies in India or abroad. Your appointment will be subject to the verification of your credentials, testimonials and other particulars mentioned by you in your application at the time of your appointment. If the particulars given by you are in any way found to be inaccurate or misleading your employment shall be deemed to be void from its commencement and you may shall be terminated immediately without any compensation or notice thereof.

Contract offer Letter

Dear **NASLA N,**

With reference to your application for contract employment and subsequent interview, we are pleased to offer you the position of **TRAINEE - ENGINEER** with VMAPStech India Private Limited.

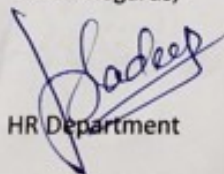
COMMENCEMENT DATE – Your contract with the Company will commence on **12th JULY 2022.**

Designation – **TRAINEE - ENGINEER.**

6. Your total Stipend will be INR **1,68,000/-** (In Words One Lakh Sixty Eight Thousand Only) per annum including the TDS.
7. Your contract employment with the company shall be governed by such rules and regulations from time to time in force. Such rules will be part of your contract. The copy of current terms and conditions of employment shall be provided to you upon joining.
8. Your continuation in service will also be subject to a satisfactory verification of your credentials, testimonials, and reference, and any other details provided by you as requested at the time of issuing the contract offer letter. Your services shall be terminated without notice if at any time you have been found to have concealed any material, information or have given false information.
9. You shall be reporting at VMAPStech's Corporate headquarters at Bengaluru as per the working hours designated for you based on business requirements.
10. On joining you shall submit the documents mentioned below:
 - I) 5 Passport size colour photographs (With white Background only).
 - J) Copies of Educational Certificates.
 - K) Copy Of Your Identity. (PAN card, Passport)
 - L) Copy of your address proof. (Aadhar card, Driving License)
 - M) Relieving & Experience Letter from Your Previous employer.
 - N) 3 Months last drawn salary slips from your previous employer.
 - O) Bank statement supporting salary slips.
 - P) Medical certificate with blood group.

We welcome you to VMAPStech and wish you a successful and rewarding career here. Do acknowledge the email as an acceptance to the offer and please sign the enclosed second copy of this letter and return to HR Department by (Mention specific date) as acceptance of the job offer.

Warm Regards,


HR Department



Karnataka State Council for Science and Technology

(An autonomous organisation under the Dept. of Science & Technology, Govt. of Karnataka)

Indian Institute of Science Campus, Bengaluru - 560 012

Telephone: 080-23341652, 23348848, 23348849, 23348840

Email: office.kscst@isc.ac.in, office@kscst.org.in ♦ Website: www.kscst.isc.ernet.in, www.kscst.org.in

H. Hemanth Kumar
Executive Secretary

No.KSCST/2.1/NRDMS/123

25th May, 2022

Mr. Suraj B. M.

S/o Manjunath. B. B.
Near Church, Kutta post,
Ponnampete Taluk, Kodagu District
Mob: 8105220702
Email: surajbmoofficial@gmail.com

Dear Mr. Suraj,


Sub: Offer of appointment for the position of "Consultant" under the
Project "Natural Resources Data Management System" - reg.
Ref: Minutes of the Selection Committee Meeting dated 11-04-2022.

Warm Congratulations!

I am pleased to offer you the position of "**Consultant**" a contractual assignment under the project "Natural Resources Data Management System", funded by the Government of Karnataka. The offer is subject to the following terms and conditions and other rules issued by the KSCST from time to time:

Scope of Work:

- KSCST through the State NRDMS Centre has been providing technical support using GIS to the Planning Department, Zilla Panchayaths, District Commissioners and other line departments for decision making. KSCST has posted personnel to the District NRDMS Centres located in the respective ZPs.
- Being the Consultant, you are also offered the functional designation of "**Project Associate**" to carry out the activities of NRDMS Centre & achieve the identified objectives.
- You shall report administratively to the undersigned and abide by all his decisions.
- As and when you are posted to the District NRDMS Centres, you shall report to the CEO, Zilla Panchayath and abide by all his decision and submit the progress report / activities carried out duly signed by the CEO, for processing monthly remuneration.


Executive Secretary
Karnataka State Council for
Science and Technology
Indian Institute of Science
560 012



PRAKRUTI LIFE SCIENCE PVT. LTD.

256 - 2A & 2B, Neelavara village, Kunjal, Brahmavara, Udupi district,
Karnataka, INDIA.

HUMAN RESOURCES

Ref. SOP No.: PLSPL-SOP-HR-M-002-03

Annexure: IV

Next Review Date: 02/03/2023

TITLE : OFFER LETTER

PLSPL/HR/OL-145/2021-22

Date: 13-12-2021

Mr. Manoj

Mandadijeddu, Chara Post,
Hebri Udupi-576112.

Sub: Offer Letter

Dear Manoj,

This has reference to your resume and the subsequent discussions you had with us. We are pleased to offer you as a **Trainee Analyst-QC** in our organization. Your total Monthly CTC structure will be **Rs.12,238 (PM)** as decided during your interview.

You are requested to contact the undersigned for completion of induction formalities, upon joining. **On the day you report for duty, please bring with you, A-4 size copies of the following documents:**

1. 10th Standard Marks Card.
2. Graduation/Post-graduation Marks cards and Degree/Master's Certificates.
3. Experience Certificates/letters.
4. Five passport size photographs.
5. Relieving letter from your previous organization.
6. Salary certificate and latest pay slip from your previous employer.
7. Xerox copies of all pages of your passport / Voters card / PAN card / Driving license/ Ration card and Aadhar card.
8. All the originals of the above documents/testimonials, for verification.

Reporting: You will have to report for duty on or before **17-12-2021** and you will be initially required to contact the HR Dept for completion of induction formalities.

The formal appointment letter will be given to you on your reporting for duty. Please sign and return the duplicate copy of this letter as a token of your acceptance of our offer.

Yours faithfully,

For Prakruti Life Science Pvt. Ltd.

Accepted the above terms

Authorized Signatory

Name & Signature of the candidate.



Date: 30-Dec-2021

Reference Number: SHALBY/IND/OL/21-22/12/490

Name **Vaishak K,**

2-285/4/2 Shambhavi Nilaya Balya Moorukatte Kumpala

Kotekar Post

Mangalore, Karnataka 575022, India

Subject: Offer Letter

Dear Mr. Vaishak K,

With reference to the interview you had with us, we are pleased to offer you the position of **Medical Physicist - Radiotherapy** 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.

As per the discussion, you will be joining us on or before **03-Jan-2022**. Detailed appointment letter will be issued to you after you 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 and

[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

Ref: ML/2021

November 09, 2021

Mr. Arun Kumar K P
S/o Poovaiah K P
Avandoor Village & Post
Madikeri Taluk
Kodagu District
Karnataka - 571201
Contact No: 9845242451

Dear Aun Kumar,

SUB: OFFER OF APPOINTMENT

With reference to your application and the subsequent interview you had with us, we are pleased to appoint you as **"OFFICER – MICROBIOLOGY** in the Grade of Officer - I" in our Organization subject to your being found medically fit. You will be paid a Gross Salary as per annexure enclosed.

You are requested to join our services immediately. Please come to the following address for medical checkup one day before joining the duty along with three passport size photographs.

Medreich House
No. 12/8,
Saraswathi Ammal Street,
Maruthi Seva Nagar,
Bangalore – 560 033

You shall be posted at our Pilot Plant located at UNIT - VII.

Please sign and return the duplicate copy of this letter as a token of your acceptance of the offer.

Thanking you


RENNY SAMUEL
ASSOCIATE VICE PRESIDENT – HR**Medreich Limited**

Regd. Off.: Medreich House, No. 12/8, Saraswathi Ammal Street, Maruthi Sevanagar, Bangalore - 560 033, INDIA.
Phone: ++91 80 4048 7100 Fax: ++91 80 2547 4741

R&D: Plot No. 36, Bommasandra Industrial Estate, Anekal Taluk, Bommasandra, Bangalore - 560 099
Phone: ++91 80 4165 8083 / 4165 8084

CIN : U24232KA1973PLC002383 E-mail: info@medreich.com, Website: www.medreich.com





COASTAL FARMS

STAFF



UDAYA KUMAR

Designation : QC OFFICER

Division : CFD

Emp. Code : CP00885

D.O.J. : 19-11-2021

Blood Group : O+VE

Managing Partner



May 5, 2022

VAISHALI K V
Vasudeva Nilaya
Mangalore Karnataka
574238

Dear VAISHALI,

Further to the recent meetings and discussions with us, we are pleased to offer you employment with XLHealth Corporation India Pvt. Ltd ("**the Company**"), a UnitedHealth Group Company, in the position of **Clinical Admin Coordinator** at **salary grade 23**. Your work location shall be at Company's office located at site **Bangalore**. The terms and conditions of your employment are set out hereinafter:

EMPLOYMENT

We are pleased to extend this offer to you basis the selection process administered. Your effective date of joining shall be no later than **May 18, 2022**. Your employment with the Company shall be subject to the timely submission of the following listed mandatory documents for background verification purposes, to be submitted prior to or latest by your Start Date. Successful pre and/or post-employment background checks, accuracy of the testimonials and information provided by you and your being free from any contractual restrictions preventing you from accepting this offer or starting work with us on the above-mentioned date, are required for your employment with the Company:

- (i) Highest Degree Certificate
- (ii) PAN Card or Passport
- (iii) Relieving Letter/Experience Letter from all the organizations worked in last 5 (five) years, except for the immediate last employer for which you will be granted 45 days from your start date

You, if so asked by the Company, shall disclose on your own behalf and, if married, on your spouse's behalf full details of any external directorships held and any personal business interests including partnerships, shareholdings and trusteeships; involvement in any other business ventures involving unlimited liability; personal liabilities in connection with business activities; and involvement in other positions external to the Company and your employment will be subject to acceptance by the Company of those external interests.

Please note that if during the pre or post-employment background checks, the background checking agency gives a negative report or in the event of unsatisfactory result of your pre or post-employment background checks, this letter of appointment shall stand revoked automatically (whether you have accepted it or not) and, if you have already commenced employment with the Company, such employment shall automatically terminate without giving rise to any claim for compensation or damages in your favor, but without prejudice to Company's rights and remedies against you.

PROBATION

You shall serve a minimum probation period of **3 months** from the date of your joining the Company ("Probation") following which you shall get confirmed into the Company by default unless you receive a letter for confirmation extension. The Company reserves the right to extend the probation period for an additional three (3) months in the event that your performance is not up to expectation.

Your performance shall be evaluated according to your efficiency, punctuality, conduct, maintenance of discipline and in accordance with the Company's regulations or policies existing now or in future. It shall be your responsibility to read, peruse and follow Company's regulations/policies, hardcopies which shall be made available to you upon request, but which otherwise are available on the Company's website.

During the period of Probation, either the Company or you may at any time terminate your employment without cause by giving in writing to the other party, 1 (one) month notice or in lieu thereof a sum equal to the amount or pro-rated amount of salary which would have accrued to you during the period or remaining period of notice. You shall not be entitled to any notice pay, if your employment is terminated in accordance with condition 7.6 of the Appendix 3 to this letter of appointment.

PLACE OF POSTING

Your initial place of posting shall be at the Company's office located at **Bangalore**. However, your services are transferable and you may be assigned/ transferred in India or outside India to serve the Company in any of its existing or future offices or any of its group companies or associates. It is a condition of your employment that you comply with any such requirements of the Company. The transfer arrangement shall not deem to constitute a change in your conditions of service.

Notwithstanding the above, you may however be required to work at any other place that the Company may deem fit and as may be required from time to time. You may also be seconded, deputed or transferred to any other person/company associated with the Company whether in India or abroad. In such a case your relocation expenses shall be borne by the Company and your reimbursement shall be as per the relocation policy of the Company.

Your place of work shall change in case of any relocation of the Company's offices, for which you shall be entitled to reimbursement in consonance with the relocation policy of the Company.

The Company operates on a 24X7 basis and is open for 365 days in a year.

PERFORMANCE OF DUTIES

You shall be assigned with all the duties and responsibilities of the **Clinical Admin Coordinator** and such other duties on behalf of the Company, as may be reasonably assigned from time to time by the Company's management.

COMPENSATION

As compensation for services to be rendered, you shall be paid an annual Fixed salary of **Rs.350,000.00, (Rupees Three Lakh Fifty Thousand Only)**. Your cost to the Company (CTC) shall be **Rs.407,320.00, (Rupees Four Lakh Seven Thousand Three Hundred Twenty Only)** per annum. A detailed compensation structure is provided along with this letter of appointment.

The salary shall be payable on a monthly basis in arrears on or about the last working day of each calendar month, but in no case later than the 7th day of the succeeding calendar month. Please note that your salary details are highly confidential and should not be disclosed inside or outside the Company by you in any manner whatsoever and any failure on your part to adhere to this obligation shall be considered as serious breach of the terms of this letter of appointment.

REWARDING RESULTS PLAN

You shall be eligible to participate in the Rewarding Results Plan in accordance with the terms and conditions of the Company, as amended from time to time. In this Rewarding Results Plan, you may be eligible to earn an annual performance-based incentive in addition to your basic salary. Your initial annual target incentive is **10%** of the fixed salary. It is clarified that no payment under this plan is guaranteed, and is subject to attainment of corporate and business unit's financial performance thresholds as well as individual performance ratings attained for the year on the Company's discretion. Basis this, your annual incentive payout could range from **0%– 10%** of the fixed salary. Any annual or other bonus payments are discretionary, non-binding and revocable for future years. Kindly refer to the rewarding results plan policy for any information regarding eligibility, payouts or any other terms and conditions associated with this plan.

The payment of all compensation and bonus / incentive, if any, shall be made in accordance with the relevant policies of the Company in effect from time to time, including normal payroll practices, and shall be subject to income tax deductions at source, as applicable. All requirements under Indian tax laws, including tax compliance and filing of tax returns, assessment etc. of your personal income, shall be fulfilled by you.

By accepting this letter of appointment, you authorize the Company to deduct from your remuneration on termination of employment (including salary, salary in lieu of notice, sign on bonus, notice pay out etc.) all debts owed by you to the Company or any of its group companies/associates or any fine imposed by the Company as a discretionary penalty pursuant to the Company's disciplinary procedure.

TERMINATION OF EMPLOYMENT

During the Probation period, either Company or you may at any time terminate this letter of appointment without cause by giving in writing to the other party, 1 (one) month notice. Company reserves the right either to accept your pay and allowance / towards the notice period or demand for actual service during the notice period. You shall not be entitled to any notice pay if your employment is terminated in accordance with condition 7.6 of the Appendix 3 to this letter of appointment.

After completion of the Probation period, either Company or you may at any time terminate this letter of appointment without cause by giving in writing to the other party, 30 days notice. The Company reserves the right either to accept your pay and allowance /



OneEarth Enviro Labs

Environmental Testing Laboratory

1st Floor, KSIA Building, Industrial Area, Baikampady, Mangalore - 575 011.

☎: 0824-240 9011 Email: oneearthenviro@gmail.com



Name : **Vasudha Y S Bhat**

Designation : Trainee Analyst

Blood Group : O +ve

I.C.E. : 94815 06643


Authorised Signatory



Pratyaksha Shetty

Junior Research Analyst



Syngene

Syngene International Limited

SEZ Unit

Biocon Special Economic Zone
Bommasandra - Jigani Link Road
Bangalore - 560 099, India
T 91 80 2808 2808
F 91 80 2808 3189
www.syngeneintl.com

Ref: S/HR/LET-OFR/31825/122450

Date: 06 July 2021

Dear **Hrishikesh B,**

Congratulations and thank you for your interest in Syngene International!

We are delighted to confirm your selection on the below terms and conditions of employment with us:

Position : RESEARCH ASSOCIATE TRAINEE - BIOLOGY

Level : 9-I - RESEARCH ASSOCIATE TRAINEE

Location : Bangalore

Address : Syngene International Limited, SEZ Unit, Biocon Special Economic Zone, Bommasandra - Jigani Link Road, Bangalore - 560 100

You will be entitled to a Total Cash compensation of Rs. 313605 p.a the detailed break-up is attached as Annexure I. The policy guidelines on benefits and emoluments are enclosed in Annexure II.

This offer of employment is valid subject to confirmation of your medical fitness and satisfactory completion of reference / background verification of your credentials related to your educational and / or professional experience.

The appointment is effective from the date of your joining and we request you to join on or before 02 August 2021.

Please confirm that the terms of this offer are acceptable within three days from the date of offer or this offer shall be deemed to have been withdrawn and consequently you will not have any further claim for employment with us. It is understood that we will mutually keep this offer as **CONFIDENTIAL**, till the time you are on board with us.

We are excited about many ways you will have opportunities to contribute to the success of Syngene and look forward to having a mutually beneficial association.

Best Regards,
for **Syngene International Ltd.**

Sanjeev Sukumaran
Chief Human Resource Officer

ANNEXURE - I

Name : Hrishiksha B
Position : RESEARCH ASSOCIATE TRAINEE - BIOLOGY
Level : 9-I

Salary Components	Annual (Rs.)	Monthly(Rs.)
Basic Salary	197040	16420
House Rent Allowance	24456	2038
Leave Travel Allowance	0	0
Flexi Allowance	0	0
Advance statutory Bonus / Ex-Gratia	39408	3284
Canteen Cost	9000	750
Gross Salary - (A)	269904	22492
Employer Contribution of PF	23640	1970
Gratuity Fund	9456	788
Employer Contribution to ESI	0	0
Statutory Contributions - (B)	33096	2758
Total Fixed Cost - (C = A+B)	303000	25250
Short Term Incentive (STI) at Target - (D)	10605	
Total Cash Compensation - (C+D)	313605	

Benefit Component	Annual Benefit Value	Features
Group Medical Insurance	200000	Covers only for Self, Spouse and two dependent children.
Group Personal Accident Insurance	1700000	Covers only self, up to a limit of Rs. 17,00,000 or two times of your Annual Fixed Pay whichever is higher

Applicable for STA's (Syngene Training Academy) only: All hires under the STA programme, are bound by the terms and obligations agreed in the **SERVICE AGREEMENT** executed at the time of joining Syngene. All STA's hereby expressly undertake to unconditionally continue employment with Syngene for a minimum period of **eighteen months** from the date of joining. For abundance of clarity, the STA's hereby acknowledge that in case of any non-compliance with the said covenant, Syngene shall be entitled for the recovery of all costs incurred by Syngene for the STA programme, as and by way of liquidated damages (subject to a maximum of INR 1,00,000). The said liquidated damages will be payable on demand without Syngene being required to give any proof of actual loss or damages suffered.



Syngene

Syngene International Limited

SEZ Unit

Biocon Special Economic Zone

Bommasandra - Jigani Link Road

Bangalore - 560 099, India

T 91 80 2808 2808

F 91 80 2808 3189

www.syngeneintl.com

Ref: S/HR/LET-OFR/31825/122436

Date: 06 July 2021

Dear **Jennifer Crasta**,

Congratulations and thank you for your interest in Syngene International!

We are delighted to confirm your selection on the below terms and conditions of employment with us:

Position : RESEARCH ASSOCIATE TRAINEE - BIOLOGY

Level : 9-I - RESEARCH ASSOCIATE TRAINEE

Location : Bangalore

Address : Syngene International Limited, SEZ Unit, Biocon Special Economic Zone, Bommasandra - Jigani Link Road, Bangalore - 560 100

You will be entitled to a Total Cash compensation of **Rs. 313605 p.a** the detailed break-up is attached as Annexure I. The policy guidelines on benefits and emoluments are enclosed in Annexure II.

This offer of employment is valid subject to confirmation of your medical fitness and satisfactory completion of reference / background verification of your credentials related to your educational and / or professional experience.

The appointment is effective from the date of your joining and we request you to join on or before 02 August 2021.

Please confirm that the terms of this offer are acceptable within three days from the date of offer or this offer shall be deemed to have been withdrawn and consequently you will not have any further claim for employment with us. It is understood that we will mutually keep this offer as **CONFIDENTIAL**, till the time you are on board with us.

We are excited about many ways you will have opportunities to contribute to the success of Syngene and look forward to having a mutually beneficial association.

Best Regards,
for **Syngene International Ltd.**

Sanjeev Sukumaran
Chief Human Resource Officer

ANNEXURE - I

Name : Jennifer Crasta
Position : RESEARCH ASSOCIATE TRAINEE - BIOLOGY
Level : 9-I

Salary Components	Annual (Rs.)	Monthly(Rs.)
Basic Salary	197040	16420
House Rent Allowance	24456	2038
Leave Travel Allowance	0	0
Flexi Allowance	0	0
Advance statutory Bonus / Ex-Gratia	39408	3284
Canteen Cost	9000	750
Gross Salary - (A)	269904	22492
Employer Contribution of PF	23640	1970
Gratuity Fund	9456	788
Employer Contribution to ESI	0	0
Statutory Contributions - (B)	33096	2758
Total Fixed Cost - (C = A+B)	303000	25250
Short Term Incentive (STI) at Target - (D)	10605	
Total Cash Compensation - (C+D)	313605	

Benefit Component	Annual Benefit Value	Features
Group Medical Insurance	200000	Covers only for Self, Spouse and two dependent children.
Group Personal Accident Insurance	1700000	Covers only self, up to a limit of Rs. 17,00,000 or two times of your Annual Fixed Pay whichever is higher

Applicable for STA's (Syngene Training Academy) only: All hires under the STA programme, are bound by the terms and obligations agreed in the **SERVICE AGREEMENT** executed at the time of joining Syngene. All STA's hereby expressly undertake to unconditionally continue employment with Syngene for a minimum period of **eighteen months** from the date of joining. For abundance of clarity, the STA's hereby acknowledge that in case of any non-compliance with the said covenant, Syngene shall be entitled for the recovery of all costs incurred by Syngene for the STA programme, as and by way of liquidated damages (subject to a maximum of INR 1,00,000). The said liquidated damages will be payable on demand without Syngene being required to give any proof of actual loss or damages suffered.



May 12, 2022

Ajith K R
Makkandur village Kodagu
Kodagu Karnataka
571201

Dear Ajith,

Further to the recent meetings and discussions with us, we are pleased to offer you employment with XLHealth Corporation India Pvt. Ltd ("the Company"), a UnitedHealth Group Company, in the position of (**Clin Admin Coord**) at **salary grade 23**. Your work location shall be at Company's office located at site **Bangalore**. The terms and conditions of your employment are set out hereinafter:

EMPLOYMENT

We are pleased to extend this offer to you basis the selection process administered. Your effective date of joining shall be no later than **May 18, 2022**. Your employment with the Company shall be subject to the timely submission of the following listed mandatory documents for background verification purposes, to be submitted prior to or latest by your Start Date. Successful pre and/or post-employment background checks, accuracy of the testimonials and information provided by you and your being free from any contractual restrictions preventing you from accepting this offer or starting work with us on the above-mentioned date, are required for your employment with the Company:

- (i) Highest Degree Certificate
- (ii) PAN Card or Passport
- (iii) Relieving Letter/Experience Letter from all the organizations worked in last 5 (five) years, except for the immediate last employer for which you will be granted 45 days from your start date

You, if so asked by the Company, shall disclose on your own behalf and, if married, on your spouse's behalf full details of any external directorships held and any personal business interests including partnerships, shareholdings and trusteeships; involvement in any other business ventures involving unlimited liability; personal liabilities in connection with business activities; and involvement in other positions external to the Company and your employment will be subject to acceptance by the Company of those external interests.

Please note that if during the pre or post-employment background checks, the background checking agency gives a negative report or in the event of unsatisfactory result of your pre or post-employment background checks, this letter of appointment shall stand revoked automatically (whether you have accepted it or not) and, if you have already commenced employment with the Company, such employment shall automatically terminate without giving rise to any claim for compensation or damages in your favor, but without prejudice to Company's rights and remedies against you.

PROBATION

You shall serve a minimum probation period of **3 months** from the date of your joining the Company ("Probation") following which you shall get confirmed into the Company by default unless you receive a letter for confirmation extension. The Company reserves the right to extend the probation period for an additional three (3) months in the event that your performance is not up to expectation.

Your performance shall be evaluated according to your efficiency, punctuality, conduct, maintenance of discipline and in accordance with the Company's regulations or policies existing now or in future. It shall be your responsibility to read, peruse and follow Company's regulations/policies, hardcopies which shall be made available to you upon request, but which otherwise are available on the Company's website.

During the period of Probation, either the Company or you may at any time terminate your employment without cause by giving in writing to the other party, 1 (one) month notice or in lieu thereof a sum equal to the amount or pro-rated amount of salary which would have accrued to you during the period or remaining period of notice. You shall not be entitled to any notice pay, if your employment is terminated in accordance with condition 7.6 of the Appendix 3 to this letter of appointment.

PLACE OF POSTING

XLHealth Corporation India Private Limited

Registered Office: "Abacus Center", No. 54, I Main, Sarakki Industrial Area, III Phase, J. P. Nagar, Bengaluru - 560078, INDIA
Phone: +91.80.4920 3605 Email: email_xlhealth@uhg.com CIN: U72200KA2007PTC043948

Your initial place of posting shall be at the Company's office located at **Bangalore**. However, your services are transferable and you may be assigned/ transferred in India or outside India to serve the Company in any of its existing or future offices or any of its group companies or associates. It is a condition of your employment that you comply with any such requirements of the Company. The transfer arrangement shall not deem to constitute a change in your conditions of service.

Notwithstanding the above, you may however be required to work at any other place that the Company may deem fit and as may be required from time to time. You may also be seconded, deputed or transferred to any other person/company associated with the Company whether in India or abroad. In such a case your relocation expenses shall be borne by the Company and your reimbursement shall be as per the relocation policy of the Company.

Your place of work shall change in case of any relocation of the Company's offices, for which you shall be entitled to reimbursement in consonance with the relocation policy of the Company.

The Company operates on a 24X7 basis and is open for 365 days in a year.

PERFORMANCE OF DUTIES

You shall be assigned with all the duties and responsibilities of the (**Clin Admin Coord**) and such other duties on behalf of the Company, as may be reasonably assigned from time to time by the Company's management.

COMPENSATION

As compensation for services to be rendered, you shall be paid an annual Fixed salary of **Rs.350,000.00, (Three Lakh Fifty Thousand Rupees Only)**. Your cost to the Company (CTC) shall be **Rs.407,320.00, (Four Lakh Seven Thousand Three Hundred Twenty Rupees Only)** per annum. A detailed compensation structure is provided along with this letter of appointment.

The salary shall be payable on a monthly basis in arrears on or about the last working day of each calendar month, but in no case later than the 7th day of the succeeding calendar month. Please note that your salary details are highly confidential and should not be disclosed inside or outside the Company by you in any manner whatsoever and any failure on your part to adhere to this obligation shall be considered as serious breach of the terms of this letter of appointment.

REWARDING RESULTS PLAN

You shall be eligible to participate in the Rewarding Results Plan in accordance with the terms and conditions of the Company, as amended from time to time. In this Rewarding Results Plan, you may be eligible to earn an annual performance-based incentive in addition to your basic salary. Your initial annual target incentive is **10%** of the fixed salary. It is clarified that no payment under this plan is guaranteed, and is subject to attainment of corporate and business unit's financial performance thresholds as well as individual performance ratings attained for the year on the Company's discretion. Basis this, your annual incentive payout could range from **0%– 10%** of the fixed salary. Any annual or other bonus payments are discretionary, non-binding and revocable for future years. Kindly refer to the rewarding results plan policy for any information regarding eligibility, payouts or any other terms and conditions associated with this plan.

The payment of all compensation and bonus / incentive, if any, shall be made in accordance with the relevant policies of the Company in effect from time to time, including normal payroll practices, and shall be subject to income tax deductions at source, as applicable. All requirements under Indian tax laws, including tax compliance and filing of tax returns, assessment etc. of your personal income, shall be fulfilled by you.

By accepting this letter of appointment, you authorize the Company to deduct from your remuneration on termination of employment (including salary, salary in lieu of notice, sign on bonus, notice pay out etc.) all debts owed by you to the Company or any of its group companies/associates or any fine imposed by the Company as a discretionary penalty pursuant to the Company's disciplinary procedure.

TERMINATION OF EMPLOYMENT

During the Probation period, either Company or you may at any time terminate this letter of appointment without cause by giving in writing to the other party, 1 (one) month notice. Company reserves the right either to accept your pay and allowance / towards the notice period or demand for actual service during the notice period. You shall not be entitled to any notice pay if your employment is terminated in accordance with condition 7.6 of the Appendix 3 to this letter of appointment.

After completion of the Probation period, either Company or you may at any time terminate this letter of appointment without cause by giving in writing to the other party, 30 days notice. The Company reserves the right either to accept your pay and allowance / towards the notice period or demand for actual service during the notice period. You shall not be entitled to any notice pay if your

January 08, 2022

Ms. Anjali M

Dear Anjali M,

Further to our discussions, we are glad to utilize your services, on the basis of retainership with the following terms and conditions:

1. You will be retained as **PBH-ESG- Data Analyst- Consultant** from **January 08, 2022, to June 08 2022**.
 - a. Further renewal of this contract can be made by mutual consent.
 - b. Fifteen (15 days) clear notice to be given by either side to terminate / discontinue your services.
2. You will be working in your area of expertise.
3. You will be paid a retainer fee of **INR 18000/- (Rupees Eighteen Thousand Only)** per month subject to appropriate tax and other statutory deductions, as applicable.
4. You are expected to render your services for not less than 8 hours in a day.
5. Please note that you will not be eligible for any other benefits applicable to the other regular employees of Scope.
6. You have to adhere to the Information Security Management system procedures and acknowledge/sign the User Access Agreement; Scope Consent Form; Confidentiality and Non-Disclosure Agreement, as part of this Agreement.
7. You are eligible to observe all National/Festival Holidays listed out by Scope from time to time and also you will be eligible for one day leave per month with prior approval.
8. On every 26th, you have to raise an invoice and submit through your respective Head of the Department.
 - a. In the invoice, you should clearly mention the number of days served along with the details of services rendered with due approval by his/her authorized official.
 - b. Only on receipt of the approved invoice, with due endorsement by HR, Finance Department will release the retainer fee within a week's time.
9. You are expected to maintain strict confidentiality about the details given to you during your services with us.

Scope e-Knowledge Center Pvt. Ltd. Corporate Office: Jayant Tech Park, 2nd Floor, No. 41, Mount Poonamallee Road, Nandambakkam, Chennai - 600 089, Tamil Nadu, India

Regd. Office: R 5 No. 4/5 & 4/6, Gothi Industrial Estate, Kurumbapet, Puducherry, 605009, India
www.straive.com • CIN: U93000PY2017PTC008168 • GST No.: 33AANC5769B1Z5

DataPower Technologies Pvt Ltd.

No 16, 12th C Main, Muthyalanagar, MES Road
Near C M National School, Bangalore 560054
Mob: 9945853010 / 9945853036 / 9945163010
Email: contact@datapower.in



DPT/HR/Recr/2021_008

APPOINTMENT LETTER

Anjali.V

Valiyakandam House, Pady
Edneer post, Chengala village
Kasaragod Dist, 671541
Mob : 9605693949
Email ID : vanjalianju17@gmail.com

Dear Anjali,

With reference to your application and subsequent interview with us for a career in our organization, it gives us immense pleasure to welcome you to the team at DataPower Technologies Private Ltd.

We are pleased to offer you the position of '**Junior Consultant – DWBI & Analytics**' in DataPower Technologies Private Ltd. (herein referred as "DataPower" or "Company"). You will start working with us as a trainee for the first six months and will get confirmed based on satisfactory performance. You will receive a confirmation letter with revised remuneration to this effect after you clear our performance evaluation and client interview.

Date of Appointment:

Your contract with us is effective from the date of joining, which is November 15, 2021.

Compensation:

You will be paid a remuneration of Rs. 7,500/- (Rupees Seven thousand five hundred only) per month from the date of commencement of the contract. Your performance will be reviewed after six months of training and if found eligible you will be moved to permanent rolls of the organisation as a consultant. The opportunity to appear for performance evaluation will be available every three months thereafter.

Responsibilities

In the above role, you will be given a training of six months on Data Warehousing, Business Intelligence and Analytics. Based on the performance during this period, you will be deployed on live projects at our client's location (within or outside the country), or in-house ODC (Offshore Development Centre) in Bangalore. You will undergo quarterly performance evaluation and will be given further growth opportunities based on that.

The following points should be noted regarding your responsibilities in the office.

December 24, 2021

To,
Ms. Sameeksha K M
Saksha Nilaya, Devi Nagar,
Madavu – PO, Keyyur Village, Puttur Taluk,
Dakshina Kannada, Mangalore – 574210.

Dear Sameeksha K M,

Sub: Offer letter for the position of 'Data Analyst'

At the outset, thank you for your interest to be part of the Thakral One Family. Further to the review of your resume and the subsequent discussions our Executives had with you, we are pleased to inform you that you are being offered the position of **Data Analyst** be deputed at our customer location at **Bangalore**.

Your cost to the company will be **Rs. 2, 20, 000 PA [Rupees Two Lakhs and Twenty Thousand Only]**. The letter of your appointment detailing terms, and conditions of the service will be issued to you separately once you are on-board and subject to receipt of the necessary documents requested in Annexure I.

As discussed, you would be required to commence your services with us on or before **27th December 2021**.

Please confirm your acceptance of this offer along with a firm commitment on your on-boarding date.

You are also requested to provide us a copy of your resignation letter / a copy of your communication to your present employer on your decision to terminate your employment, in the absence of which, this offer would automatically become null and void with no obligation from us.

Your acceptance of this offer automatically assumes that you are agreeable to these terms.

We look forward to receiving your confirmation on accepting our offer and to the pleasure of welcoming you on-board.

Sincerely yours,
For THAKRAL ONE SOLUTIONS PVT. LTD.

K S Bawa
Director



HRD/3T/1002479283/21-22

November 16, 2021

Mr. Shreenidhi .

Sri Gurulakshmi Nivasa Manjadabettu,
Savanalu,
Belthangady-574214
India

Ph: +91-7899361672

Dear Shreenidhi,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

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

Warm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

Probation and Confirmation

You will be on probation for a period of 12 months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually, during probation. On confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

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

An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Agreement

Our offer to you as **Systems Engineer** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

Compensation and Benefits

Salary

Your Total Gross Salary during training will be **INR 25,000 per month** and Total Gross Salary post allocation will be **INR 30,000 per month**. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

Training Performance - linked Incentive

You will be eligible for a Training Performance-linked Incentive (TPI) upon allocation to a Practice Unit, to a maximum of 20% of your Fixed Gross Salary, based on your performance in the training. The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

22nd Feb'22

Mr. Johnson Crasta

Dear Johnson,

Appointment Letter

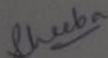
With reference to your acceptance of our employment and submission of joining report, we are pleased to appoint you as **Associate Research Scientist** in the **Safety Assessment Department** on the terms and conditions stated in this Appointment letter w.e.f. 22nd Feb'22.

1. Your principal place of employment will be Bangalore, or such other location as the Company may deem fit. You may be required to work for any Eurofins Group company on transfer or secondment, either full time or part time basis. Your location while on assignment with the Company or any associated or subsidiary company could be in any location as the management may deem fit.
2. In your capacity as **Associate Research Scientist**, you will be reporting to the Principal Scientist and is subject to change as the Company may deem fit.
3. Your Fixed Pay to company would be **Rs.2,85,000/-** per annum as per Annexure attached.
4. You will be eligible to medical benefits under the medical insurance schemes in force in the Company. This will cover yourself, your dependent parents, spouse and up to two children.
5. Performance Linked Variable Pay (PLVP) component up to a maximum amount of **Rs.25,000/-**, payable annually based on annual performance, appraisal rating, other criteria and is subject to Board approval. For employees joining on or after 1st of Oct of the year, the PLVP will not be payable for the year. Please note that our appraisal cycle is January to December and in general annual appraisals are conducted between January and March for the preceding year. Also, PLVP eligibility is prorated for the months served in the company during the concerned appraisal cycle.
6. Any contrary representations and agreements, which may have been made to you, are superseded by this Appointment Letter.
7. You will be solely responsible for meeting your Income Tax and related tax liabilities. Any appropriate TDS will be deducted from your gross salary.

8. This offer is subject to your representation (which will be confirmed by your signature below) that you are free to accept this appointment with Eurofins Advinus Ltd. and that you have closed all obligations that you may have had with your previous employers which in any way may hinder your ability to join Eurofins Advinus Ltd.
9. As may be required and previously agreed, if you are relocating from any place outside of Bangalore, you will be entitled to relocation assistance, as per company policy. In the event, you leave the company prior to completion of 12-months service, you will be liable to reimburse to the company all costs incurred by the company in your relocation. The company reserves the right to deduct such relocation costs from your final settlement amount.
10. You will be on probation for a period of 6-months from the date of joining. During the probationary period, your services may be terminated by the Company at any time without assigning any reason thereof. Similarly, you will be at liberty to resign from services of the company by giving one-month prior written notice or payment in lieu of such notice. The probationary period may be extended for a further period as deemed fit by your supervisor. Unless specifically confirmed by the Company, your probationary period shall be deemed to be extended.
11. You understand that Eurofins Advinus is a premier contract research organization and rendering pharmaceutical research and services to our clients require unmatched professional skills, techniques, and capabilities. Extensive knowledge and effective use of high-end technology and equipment can be acquired through special training provided by Company during the course of your employment with Company. You understand that Company has made or will make considerable expenditure in your training. In consideration of the training imparted (or to be imparted) you agree and undertake irrevocably to serve the Company for a minimum period of two (02) years (Retention Period) from Date of this Agreement. In the event you decide to resign or abandon the service of the Company you will be liable to pay liquidated damages equal to a sum of 6months total salary as of the date of such resignation or abandonment.
12. Upon confirmation and completion of the Retention Period, you may terminate your employment by giving three months prior written notice or payment in lieu of such notice. The company may at its sole discretion waive all or part of the notice period. The Company may terminate your employment at any time by giving three (03) months advance notice or payment in lieu of such notice.

Please confer your acceptance of the above conditions by signing a copy of this Appointment letter.

Sincerely,



Sheeba R
Manager – Human Resource

I have read and understood the terms and conditions and am happy to accept the employment on the said terms and conditions.

LETTER OF APPOINTMENT

Name- **Divyashree M**

Address- Minchinadka Kuntikana, Kuntikana Po,

Pin:671551, Kasaragod

Dear,

Appointment as **CET and NEET Trainer**

We refer to your recent interview for the above position and are pleased to inform that we are offering you the position with our company **MOM Creative learning pvt. ltd** , effective from **29th of November 2021.**

In the best interest of our company, we will need your conformation immediately.

We look forward to you being a part of our team.

Regards,

Surabhi R Gowda

HR Head,

MOM Creative learning Pvt. Ltd

May 12, 2022

Lavanya K C
Charvaka Village Kadaba
Puttur Karnataka
574328

Dear Lavanya,

Further to the recent meetings and discussions with us, we are pleased to offer you employment with XLHealth Corporation India Pvt. Ltd (**"the Company"**), a UnitedHealth Group Company, in the position of (**Clin Admin Coord**) at **salary grade 23**. Your work location shall be at Company's office located at site **Bangalore**. The terms and conditions of your employment are set out hereinafter:

EMPLOYMENT

We are pleased to extend this offer to you basis the selection process administered. Your effective date of joining shall be no later than **May 18, 2022**. Your employment with the Company shall be subject to the timely submission of the following listed mandatory documents for background verification purposes, to be submitted prior to or latest by your Start Date. Successful pre and/or post-employment background checks, accuracy of the testimonials and information provided by you and your being free from any contractual restrictions preventing you from accepting this offer or starting work with us on the above-mentioned date, are required for your employment with the Company:

- (i) Highest Degree Certificate
- (ii) PAN Card or Passport
- (iii) Relieving Letter/Experience Letter from all the organizations worked in last 5 (five) years, except for the immediate last employer for which you will be granted 45 days from your start date

You, if so asked by the Company, shall disclose on your own behalf and, if married, on your spouse's behalf full details of any external directorships held and any personal business interests including partnerships, shareholdings and trusteeships; involvement in any other business ventures involving unlimited liability; personal liabilities in connection with business activities; and involvement in other positions external to the Company and your employment will be subject to acceptance by the Company of those external interests.

Please note that if during the pre or post-employment background checks, the background checking agency gives a negative report or in the event of unsatisfactory result of your pre or post-employment background checks, this letter of appointment shall stand revoked automatically (whether you have accepted it or not) and, if you have already commenced employment with the Company, such employment shall automatically terminate without giving rise to any claim for compensation or damages in your favor, but without prejudice to Company's rights and remedies against you.

PROBATION

You shall serve a minimum probation period of **3 months** from the date of your joining the Company ("Probation") following which you shall get confirmed into the Company by default unless you receive a letter for confirmation extension. The Company reserves the right to extend the probation period for an additional three (3) months in the event that your performance is not up to expectation.

Your performance shall be evaluated according to your efficiency, punctuality, conduct, maintenance of discipline and in accordance with the Company's regulations or policies existing now or in future. It shall be your responsibility to read, peruse and follow Company's regulations/policies, hardcopies which shall be made available to you upon request, but which otherwise are available on the Company's website.

During the period of Probation, either the Company or you may at any time terminate your employment without cause by giving in writing to the other party, 1 (one) month notice or in lieu thereof a sum equal to the amount or pro-rated amount of salary which would have accrued to you during the period or remaining period of notice. You shall not be entitled to any notice pay, if your employment is terminated in accordance with condition 7.6 of the Appendix 3 to this letter of appointment.

Your initial place of posting shall be at the Company's office located at **Bangalore**. However, your services are transferable and you may be assigned/ transferred in India or outside India to serve the Company in any of its existing or future offices or any of its group companies or associates. It is a condition of your employment that you comply with any such requirements of the Company. The transfer arrangement shall not deem to constitute a change in your conditions of service.

Notwithstanding the above, you may however be required to work at any other place that the Company may deem fit and as may be required from time to time. You may also be seconded, deputed or transferred to any other person/company associated with the Company whether in India or abroad. In such a case your relocation expenses shall be borne by the Company and your reimbursement shall be as per the relocation policy of the Company.

Your place of work shall change in case of any relocation of the Company's offices, for which you shall be entitled to reimbursement in consonance with the relocation policy of the Company.

The Company operates on a 24X7 basis and is open for 365 days in a year.

PERFORMANCE OF DUTIES

You shall be assigned with all the duties and responsibilities of the (**Clin Admin Coord**) and such other duties on behalf of the Company, as may be reasonably assigned from time to time by the Company's management.

COMPENSATION

As compensation for services to be rendered, you shall be paid an annual **Fixed salary of Rs.350,000.00, (Three Lakh Fifty Thousand Rupees Only)**. Your cost to the Company (CTC) shall be **Rs.407,320.00, (Four Lakh Seven Thousand Three Hundred Twenty Rupees Only)** per annum. A detailed compensation structure is provided along with this letter of appointment.

The salary shall be payable on a monthly basis in arrears on or about the last working day of each calendar month, but in no case later than the 7th day of the succeeding calendar month. Please note that your salary details are highly confidential and should not be disclosed inside or outside the Company by you in any manner whatsoever and any failure on your part to adhere to this obligation shall be considered as serious breach of the terms of this letter of appointment.

REWARDING RESULTS PLAN

You shall be eligible to participate in the Rewarding Results Plan in accordance with the terms and conditions of the Company, as amended from time to time. In this Rewarding Results Plan, you may be eligible to earn an annual performance-based incentive in addition to your basic salary. Your initial annual target incentive is **10%** of the fixed salary. It is clarified that no payment under this plan is guaranteed, and is subject to attainment of corporate and business unit's financial performance thresholds as well as individual performance ratings attained for the year on the Company's discretion. Basis this, your annual incentive payout could range from **0%– 10%** of the fixed salary. Any annual or other bonus payments are discretionary, non-binding and revocable for future years. Kindly refer to the rewarding results plan policy for any information regarding eligibility, payouts or any other terms and conditions associated with this plan.

The payment of all compensation and bonus / incentive, if any, shall be made in accordance with the relevant policies of the Company in effect from time to time, including normal payroll practices, and shall be subject to income tax deductions at source, as applicable. All requirements under Indian tax laws, including tax compliance and filing of tax returns, assessment etc. of your personal income, shall be fulfilled by you.

By accepting this letter of appointment, you authorize the Company to deduct from your remuneration on termination of employment (including salary, salary in lieu of notice, sign on bonus, notice pay out etc.) all debts owed by you to the Company or any of its group companies/associates or any fine imposed by the Company as a discretionary penalty pursuant to the Company's disciplinary procedure.

TERMINATION OF EMPLOYMENT

During the Probation period, either Company or you may at any time terminate this letter of appointment without cause by giving in writing to the other party, 1 (one) month notice. Company reserves the right either to accept your pay and allowance / towards the notice period or demand for actual service during the notice period. You shall not be entitled to any notice pay if your employment is terminated in accordance with condition 7.6 of the Appendix 3 to this letter of appointment.

After completion of the Probation period, either Company or you may at any time terminate this letter of appointment without cause by giving in writing to the other party, 30 days notice. The Company reserves the right either to accept your pay and allowance / towards the notice period or demand for actual service during the notice period. You shall not be entitled to any notice pay if your

May 5, 2022

NIKHITHA N PAI
MARUVALA RESIDENCY
Mangalore Karnataka
575003

Dear NIKHITHA,

Further to the recent meetings and discussions with us, we are pleased to offer you employment with XLHealth Corporation India Pvt. Ltd ("**the Company**"), a UnitedHealth Group Company, in the position of **Clinical Admin Coordinator** at **salary grade 23**. Your work location shall be at Company's office located at site **Bangalore**. The terms and conditions of your employment are set out hereinafter:

EMPLOYMENT

We are pleased to extend this offer to you basis the selection process administered. Your effective date of joining shall be no later than **May 18, 2022**. Your employment with the Company shall be subject to the timely submission of the following listed mandatory documents for background verification purposes, to be submitted prior to or latest by your Start Date. Successful pre and/or post-employment background checks, accuracy of the testimonials and information provided by you and your being free from any contractual restrictions preventing you from accepting this offer or starting work with us on the above-mentioned date, are required for your employment with the Company:

- (i) Highest Degree Certificate
- (ii) PAN Card or Passport
- (iii) Relieving Letter/Experience Letter from all the organizations worked in last 5 (five) years, except for the immediate last employer for which you will be granted 45 days from your start date

You, if so asked by the Company, shall disclose on your own behalf and, if married, on your spouse's behalf full details of any external directorships held and any personal business interests including partnerships, shareholdings and trusteeships; involvement in any other business ventures involving unlimited liability; personal liabilities in connection with business activities; and involvement in other positions external to the Company and your employment will be subject to acceptance by the Company of those external interests.

Please note that if during the pre or post-employment background checks, the background checking agency gives a negative report or in the event of unsatisfactory result of your pre or post-employment background checks, this letter of appointment shall stand revoked automatically (whether you have accepted it or not) and, if you have already commenced employment with the Company, such employment shall automatically terminate without giving rise to any claim for compensation or damages in your favor, but without prejudice to Company's rights and remedies against you.

PROBATION

You shall serve a minimum probation period of **3 months** from the date of your joining the Company ("Probation") following which you shall get confirmed into the Company by default unless you receive a letter for confirmation extension. The Company reserves the right to extend the probation period for an additional three (3) months in the event that your performance is not up to expectation.

Your performance shall be evaluated according to your efficiency, punctuality, conduct, maintenance of discipline and in accordance with the Company's regulations or policies existing now or in future. It shall be your responsibility to read, peruse and follow Company's regulations/policies, hardcopies which shall be made available to you upon request, but which otherwise are available on the Company's website.

During the period of Probation, either the Company or you may at any time terminate your employment without cause by giving in writing to the other party, 1 (one) month notice or in lieu thereof a sum equal to the amount or pro-rated amount of salary which would have accrued to you during the period or remaining period of notice. You shall not be entitled to any notice pay, if your employment is terminated in accordance with condition 7.6 of the Appendix 3 to this letter of appointment.

Your initial place of posting shall be at the Company's office located at **Bangalore**. However, your services are transferable and you may be assigned/ transferred in India or outside India to serve the Company in any of its existing or future offices or any of its group companies or associates. It is a condition of your employment that you comply with any such requirements of the Company. The transfer arrangement shall not deem to constitute a change in your conditions of service.

Notwithstanding the above, you may however be required to work at any other place that the Company may deem fit and as may be required from time to time. You may also be seconded, deputed or transferred to any other person/company associated with the Company whether in India or abroad. In such a case your relocation expenses shall be borne by the Company and your reimbursement shall be as per the relocation policy of the Company.

Your place of work shall change in case of any relocation of the Company's offices, for which you shall be entitled to reimbursement in consonance with the relocation policy of the Company.

The Company operates on a 24X7 basis and is open for 365 days in a year.

PERFORMANCE OF DUTIES

You shall be assigned with all the duties and responsibilities of the **Clinical Admin Coordinator** and such other duties on behalf of the Company, as may be reasonably assigned from time to time by the Company's management.

COMPENSATION

As compensation for services to be rendered, you shall be paid an annual **Fixed salary of Rs.350,000.00, (Rupees Three Lakh Fifty Thousand Only)**. Your cost to the Company (CTC) shall be **Rs.407,320.00, (Rupees Four Lakh Seven Thousand Three Hundred Twenty Only)** per annum. A detailed compensation structure is provided along with this letter of appointment.

The salary shall be payable on a monthly basis in arrears on or about the last working day of each calendar month, but in no case later than the 7th day of the succeeding calendar month. Please note that your salary details are highly confidential and should not be disclosed inside or outside the Company by you in any manner whatsoever and any failure on your part to adhere to this obligation shall be considered as serious breach of the terms of this letter of appointment.

REWARDING RESULTS PLAN

You shall be eligible to participate in the Rewarding Results Plan in accordance with the terms and conditions of the Company, as amended from time to time. In this Rewarding Results Plan, you may be eligible to earn an annual performance-based incentive in addition to your basic salary. Your initial annual target incentive is **10%** of the fixed salary. It is clarified that no payment under this plan is guaranteed, and is subject to attainment of corporate and business unit's financial performance thresholds as well as individual performance ratings attained for the year on the Company's discretion. Basis this, your annual incentive payout could range from **0%– 10%** of the fixed salary. Any annual or other bonus payments are discretionary, non-binding and revocable for future years. Kindly refer to the rewarding results plan policy for any information regarding eligibility, payouts or any other terms and conditions associated with this plan.

The payment of all compensation and bonus / incentive, if any, shall be made in accordance with the relevant policies of the Company in effect from time to time, including normal payroll practices, and shall be subject to income tax deductions at source, as applicable. All requirements under Indian tax laws, including tax compliance and filing of tax returns, assessment etc. of your personal income, shall be fulfilled by you.

By accepting this letter of appointment, you authorize the Company to deduct from your remuneration on termination of employment (including salary, salary in lieu of notice, sign on bonus, notice pay out etc.) all debts owed by you to the Company or any of its group companies/associates or any fine imposed by the Company as a discretionary penalty pursuant to the Company's disciplinary procedure.

TERMINATION OF EMPLOYMENT

During the Probation period, either Company or you may at any time terminate this letter of appointment without cause by giving in writing to the other party, 1 (one) month notice. Company reserves the right either to accept your pay and allowance / towards the notice period or demand for actual service during the notice period. You shall not be entitled to any notice pay if your employment is terminated in accordance with condition 7.6 of the Appendix 3 to this letter of appointment.



May 5, 2022

Poojashree K V

Madavu Sampaje house
Puttur Karnataka
574210

Dear Poojashree,

Further to the recent meetings and discussions with us, we are pleased to offer you employment with XLHealth Corporation India Pvt. Ltd ("**the Company**"), a UnitedHealth Group Company, in the position of **Clinical Admin Coordinator** at **salary grade 23**. Your work location shall be at Company's office located at site **Bangalore**. The terms and conditions of your employment are set out hereinafter:

EMPLOYMENT

We are pleased to extend this offer to you basis the selection process administered. Your effective date of joining shall be no later than **May 18, 2022**. Your employment with the Company shall be subject to the timely submission of the following listed mandatory documents for background verification purposes, to be submitted prior to or latest by your Start Date. Successful pre and/or post-employment background checks, accuracy of the testimonials and information provided by you and your being free from any contractual restrictions preventing you from accepting this offer or starting work with us on the above-mentioned date, are required for your employment with the Company:

- (i) Highest Degree Certificate
- (ii) PAN Card or Passport
- (iii) Relieving Letter/Experience Letter from all the organizations worked in last 5 (five) years, except for the immediate last employer for which you will be granted 45 days from your start date

You, if so asked by the Company, shall disclose on your own behalf and, if married, on your spouse's behalf full details of any external directorships held and any personal business interests including partnerships, shareholdings and trusteeships; involvement in any other business ventures involving unlimited liability; personal liabilities in connection with business activities; and involvement in other positions external to the Company and your employment will be subject to acceptance by the Company of those external interests.

Please note that if during the pre or post-employment background checks, the background checking agency gives a negative report or in the event of unsatisfactory result of your pre or post-employment background checks, this letter of appointment shall stand revoked automatically (whether you have accepted it or not) and, if you have already commenced employment with the Company, such employment shall automatically terminate without giving rise to any claim for compensation or damages in your favor, but without prejudice to Company's rights and remedies against you.

PROBATION

You shall serve a minimum probation period of **3 months** from the date of your joining the Company ("Probation") following which you shall get confirmed into the Company by default unless you receive a letter for confirmation extension. The Company reserves the right to extend the probation period for an additional three (3) months in the event that your performance is not up to expectation.

Your performance shall be evaluated according to your efficiency, punctuality, conduct, maintenance of discipline and in accordance with the Company's regulations or policies existing now or in future. It shall be your responsibility to read, peruse and follow Company's regulations/policies, hardcopies which shall be made available to you upon request, but which otherwise are available on the Company's website.

During the period of Probation, either the Company or you may at any time terminate your employment without cause by giving in writing to the other party, 1 (one) month notice or in lieu thereof a sum equal to the amount or pro-rated amount of salary which would have accrued to you during the period or remaining period of notice. You shall not be entitled to any notice pay, if your employment is terminated in accordance with condition 7.6 of the Appendix 3 to this letter of appointment.

PLACE OF POSTING

Your initial place of posting shall be at the Company's office located at **Bangalore**. However, your services are transferable and you may be assigned/ transferred in India or outside India to serve the Company in any of its existing or future offices or any of its group companies or associates. It is a condition of your employment that you comply with any such requirements of the Company. The transfer arrangement shall not deem to constitute a change in your conditions of service.

Notwithstanding the above, you may however be required to work at any other place that the Company may deem fit and as may be required from time to time. You may also be seconded, deputed or transferred to any other person/company associated with the Company whether in India or abroad. In such a case your relocation expenses shall be borne by the Company and your reimbursement shall be as per the relocation policy of the Company.

Your place of work shall change in case of any relocation of the Company's offices, for which you shall be entitled to reimbursement in consonance with the relocation policy of the Company.

The Company operates on a 24X7 basis and is open for 365 days in a year.

PERFORMANCE OF DUTIES

You shall be assigned with all the duties and responsibilities of the **Clinical Admin Coordinator** and such other duties on behalf of the Company, as may be reasonably assigned from time to time by the Company's management.

COMPENSATION

As compensation for services to be rendered, you shall be paid an annual **Fixed salary of Rs.350,000.00, (Rupees Three Lakh Fifty Thousand Only)**. Your cost to the Company (CTC) shall be **Rs.407,320.00, (Rupees Four Lakh Seven Thousand Three Hundred Twenty Only)** per annum. A detailed compensation structure is provided along with this letter of appointment.

The salary shall be payable on a monthly basis in arrears on or about the last working day of each calendar month, but in no case later than the 7th day of the succeeding calendar month. Please note that your salary details are highly confidential and should not be disclosed inside or outside the Company by you in any manner whatsoever and any failure on your part to adhere to this obligation shall be considered as serious breach of the terms of this letter of appointment.

REWARDING RESULTS PLAN

You shall be eligible to participate in the Rewarding Results Plan in accordance with the terms and conditions of the Company, as amended from time to time. In this Rewarding Results Plan, you may be eligible to earn an annual performance-based incentive in addition to your basic salary. Your initial annual target incentive is **10%** of the fixed salary. It is clarified that no payment under this plan is guaranteed, and is subject to attainment of corporate and business unit's financial performance thresholds as well as individual performance ratings attained for the year on the Company's discretion. Basis this, your annual incentive payout could range from **0%– 10%** of the fixed salary. Any annual or other bonus payments are discretionary, non-binding and revocable for future years. Kindly refer to the rewarding results plan policy for any information regarding eligibility, payouts or any other terms and conditions associated with this plan.

The payment of all compensation and bonus / incentive, if any, shall be made in accordance with the relevant policies of the Company in effect from time to time, including normal payroll practices, and shall be subject to income tax deductions at source, as applicable. All requirements under Indian tax laws, including tax compliance and filing of tax returns, assessment etc. of your personal income, shall be fulfilled by you.

By accepting this letter of appointment, you authorize the Company to deduct from your remuneration on termination of employment (including salary, salary in lieu of notice, sign on bonus, notice pay out etc.) all debts owed by you to the Company or any of its group companies/associates or any fine imposed by the Company as a discretionary penalty pursuant to the Company's disciplinary procedure.

TERMINATION OF EMPLOYMENT

During the Probation period, either Company or you may at any time terminate this letter of appointment without cause by giving in writing to the other party, 1 (one) month notice. Company reserves the right either to accept your pay and allowance / towards the notice period or demand for actual service during the notice period. You shall not be entitled to any notice pay if your employment is terminated in accordance with condition 7.6 of the Appendix 3 to this letter of appointment.



May 12, 2022

Poornima B

Padma Kusuma Compound Harady
Puttur Karnataka
574201

Dear Poornima,

Further to the recent meetings and discussions with us, we are pleased to offer you employment with XLHealth Corporation India Pvt. Ltd (**"the Company"**), a UnitedHealth Group Company, in the position of (**Clin Admin Coord**) at **salary grade 23**. Your work location shall be at Company's office located at site **Bangalore**. The terms and conditions of your employment are set out hereinafter:

EMPLOYMENT

We are pleased to extend this offer to you basis the selection process administered. Your effective date of joining shall be no later than **May 18, 2022**. Your employment with the Company shall be subject to the timely submission of the following listed mandatory documents for background verification purposes, to be submitted prior to or latest by your Start Date. Successful pre and/or post-employment background checks, accuracy of the testimonials and information provided by you and your being free from any contractual restrictions preventing you from accepting this offer or starting work with us on the above-mentioned date, are required for your employment with the Company:

- (i) Highest Degree Certificate
- (ii) PAN Card or Passport
- (iii) Relieving Letter/Experience Letter from all the organizations worked in last 5 (five) years, except for the immediate last employer for which you will be granted 45 days from your start date

You, if so asked by the Company, shall disclose on your own behalf and, if married, on your spouse's behalf full details of any external directorships held and any personal business interests including partnerships, shareholdings and trusteeships; involvement in any other business ventures involving unlimited liability; personal liabilities in connection with business activities; and involvement in other positions external to the Company and your employment will be subject to acceptance by the Company of those external interests.

Please note that if during the pre or post-employment background checks, the background checking agency gives a negative report or in the event of unsatisfactory result of your pre or post-employment background checks, this letter of appointment shall stand revoked automatically (whether you have accepted it or not) and, if you have already commenced employment with the Company, such employment shall automatically terminate without giving rise to any claim for compensation or damages in your favor, but without prejudice to Company's rights and remedies against you.

PROBATION

You shall serve a minimum probation period of **3 months** from the date of your joining the Company ("Probation") following which you shall get confirmed into the Company by default unless you receive a letter for confirmation extension. The Company reserves the right to extend the probation period for an additional three (3) months in the event that your performance is not up to expectation.

Your performance shall be evaluated according to your efficiency, punctuality, conduct, maintenance of discipline and in accordance with the Company's regulations or policies existing now or in future. It shall be your responsibility to read, peruse and follow Company's regulations/policies, hardcopies which shall be made available to you upon request, but which otherwise are available on the Company's website.

During the period of Probation, either the Company or you may at any time terminate your employment without cause by giving in writing to the other party, 1 (one) month notice or in lieu thereof a sum equal to the amount or pro-rated amount of salary which would have accrued to you during the period or remaining period of notice. You shall not be entitled to any notice pay, if your employment is terminated in accordance with condition 7.6 of the Appendix 3 to this letter of appointment.

Your initial place of posting shall be at the Company's office located at **Bangalore**. However, your services are transferable and you may be assigned/ transferred in India or outside India to serve the Company in any of its existing or future offices or any of its group companies or associates. It is a condition of your employment that you comply with any such requirements of the Company. The transfer arrangement shall not deem to constitute a change in your conditions of service.

Notwithstanding the above, you may however be required to work at any other place that the Company may deem fit and as may be required from time to time. You may also be seconded, deputed or transferred to any other person/company associated with the Company whether in India or abroad. In such a case your relocation expenses shall be borne by the Company and your reimbursement shall be as per the relocation policy of the Company.

Your place of work shall change in case of any relocation of the Company's offices, for which you shall be entitled to reimbursement in consonance with the relocation policy of the Company.

The Company operates on a 24X7 basis and is open for 365 days in a year.

PERFORMANCE OF DUTIES

You shall be assigned with all the duties and responsibilities of the (**Clin Admin Coord**) and such other duties on behalf of the Company, as may be reasonably assigned from time to time by the Company's management.

COMPENSATION

As compensation for services to be rendered, you shall be paid an annual **Fixed salary of Rs.350,000.00, (Three Lakh Fifty Thousand Rupees Only)**. Your cost to the Company (CTC) shall be **Rs.407,320.00, (Four Lakh Seven Thousand Three Hundred Twenty Rupees Only)** per annum. A detailed compensation structure is provided along with this letter of appointment.

The salary shall be payable on a monthly basis in arrears on or about the last working day of each calendar month, but in no case later than the 7th day of the succeeding calendar month. Please note that your salary details are highly confidential and should not be disclosed inside or outside the Company by you in any manner whatsoever and any failure on your part to adhere to this obligation shall be considered as serious breach of the terms of this letter of appointment.

REWARDING RESULTS PLAN

You shall be eligible to participate in the Rewarding Results Plan in accordance with the terms and conditions of the Company, as amended from time to time. In this Rewarding Results Plan, you may be eligible to earn an annual performance-based incentive in addition to your basic salary. Your initial annual target incentive is **10%** of the fixed salary. It is clarified that no payment under this plan is guaranteed, and is subject to attainment of corporate and business unit's financial performance thresholds as well as individual performance ratings attained for the year on the Company's discretion. Basis this, your annual incentive payout could range from **0%– 10%** of the fixed salary. Any annual or other bonus payments are discretionary, non-binding and revocable for future years. Kindly refer to the rewarding results plan policy for any information regarding eligibility, payouts or any other terms and conditions associated with this plan.

The payment of all compensation and bonus / incentive, if any, shall be made in accordance with the relevant policies of the Company in effect from time to time, including normal payroll practices, and shall be subject to income tax deductions at source, as applicable. All requirements under Indian tax laws, including tax compliance and filing of tax returns, assessment etc. of your personal income, shall be fulfilled by you.

By accepting this letter of appointment, you authorize the Company to deduct from your remuneration on termination of employment (including salary, salary in lieu of notice, sign on bonus, notice pay out etc.) all debts owed by you to the Company or any of its group companies/associates or any fine imposed by the Company as a discretionary penalty pursuant to the Company's disciplinary procedure.

TERMINATION OF EMPLOYMENT

During the Probation period, either Company or you may at any time terminate this letter of appointment without cause by giving in writing to the other party, 1 (one) month notice. Company reserves the right either to accept your pay and allowance / towards the notice period or demand for actual service during the notice period. You shall not be entitled to any notice pay if your employment is terminated in accordance with condition 7.6 of the Appendix 3 to this letter of appointment.

May 17, 2022

Suhas Kiran

Nisarga house
Beltangadi Karnataka
574326

Dear Suhas,

Further to the recent meetings and discussions with us, we are pleased to offer you employment with XLHealth Corporation India Pvt. Ltd ("**the Company**"), a UnitedHealth Group Company, in the position of **Clinical Admin Coordinator** at **salary grade 23**. Your work location shall be at Company's office located at site **Bangalore**. The terms and conditions of your employment are set out hereinafter:

EMPLOYMENT

We are pleased to extend this offer to you basis the selection process administered. Your effective date of joining shall be no later than **May 18, 2022**. Your employment with the Company shall be subject to the timely submission of the following listed mandatory documents for background verification purposes, to be submitted prior to or latest by your Start Date. Successful pre and/or post-employment background checks, accuracy of the testimonials and information provided by you and your being free from any contractual restrictions preventing you from accepting this offer or starting work with us on the above-mentioned date, are required for your employment with the Company:

- (i) Highest Degree Certificate
- (ii) PAN Card or Passport
- (iii) Relieving Letter/Experience Letter from all the organizations worked in last 5 (five) years, except for the immediate last employer for which you will be granted 45 days from your start date

You, if so asked by the Company, shall disclose on your own behalf and, if married, on your spouse's behalf full details of any external directorships held and any personal business interests including partnerships, shareholdings and trusteeships; involvement in any other business ventures involving unlimited liability; personal liabilities in connection with business activities; and involvement in other positions external to the Company and your employment will be subject to acceptance by the Company of those external interests.

Please note that if during the pre or post-employment background checks, the background checking agency gives a negative report or in the event of unsatisfactory result of your pre or post-employment background checks, this letter of appointment shall stand revoked automatically (whether you have accepted it or not) and, if you have already commenced employment with the Company, such employment shall automatically terminate without giving rise to any claim for compensation or damages in your favor, but without prejudice to Company's rights and remedies against you.

PROBATION

You shall serve a minimum probation period of **3 months** from the date of your joining the Company ("Probation") following which you shall get confirmed into the Company by default unless you receive a letter for confirmation extension. The Company reserves the right to extend the probation period for an additional three (3) months in the event that your performance is not up to expectation.

Your performance shall be evaluated according to your efficiency, punctuality, conduct, maintenance of discipline and in accordance with the Company's regulations or policies existing now or in future. It shall be your responsibility to read, peruse and follow Company's regulations/policies, hardcopies which shall be made available to you upon request, but which otherwise are available on the Company's website.

During the period of Probation, either the Company or you may at any time terminate your employment without cause by giving in writing to the other party, 1 (one) month notice or in lieu thereof a sum equal to the amount or pro-rated amount of salary which would have accrued to you during the period or remaining period of notice. You shall not be entitled to any notice pay, if your employment is terminated in accordance with condition 7.6 of the Appendix 3 to this letter of appointment.

Your initial place of posting shall be at the Company's office located at **Bangalore**. However, your services are transferable and you may be assigned/ transferred in India or outside India to serve the Company in any of its existing or future offices or any of its group companies or associates. It is a condition of your employment that you comply with any such requirements of the Company. The transfer arrangement shall not deem to constitute a change in your conditions of service.

Notwithstanding the above, you may however be required to work at any other place that the Company may deem fit and as may be required from time to time. You may also be seconded, deputed or transferred to any other person/company associated with the Company whether in India or abroad. In such a case your relocation expenses shall be borne by the Company and your reimbursement shall be as per the relocation policy of the Company.

Your place of work shall change in case of any relocation of the Company's offices, for which you shall be entitled to reimbursement in consonance with the relocation policy of the Company.

The Company operates on a 24X7 basis and is open for 365 days in a year.

PERFORMANCE OF DUTIES

You shall be assigned with all the duties and responsibilities of the **Clinical Admin Coordinator** and such other duties on behalf of the Company, as may be reasonably assigned from time to time by the Company's management.

COMPENSATION

As compensation for services to be rendered, you shall be paid an annual **Fixed salary of Rs.350,000.00, (Rupees Three Lakh Fifty Thousand Only)**. Your cost to the Company (CTC) shall be **Rs.407,320.00, (Rupees Four Lakh Seven Thousand Three Hundred Twenty Only)** per annum. A detailed compensation structure is provided along with this letter of appointment.

The salary shall be payable on a monthly basis in arrears on or about the last working day of each calendar month, but in no case later than the 7th day of the succeeding calendar month. Please note that your salary details are highly confidential and should not be disclosed inside or outside the Company by you in any manner whatsoever and any failure on your part to adhere to this obligation shall be considered as serious breach of the terms of this letter of appointment.

REWARDING RESULTS PLAN

You shall be eligible to participate in the Rewarding Results Plan in accordance with the terms and conditions of the Company, as amended from time to time. In this Rewarding Results Plan, you may be eligible to earn an annual performance-based incentive in addition to your basic salary. Your initial annual target incentive is **10%** of the fixed salary. It is clarified that no payment under this plan is guaranteed, and is subject to attainment of corporate and business unit's financial performance thresholds as well as individual performance ratings attained for the year on the Company's discretion. Basis this, your annual incentive payout could range from **0%– 10%** of the fixed salary. Any annual or other bonus payments are discretionary, non-binding and revocable for future years. Kindly refer to the rewarding results plan policy for any information regarding eligibility, payouts or any other terms and conditions associated with this plan.

The payment of all compensation and bonus / incentive, if any, shall be made in accordance with the relevant policies of the Company in effect from time to time, including normal payroll practices, and shall be subject to income tax deductions at source, as applicable. All requirements under Indian tax laws, including tax compliance and filing of tax returns, assessment etc. of your personal income, shall be fulfilled by you.

By accepting this letter of appointment, you authorize the Company to deduct from your remuneration on termination of employment (including salary, salary in lieu of notice, sign on bonus, notice pay out etc.) all debts owed by you to the Company or any of its group companies/associates or any fine imposed by the Company as a discretionary penalty pursuant to the Company's disciplinary procedure.

TERMINATION OF EMPLOYMENT

During the Probation period, either Company or you may at any time terminate this letter of appointment without cause by giving in writing to the other party, 1 (one) month notice. Company reserves the right either to accept your pay and allowance / towards the notice period or demand for actual service during the notice period. You shall not be entitled to any notice pay if your employment is terminated in accordance with condition 7.6 of the Appendix 3 to this letter of appointment.

July 11, 2022

Vaishali J

Subash nagar Thirthahalli
Shimoga Karnataka
577422

Dear Vaishali,

Further to the recent meetings and discussions with us, we are pleased to offer you employment with XLHealth Corporation India Pvt. Ltd ("**the Company**"), a UnitedHealth Group Company, in the position of **Clinical Admin Coordinator** at **salary grade 23**. Your work location shall be at Company's office located at site **Bangalore**. The terms and conditions of your employment are set out hereinafter:

EMPLOYMENT

We are pleased to extend this offer to you basis the selection process administered. Your effective date of joining shall be no later than **July 12, 2022**. Your employment with the Company shall be subject to the timely submission of the following listed mandatory documents for background verification purposes, to be submitted prior to or latest by your Start Date. Successful pre and/or post-employment background checks, accuracy of the testimonials and information provided by you and your being free from any contractual restrictions preventing you from accepting this offer or starting work with us on the above-mentioned date, are required for your employment with the Company:

- (i) Highest Degree Certificate
- (ii) PAN Card or Passport
- (iii) Relieving Letter/Experience Letter from all the organizations worked in last 5 (five) years, except for the immediate last employer for which you will be granted 45 days from your start date

You, if so asked by the Company, shall disclose on your own behalf and, if married, on your spouse's behalf full details of any external directorships held and any personal business interests including partnerships, shareholdings and trusteeships; involvement in any other business ventures involving unlimited liability; personal liabilities in connection with business activities; and involvement in other positions external to the Company and your employment will be subject to acceptance by the Company of those external interests.

Please note that if during the pre or post-employment background checks, the background checking agency gives a negative report or in the event of unsatisfactory result of your pre or post-employment background checks, this letter of appointment shall stand revoked automatically (whether you have accepted it or not) and, if you have already commenced employment with the Company, such employment shall automatically terminate without giving rise to any claim for compensation or damages in your favor, but without prejudice to Company's rights and remedies against you.

PROBATION

You shall serve a minimum probation period of **3 months** from the date of your joining the Company ("Probation") following which you shall get confirmed into the Company by default unless you receive a letter for confirmation extension. The Company reserves the right to extend the probation period for an additional three (3) months in the event that your performance is not up to expectation.

Your performance shall be evaluated according to your efficiency, punctuality, conduct, maintenance of discipline and in accordance with the Company's regulations or policies existing now or in future. It shall be your responsibility to read, peruse and follow Company's regulations/policies, hardcopies which shall be made available to you upon request, but which otherwise are available on the Company's website.

During the period of Probation, either the Company or you may at any time terminate your employment without cause by giving in writing to the other party, 1 (one) month notice or in lieu thereof a sum equal to the amount or pro-rated amount of salary which would have accrued to you during the period or remaining period of notice. You shall not be entitled to any notice pay, if your employment is terminated in accordance with condition 7.6 of the Appendix 3 to this letter of appointment.

Your initial place of posting shall be at the Company's office located at **Bangalore**. However, your services are transferable and you may be assigned/ transferred in India or outside India to serve the Company in any of its existing or future offices or any of its group companies or associates. It is a condition of your employment that you comply with any such requirements of the Company. The transfer arrangement shall not deem to constitute a change in your conditions of service.

Notwithstanding the above, you may however be required to work at any other place that the Company may deem fit and as may be required from time to time. You may also be seconded, deputed or transferred to any other person/company associated with the Company whether in India or abroad. In such a case your relocation expenses shall be borne by the Company and your reimbursement shall be as per the relocation policy of the Company.

Your place of work shall change in case of any relocation of the Company's offices, for which you shall be entitled to reimbursement in consonance with the relocation policy of the Company.

The Company operates on a 24X7 basis and is open for 365 days in a year.

PERFORMANCE OF DUTIES

You shall be assigned with all the duties and responsibilities of the **Clinical Admin Coordinator** and such other duties on behalf of the Company, as may be reasonably assigned from time to time by the Company's management.

COMPENSATION

As compensation for services to be rendered, you shall be paid an annual **Fixed salary of Rs.350,000.00, (Rupees Three Lakh Fifty Thousand Only)**. Your cost to the Company (CTC) shall be **Rs.407,320.00, (Rupees Four Lakh Seven Thousand Three Hundred Twenty Only)** per annum. A detailed compensation structure is provided along with this letter of appointment.

The salary shall be payable on a monthly basis in arrears on or about the last working day of each calendar month, but in no case later than the 7th day of the succeeding calendar month. Please note that your salary details are highly confidential and should not be disclosed inside or outside the Company by you in any manner whatsoever and any failure on your part to adhere to this obligation shall be considered as serious breach of the terms of this letter of appointment.

REWARDING RESULTS PLAN

You shall be eligible to participate in the Rewarding Results Plan in accordance with the terms and conditions of the Company, as amended from time to time. In this Rewarding Results Plan, you may be eligible to earn an annual performance-based incentive in addition to your basic salary. Your initial annual target incentive is **10%** of the fixed salary. It is clarified that no payment under this plan is guaranteed, and is subject to attainment of corporate and business unit's financial performance thresholds as well as individual performance ratings attained for the year on the Company's discretion. Basis this, your annual incentive payout could range from **0%– 10%** of the fixed salary. Any annual or other bonus payments are discretionary, non-binding and revocable for future years. Kindly refer to the rewarding results plan policy for any information regarding eligibility, payouts or any other terms and conditions associated with this plan.

The payment of all compensation and bonus / incentive, if any, shall be made in accordance with the relevant policies of the Company in effect from time to time, including normal payroll practices, and shall be subject to income tax deductions at source, as applicable. All requirements under Indian tax laws, including tax compliance and filing of tax returns, assessment etc. of your personal income, shall be fulfilled by you.

By accepting this letter of appointment, you authorize the Company to deduct from your remuneration on termination of employment (including salary, salary in lieu of notice, sign on bonus, notice pay out etc.) all debts owed by you to the Company or any of its group companies/associates or any fine imposed by the Company as a discretionary penalty pursuant to the Company's disciplinary procedure.

TERMINATION OF EMPLOYMENT

During the Probation period, either Company or you may at any time terminate this letter of appointment without cause by giving in writing to the other party, 1 (one) month notice. Company reserves the right either to accept your pay and allowance / towards the notice period or demand for actual service during the notice period. You shall not be entitled to any notice pay if your employment is terminated in accordance with condition 7.6 of the Appendix 3 to this letter of appointment.

NTT DATA Information Processing Services Private Limited
Plot No. 123, EPIP Phase II
Whitefield Industrial Area
Bangalore 560 066 India
Tel: +91.80.3342.6000



3rd May,2021

Dilsha Thomas

D/o Thomas, Mypan(H), Thotathady (V&P),Belthangady (T.q), D.K(dist),Kakkinje,Karnataka

LETTER OF APPOINTMENT

Dear **Dilsha**,

Congratulations! We have pleasure in making an offer to you for the post of **F&A Operations Processing Senior Rep. - Bangalore**. We expect you to join the company on or before **10th May,2021**. You will be a part of the NTT DATA Information Processing Services Private Limited, ("NTT DATA") legal entity.

We believe that our employees form the basis of our success and are therefore our most valued assets. Accordingly, we have always believed in giving them the very best work environment and facilities that allows them to deliver results to their full potential. You can look forward to the same when you join us!

The other terms & conditions of your service are attached in the annexures.

We look forward to a long and mutually satisfying association with you and hope you find the atmosphere challenging and invigorating to realize your potential

Please sign the duplicate copy of this letter and return it to us as a token of your acceptance of the terms and conditions of employment offered to you. You can hand this over to the relevant authority on the day of joining.

Regards,
Antara Ghosh

To,
Divyashree R
 Bangalore

Dear Divyashree,

It gives us great pleasure to make you a formal offer to join us as **"Accounts Executive"**, you would be deputed to work for our client **OTIS GLOBAL SERVICES CENTER PRIVATE LIMITED** located at **"Bangalore"**. **And Date of Joining is 03 March 2021.** The detailed break up of your compensation is as given below. You are requested to join us on or before. If you do have any specific queries on below mentioned compensation details, we would be most happy to clarify the same for you. A detailed letter of appointment outlining all aspects of your employment terms will be provided to you at the time of your joining. We look forward to welcoming you to our team. Please sign and return duplicate copy of this letter as a token of your formal acceptance of this offer.

Compensation Break-up:

Statement of Salary			
Earnings	Rs.	Deductions	Rs.
Basic	14,042.00	Employee PF	1685.00
Statutory Bonus	1,170.00	Employee ESIC @ 0.75%	115.00
		Professional Tax	200.00
Gross - Total Earnings (**)	15,212.00	Total Deductions	2000.00
Net Pay	13,212.00		
Emplr. PF	1,825.00		
Emplr. ESIC @ 3.25%	495.00		
Total Employer Contribution	2,320.00		
CTC	17,532.00		
Annual CTC	210,384.00		

Yours truly,
 For Alp Consulting Ltd.

Syed Ummer
 Associate Manager HR – Operations



ST. JOSEPH'S ACADEMY OF HIGHER EDUCATION AND RESEARCH

ARAKULAM P.O., IDUKKI, KERALA, SOUTH INDIA, PIN-685 591

Affiliated to Mahatma Gandhi University

PH: 04862 -253052, E-Mail: sjacademymiltm@gmail.com

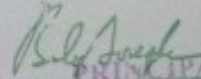
APPOINTMENT ORDER

Station: Arakulam

Date : 15-02-2022

Akshay K is hereby appointed Assistant Professor in Department of Physical Education in St. Joseph's Academy of Higher Education and Research, Moolamattom on a pay of Rs. **25000/-** per month + food and accommodation from 21/02/2022 to May 31, 2022.

The appointment is approved


PRINCIPAL
St. Joseph's Academy of
Higher Education and Research
Moolamattom
Arakulam P.O., Idukki, KRS 591



PROCEEDINGS OF THE APPOINTING AUTHORITY
SRI MAHAVEERA COLLEGE TRUST, MOOBBIDRI D.K.

No: SMC-EST-APPT-2021-22/ *AIR*

Dated: 31.12.2021

Sub: Establishment – Contract Appointment of teaching Staff during 2021-2022 – regarding

We pleased to appoint you as Physical Education Director on Contract basis with effect from 1st January 2022 at Sri Mahaveera College, Moodbidri on a consolidated pay of **Rs. 16,500/- p.m.**

This contract is subject to the following conditions:

1. This appointment is not against any permanent vacancy approved/sanctioned by the Department of Collegiate Education.
2. The tenure of present contract is upto 30.4.2022.
3. The appointing authority reserves the right of terminating your services at any time during the Contract period if your work is not satisfactory or if sufficient work-load is not available in your subject for any reason whatsoever. However, you shall be given one month's notice or one month's pay in lieu thereof in the event of termination of your services.
4. You shall give one month's notice or one month's pay in lieu thereof if you intend to discontinue your services in the middle of the contract period.
5. You shall reside within 8 Kms of the place of work so that you shall make yourself available whenever your services are required by the College. You shall leave the station only with the prior permission of the Head of the Institution. You shall be present in the college throughout the working hours of the college whether you have work or not.
6. You will be governed by all the rules and regulations framed by the College Trust from time to time.
7. You should report for duty on the forenoon of 1st January 2022, otherwise the offer stands automatically cancelled.

If the above conditions are agreeable to you, you have to give an undertaking to that effect in the prescribed proforma before reporting for duty.


APPOINTING AUTHORITY

To,
Mr. Akshith Rai P.,
Physical Education Director

CWC to the Registrar, Academy of General Education, Manipal



Ph : 0821-4241377 / Cell : 8884357810
ವಿಶ್ವಕವಿ ಕುವೆಂಪು ಪ್ರಥಮ ದರ್ಜೆ ಕಾಲೇಜು
 ಶ್ರೀ ಕುವೆಂಪು ವಿದ್ಯಾ ಪರಿಷತ್, ಚಂದ್ರಶೇಖರ ಅಗ್ರಹಾರ, ಜಯಲಕ್ಷ್ಮಿಪುರಂ, ಮೈಸೂರು - 12.
 (ಮೈಸೂರು ವಿಶ್ವವಿದ್ಯಾನಿಲಯಕ್ಕೆ ಅಧೀನದಲ್ಲಿ ಉಪಸ್ಥಿತ)

VISHWAKAVI KUVEMPU FIRST GRADE COLLEGE
 Sri Kuvempu Vidya Parishat, Jayalakshimpuram, Mysuru - 570012
 (Affiliated to University of Mysore)

ಶ್ರೀ. ಸಂ. : ವಿ.ಕ.ಕ.ಪ್ರ.ಕಾ.

ದಿನಾಂಕ 29/10/2021

Mr. Raghavendra N,

Mysore

Dear Mr. Raghavendra N,

Date of interview 29.10.2021

With reference to your above mentioned application and the subsequent interview you had with us, we are pleased to accept your services in your capacity as **"Physical Education Trainer"** in our Institution at Mysore, on the following terms & conditions:

- You will serve the Institution as **"Physical Education Trainer"** and will teach Physical education Subjects for Undergraduate students. You will be required to take the number of classes as would be scheduled and assigned by the Institute. Arrange physical educational activities. Prepare record related to all physical educational activities. Educate students and help them develop an awareness of the importance of healthy overall lifestyle. You may have to involve in academic activities, NSS and other office activities. In order to ensure that the students acquire the required knowledge, and groomed holistically discipline to the highest levels, you will be required to serve with dedication as a teacher, a parent, a guide, a philosopher and a psychologist.
- Consolidated Remuneration will be paid to you at Rs.15000/- (Rupees Fifteen Thousand only) per month.
- Your place of work will be at Mysore, Karnataka, India.

(d) Your services should be available till the end of the academic term.

(e) You will have to complete all the assignments, as laid down by the Institute, within the specified time.

(f) You will report to the **"Director"** and will diligently strive and support in realizing the Vision, the Mission and the Goals set for the Institution.

(g) You shall scrupulously abide by all the rules & regulations and advisories/instructions issued by the Management from time to time.

(h) This contract is for a period of one academic year and is renewable thereafter on mutual consent.

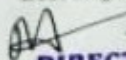
(i) Services to the Institution may be terminated with Three months' notice, if failed Three months remuneration has to be paid from either side.

(j) Salary appraisal will be based on performance and management decision.

Your appointment as **"Physical Education Trainer"** will take effect from 8th November 2021 till the end of academic year.

The management is pleased to welcome you to the Institution and be a valuable part of Vishwakavi Kuvempu First Grade College family. We trust your association with the Institution will be mutually beneficial & satisfying.

Best Regards

 29/10/2021

DIRECTOR
V.K.K.F.G.C., MYSURU-12



NITTE
EDUCATION TRUST

Ref: NET/Dr.NSAMEMHS/100/2021/2656

Date: 03.12.2021

Ms. Sangeetha,

Sports Assistant,

Dr. NSAM English Medium High School,

Nitte.

(through the Principal, Dr.NSAMEMHS, Nitte)

Sub: Re-fixation of salary on completion of study leave - reg.

Ref: Letter no.Dr.NSAMEMHS/2021-22/164 dated 27.11.2021 from the Principal,

Dr. NSAMEMHS, Nitte.

This is with reference to the letter cited above. The salary of Ms. Sangeetha, Sports Assistant, Dr. NSAM English Medium High School, Nitte is re-fixed as follows with effect from 08.11.2011 i.e. the date of her rejoining duty on completion of her study leave:

Basic pay	Rs. 6150.00
DA@30%	Rs. 1845.00
Spl. DA(1)	Rs. 1500.00
Spl.DA(2)	Rs. 400.00
Variable All	Rs. 500.00
Spl.All(3)	Rs. 2000.00

Rs.12395.00

All other terms and conditions of the appointment shall remain unchanged.

Yours sincerely,

(VISHAL HEGDE)
Trustee

C.c.: The Principal, Dr.NSAMEMHS, Nitte
Pay bill section, " "
H.R. dept., NET

APPOINTMENT LETTER

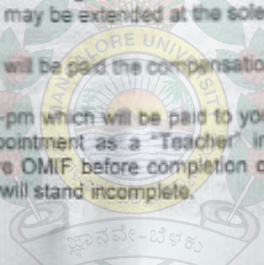
Mr. SHIVAMURTHY G K,
GAVADAGERE VRP,
HUNSUR TQ,
MYSORE DIST - 571610

Sub: Appointment as Teacher Trainee

Dear SHIVAMURTHY G K,

Relying upon the representations made by you with regard to your academic education, background, work experience etc., subject to Operation Mercy India Foundation (OMIF) Policies and Procedures, we are pleased to offer you an appointment as 'Teacher Trainee' on the following terms and conditions:

1. Your appointment takes effect from 23rd November 2021
2. Subject to the provisions of termination as hereinafter provided, you will undergo a training period of 2 years commencing from 23rd November 2021 till 23rd November 2023. (Training Period), which may be extended at the sole discretion of the OMIF.
3. During the Training Period, you will be paid the compensation of Rs. 16,000/-per month.
- 3.1 You will be given CTC 16,000/-pm which will be paid to you after successful completion of your training and your appointment as a 'Teacher' in OMIF. It is hereby further informed that in case you leave OMIF before completion of two years from the date of your appointment your training will stand incomplete.
4. **Training**
 1. You have to orientate yourself to the school environment and familiarize yourself with the training profile and program.
 2. Be clear about your profile as briefed by the principal.
 3. Ensure that you are capable of teaching the syllabus assigned to you.
 4. Planning and preparing lesson plans and delivering lessons to all students according to the plan.
 5. Teaching according to the educational needs, abilities and achievement of the individual students
 6. Make sure you are in possession of the school diary and enter your lesson plan in the same.
 7. Assigning home work to the students & correcting the same on the next day.
 8. Assessing, Recording and Reporting on the ability of the students to understand and assimilate the lesson taught
 9. Earmarking students that are weak and giving more attention for extra coaching of the same.
 10. Maintaining good order and discipline in the class.
 11. Reporting immediately any abnormal behaviour noticed in a student.
 12. Assessing, recording and reporting on the development, progress, attainment and behaviour of students.
 13. Registering and monitoring the attendance of students properly.
 14. There will be periodical evaluations by the Principal and the retention of the staff in the school will be determined by the performance report of the principal.



Handwritten signature



ST. JOSEPH'S ACADEMY OF HIGHER EDUCATION AND RESEARCH

ARAKULAM P.O., IDUKKI, KERALA, SOUTH INDIA, PIN-685 591

Affiliated to Mahatma Gandhi University

PH: 04862 -253052, E-Mail: sjacademymltm@gmail.com

APPOINTMENT ORDER

Station: Arakulam

Date : 14-02-2022

VINCE VENUGOPAL is hereby appointed Assistant Professor in Department of Physical Education in St. Joseph's Academy of Higher Education and Research, Moolamattom.

The appointment is approved




DIRECTOR

St. Joseph's Academy of Higher
Education & Research
Arakulam P.O., Moolamattom
Idukki, Kerala- 685 591