

Bangalore

13-08-2019

OFFER LETTER

Dear Gandikota Ismail Basha,

With reference to the discussions we had with you, we, on behalf of Red Road Health Solutions, are pleased to offer you the position of "Senior Medical Coder" and invite you to join Red Road Health Solutions family.

Your starting date will be 14th August, 2019 and the total cost to company is Rs. 39,000/- (Rupees Thirty nine thousand only) per month. The allowances, benefits and other terms and conditions of your employment will be as per company policies, as applicable.

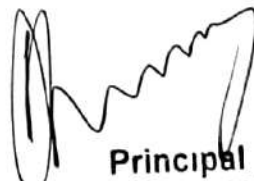
You will abide by the rules and regulations of the company as may be in force from time to time. The company looks for a long-term association with all its employees and expects the same from you.

Again, congratulations and welcome to the Red Road Health Solutions family.

Thanking You.

For Red Road Health Solutions Pvt Ltd,

Jackline Mary S
HR- Incharge


Principal
Raghavendra Institute of Pharmaceutical
Education and Research
CHIYYEDU - 515 721. Anantapuramu (A.P.)

DELEXCEL/HRE/May/04/2020-21
26th May 2020

To,
Gandla Chaithanya Barghav,
D No.17/540, Upstairs,
Neeruganti Street,
Anantapur - 515001. A.P

Sub: Employment Offer Letter

Dear Mr. G Chaithanya Barghav,

Based on the discussion we had, we are pleased to offer you a position of **Officer - Formulation Development Excellence** department of DelExcel Pharma Private Limited, Kucharam, Manoharabad Mandal, Medak (Telangana State).

You will be paid a consolidated amount of **Rs. 1,67,505/-** (Rupees One Lakh Sixty-Seven Thousand Five Hundred and Five only) per Annum towards the compensation of your employment. The CTC is Inclusive of PF, Taxes, Exgratia, Bonus etc., and all necessary statutory deductions as Total Cost to Company (CTC).

You will be issued a detailed Letter of Appointment on the date of joining.

We are proud to have a professional of your stature as a member of DelExcel team. Please do sign and return this letter of employment offer as a token of acceptance.


As discussed, you will be joining the DelExcel team on or before 1st June 2020.

With best regards,

For DelExcel Pharma Private Limited



Raghupathi Kandarapu, PhD
CEO & Chief Scientific Officer.


Principal
Raghavendra Institute of Pharmaceutical
Education and Research
CHIYYEDU - 515 721. Anantapuramu (A.P.)

To,
Mr. S. Venkata Rami Reddy
Hyderabad.

29 Oct 2020

Offer of Appointment

Dear Mr. S. Venkata Rami Reddy,

On behalf of GeneSys Biologics, I am very pleased to offer you the position of **Trainee – Analytical Characterization** with our organization, based in Genome Valley, Hyderabad

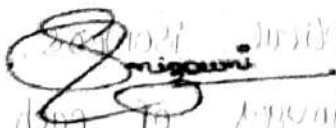
GeneSys is a clinical-stage Biopharmaceutical company focused on global development and commercialization of high quality and affordable biologics/biosimilars. We look forward to you joining our team, and hope you consider this as an opportunity to contribute significantly towards the GeneSys goal to be the next revolutionary force in biosimilars.

1. Your Annual pay package will amount to **Rs. 284458/-** (Rupees Two Lakhs Eighty Four Thousand Four Hundred and Fifty Eight only)
2. You are Expected to Join us **by 10th November 2020** from the issue date of this letter
3. You will be under probation for a period of six (6) months from the date of your joining. Your services will be confirmed in writing upon successful completion period.
4. You shall be guided by the rules and regulations of the company, as applicable.
5. Your letter of appointment will be issued at the time of joining, However the Annexure I that contains the pay structure along with allowances details is enclosed.
6. This offer will be valid after clearance of Pre-Medical Check Up.

Please sign and return a scanned copy of this letter as a token of your acceptance of the terms & conditions stated here in above.


Yours Truly,
For GENESYS BIOLOGICS PRIVATE LIMITED.

Acknowledged & Accepted



HRD Department
Authorized Signatory

Signature of the Candidate
Date:


Principal
Raghavendra Institute of Pharmaceutical
Education and Research
CHIVVEDU - 515 721 Anantapuramu (A.P.)

GeneSys Biologics Pvt. Ltd.

- CORPORATE OFFICE: 4th Floor, Bhaskar Plaza, Road No.1, Banjara Hills, Hyderabad - 500 034, Telangana, India. | www.genesysbiologics.com
- BIOTECHNOLOGY CENTRE: Plot 9A, Genome Valley, Biotech Park, Phase II (Extn.), Lalgadi Malakpet Shameerpet, Hyderabad - 500 078, Telangana, India. | GST No.: 36AAFCG8237M1Z0

ANNEXURE I

Name:	S. Venkata Rami Reddy
Department:	Characterization
Designation:	Trainee

Particulars	Emoluments (Per Month)	Annual
Basic salary + DA (@40%)	8400	100800
HRA (@16%)	3360	40320
Conveyance (@10%)	2100	25200
Basket of Allowances (@34%)	7140	85680
A Total Gross Salary	21001	252012
Other Monthly Emoluments		
Employer contribution to ESI	0	0
Employer contribution to PF	1800	21600
B. Total Monthly emoluments	1800	21600
Other Yearly Emoluments		
Gratuity	404	4846
Bonus	-	-
Group Medical Insurance	500	6000
Earned Leaves		
C. Total Gross yearly CTC	904	10846
D. Total Cost to Company	23705	284458

Monthly deductions		
Employee Contribution to ESI	0	0
Employee Contribution to PF	1800	21600
PT	200	2400
Total Deductions	2000	24000
	19001	228012

* Above figure may vary subject to TDS if applicable

GeneSys Biologics Pvt. Ltd.

- CORPORATE OFFICE: 4th Floor, Bhaskar Plaza, Road No.1, Banjara Hills, Hyderabad - 500 034, Telangana, India. | www.genesysbiologics.com
- BIOTECHNOLOGY CENTRE: Plot 9A, Genome Valley, Biotech Park, Phase II (Extn.), Lalgadi Malakpet Shameerpet, Hyderabad - 500 078, Telangana, India. | GST No.: 36AAFGB257M1Z0

AIZ/HR/OFF/JUN/19/021

20th June 2019

To,
P Priya,
D.No : 26/8,
Rayachoti, Kothapeta,
YSR Dist, AP.

Sub: Letter of Offer

Dear Ms. Priya,

This has reference to your job application and subsequent discussions that you had with us. We are pleased to appoint you as Trainee Executive - CP.

You will be paid all inclusive total emoluments as per mutually agreed compensation, **INR 1.86 LPA (One Lakh and Eighty Six Thousand only) Cost to Company (CTC).**

You will be issued a detailed Letter of Appointment on the date of joining.

We are proud to have a professional of your stature as a member of the Aizant® team. While you have already accepted the offer verbally, please do so formally by signing and returning this letter of offer as token of acceptance, as per above mentioned terms and conditions.

Please indicate your probable date of joining, which should not be later than **24th June 2019**, failing which this offer stands withdrawn automatically.

With best wishes

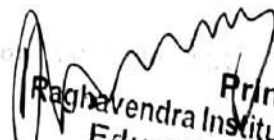
For on and behalf of

Aizant Drug Research Solutions Pvt. Ltd.



Prasant Kishore
Vice President - Human Resource

Probable DOJ:
Accepted :



Principal
Raghavendra Institute of Pharmaceutical
Education and Research
CHIYYEDU - 515 721, Anantapuramu (A.P.)

Aizant Drug Research Solutions Private Limited

Regd.Off. : Survey No. 172 & 173, Apparel Park Road, Dulapally Village, Dundigal Gandimaisamma Mandal, Medchal-Malkajgiri District - 500 100, Telangana. INDIA. Tel : 040-23792190/91/92, Fax : +91-40-23792223, web: www.aizant.com
CIN : U24239TG2005PTC048133, E-mail : info@aizant.com

MISOM LABS LIMITED

CONTRACT OF EMPLOYMENT

This Contract of Employment entered into on the 25th of February 2021;

BETWEEN: **MISOM LABS LIMITED**, a limited liability company registered under the laws of Malta with company registration number C83677, having its registered office at Malta Life Sciences Park, LS2.01.06, Industrial Estate, San Gwann, SGN 3000, Malta, hereinafter referred as the "**Company**"

AND: **MR RAHUL RAGHAV DASARI**, holder of Passport Number M8426295 and residential address at 7/49, B-Block, Plot No - 41, P.A. Dwaraka Villas; KLD Road, Ananthapur - 515004, Andhra Pradesh, India, hereinafter referred to as the "**Employee**"

The Company and the Employee may jointly be referred to as the "**Parties**".

In compliance with Maltese Law, this Agreement gives particulars of the Employee's terms of employment with the Company and regulates other matters connected with the Employee's employment with the Company.

The Parties agree to the following:

1. DEFINITIONS AND INTERPRETATION

In this Agreement, unless the context otherwise requires:

- "Applicable Law" includes any statutes, laws, directives, by-laws, regulations, rules, orders or delegated or subordinate legislation having the force of law in Malta;
- "Confidential Information" means all information, whether recorded or not, relating to all or any part of the business, property, assets, activities, customers or clients of the Company, to which the Company attaches an equivalent level of confidentiality or in respect of which it owes an obligation of confidentiality to any third party;
- "Material Interest" means the holding of any position as a director, shareholder, officer, employee, consultant, partner, principal or agent;
- "Personal Data" means any information relating to an identified or identifiable natural person ('data subject'); an identifiable natural person is one who can be identified, directly or indirectly, in particular by reference to an identifier such as a name, an identification number, location data, an online identifier

*Lab Address - Malta Life Sciences Park, LS2.01.06,
Industrial Estate, San Gwann, SGN 3000, Malta.*



Misom Labs

MISOM LABS LIMITED

or to one or more factors specific to the physical, physiological, genetic, mental, economic, cultural or social identity of that natural person;

- i. Which the Employee shall acquire at any time during his employment by the Company; and
- ii. Which is not readily ascertainable to persons not connected with the Company.

2. COMMENCEMENT OF EMPLOYMENT

Term: The Employee's employment under this contract shall be of a definite duration of 1 year and shall be effective on the obtainment of the Work Permit in Malta.

Probation: The Employee's employment under this contract shall be subject to a probationary period of six months from the date of his first effective employment by the Company.

Work Permit: The Employee's employment with the Company shall be subject to the obtainment of a valid work permit issued and retained for the duration of employment with the Company.

3. DESIGNATION AND PLACE OF WORK

The Employee shall be employed as Quality Control – Laboratory Assistant of the Company.

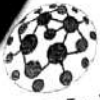
The Employee's normal place of work, and the main place for the performance of all duties noted in this Agreement, will be at the Company's laboratory at the Life Sciences Park in Malta, but the Company reserves the right to change the location to any other place within Malta.

4. POWERS, DUTIES AND RESPONSIBILITIES

The main duties of the Employee shall be as mentioned below and additionally in accordance with the job description to be signed separately and updated from time to time

- Implementing the Quality department's strategy, to ensure it meets the business requirements and customer deliverables, as well as ensuring the departmental performance against goals.
- Performing routine testing for release of pharmaceutical products, testing for Analytical Method Transfers in Microbiology department and additionally in Chemical and instrumentation testing in accordance with the authorized specifications and test methods.
- Implementing and monitoring all Quality Management Systems to ensure compliance with EU Commission Directive 2003/94/EC, covering GMP for medicinal products for human use and investigational medicinal products (IMPs) for human use.
- Implementing and maintaining a Quality Risk Management system to ensure that risks are adequately controlled in accordance with current requirements (EU GMP Part III Q9).

*Lab Address - Malta Life Sciences Park, LS2.01.06,
Industrial Estate, San Gwann, SGN 3000, Malta.*



Misom Labs

MISOM LABS LIMITED

- Ensuring compliance with regulatory GMP inspections, customer inspections, internal inspections and any other regulatory and contractual requirements related to operation of the laboratory.
- Ensuring the development, approving, implementation, training, revision and compliance with Standard Operating Procedures (SOPs) consistent with applicable regulations.
- Managing all calibration validation activities, including validation strategy and approval of protocols and reports as applicable to an analyst.
- Preparation of laboratory documentation / records in accordance with in house and GMP requirements.
- Assisting the Quality Control Manager in Ensuring appropriate investigation of discrepancies, errors, complaints, failures or adverse events requiring documented review and action (if necessary, interrupting processes causing material to be quarantined or placed on hold until matters are resolved).
- Assisting the Quality Control Manager in Ensuring that the Quality department meets or improves on budget, cost, volume and efficiency targets (KPIs) in line with business objectives.
- To perform all other duties as assigned or directed by the Company.

Both Parties agree that the foregoing list of duties and responsibilities are not exhaustive and may be changed, modified or increased at the discretion of the Company.

In performing his duties, the Employee undertakes to exercise a reasonable degree of care, skill and diligence and to act honestly and in good faith in the best interests of the Company.

The Employee shall not use any information or opportunity of the Company for his own benefit or for the benefit of any third party, nor shall the Employee obtain any benefit in connection with the exercise of his powers, except with the consent of the Company.

The Employee shall work on his own initiative but shall abide by any guidelines or instructions for the execution of his duties which the Company may, from time to time, make known to the Employee.

5. MATERIAL INTEREST

The Employee also agrees that during his employment with the Company, without the Company's prior written permission, he shall not hold any Material Interest in any person, firm or company which:

- i. Is, or shall be, in competition with any of the businesses in which the Company operates;
- ii. Impairs or might reasonably be thought by the Company to impair the Employee's ability to act at all times in the best interest of the Company; or
- iii. Requires, or which might reasonably be thought by the Company to require, the Employee to disclose any Confidential Business Information in order to properly discharge the Employee's duties to, or to further his interest in, such person, firm or company.

*Lab Address - Malta Life Sciences Park, LS2.01.06,
Industrial Estate, San Gwann, SGN 3000, Malta.*



6. REMUNERATION

The Company shall pay the Employee an annual gross salary of €9,416.16 (Nine Thousand, Four Hundred and Sixteen Euros and Sixteen Cents) payable monthly in arrears. This salary shall be exclusive of any government bonuses. Government bonuses are currently made up of €270.20 (Two Hundred and Seventy Euros and Twenty Cents) payable in June and December and Government allowances of €242.32 (Two Hundred and Forty-Two Euros and Thirty-Two Cents) payable in March and September shall be payable over the annual gross salary mentioned above.

The salary payable to the Employee shall be subject to review in accordance with the Company's practice from time to time but there shall be no obligation on the Company to increase such salary.

The Company shall deduct, where applicable, the rates of tax prevailing from time to time and the Employee's share of the Social Security Contribution as per the applicable legislation.

7. EDUCATIONAL, VOCATIONAL COURSES, SEMINARS & IMPROVEMENT OF PROFESSIONAL QUALIFICATIONS

Professional Training: The Company encourages its staff to undertake supplementary professional training. The Company may, at its expense and at its sole discretion, request the Employee to attend educational or vocational courses, seminars, conventions, and / or courses leading to the attainment of relevant professional qualifications. In the event the Company takes such action, the Employee promises to make every effort to diligently attend the courses and seminars and to pass any exam/s given in connection with such course or seminar.

8. LEAVE

Annual Vacation Leave: The Employee shall be entitled to all Public and National Holidays and to statutory vacation leave with pay of the equivalent in hours of 27 (Twenty-Seven) days calculated pro rata on the number of hours worked by the Employee, unless otherwise provided in any other regulation or applicable law in Malta. However, the Employee may be required to work on Maltese Public and National Holidays as a part of his normal hours of work. In such an event the Employee shall be entitled to an extra day of vacation leave with pay, excluding when Maltese Public and national holidays falling on the weekend, where by in such cases, employment conditions apply as per the Employment and Industrial Relations Act apply.

MISOM LABS LIMITED

Pro rata Leave: Since the Employee's employment commenced part way through the year, the Employee's annual vacation entitlement will be assessed on a pro rata basis.

Pay in Lieu of Leave: Upon termination of the Employee's employment either due to resignation, redundancy or other reason, in the event that the Employee has not taken all of his vacation leave entitlement to the date of termination, the Company will be entitled to give the Employee pay in lieu of any unused vacation leave entitlement; alternatively, the Company may require the Employee to take unused holidays during the Employee's notice period. In the case where the Employee would have consumed more than his entitlement for the period of employment, the Company shall deduct any excess from the Employee's final salary.

Pre-approval of Leave: Leave shall be taken on days agreed with the Company and in accordance with the requirements of the operation of the Company.

9. SICKNESS OR OTHER ABSENCE

Notice of Absence: If the Employee needs to be absent from work for any reason and such absence has not previously been authorized by the Company, the Employee must endeavour to inform the Company by 9:00 a.m. on the Employee's first day of absence.

Payment During Illness: If the Employee is absent from work due to sickness, the Employee will be paid his normal salary during any period or periods of absence on medical grounds up to a maximum of 15 (Fifteen) days and will be paid 50% (Fifty Percent) of his normal salary for an additional 15 (Fifteen) days (consecutively or in aggregate) in any calendar year, less Statutory Sickness Benefit receivable by the Employee.

Medical Examination: The Company reserves the right to require the Employee to undergo a medical examination conducted by a doctor nominated by the Company, at the Company's expense. The Company reserves the right to cease payment of Company sick pay if it is advised by any such doctor that the Employee is fit to return to work.

Bereavement Leave: In the event of the passing away of a member of the Employee's immediate family (limited to the Employee's children, parents, spouse, brother or sister), the Employee shall be entitled to 2 (Two) days of bereavement leave, with pay.

Special Leave: The Employee shall, pursuant to the provisions of Regulation 4 of the Minimum Special Leave Entitlement Regulations of 2008, be entitled to: (i) 2 (Two) days paid leave on the occasion of his contracting marriage, and (ii) one (1) day paid leave on the occasion of the birth of his child.

Injury Leave: The Employee shall be entitled to up to one (1) year of injury leave on full pay, according to law, less the full amount of any injury benefit to which such employee may be entitled in terms of the Social Security

Lab Address - Malta Life Sciences Park, LS2.01.06,
Industrial Estate, San Gwann, SGN 3000, Malta.



Misom Labs

MISOM LABS LIMITED

Act, 1987, if he is injured during the actual discharge of his duty, and such injury is not due to any contributory negligence on his part, or to the contravention by his of any safety rules laid down by the management or by law.

Unpaid Leave: Additional unpaid leave may, at the sole discretion of the Company, be allowed to the Employee if he has exhausted his annual leave entitlement and in cases where the Employee has the opportunity of an educational advancement abroad or of attending educational seminars, both possibilities to be at the sole discretion of the Company.

10. TERMINATION

Resignation: In cases of resignation, the Employee agrees that he is to give the Company 2 (Two) months' notice of termination. In addition, the provisions of the Employment and Industrial Relations Act regarding termination of fixed term employment contracts shall apply.

Cause: The Employee's employment shall not be terminated except for good and sufficient cause; in which case the Parties may terminate this Agreement without giving notice as per Maltese law.

11. CONFIDENTIALITY

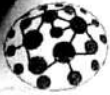
Restrictions: As part of the Employee's fiduciary obligations toward the Company at law, the Employee will, during his employment and at all times after his termination, keep secret all trade secrets or other confidential, technical or commercial information which the Employee may obtain regarding the affairs of the Company, including, in particular, names of its clients, customers and suppliers. This restriction shall continue to apply after the termination of the Employee's employment without limit in point of time but shall cease to apply to any such information which may come into the public domain other than through unauthorised disclosure by the Employee.

No Right to Notes: Other than for his use during his employment and for the benefit of the Company, the Employee shall not make any notes or memoranda relating to any matter within the scope of the business of the Company concerning any of its dealings or affairs, nor shall the Employee, during the continuance of his employment or at any time after he leaves the Company, employ, use or permit to be used any such notes or memoranda. Any such documents made by the Employee shall be the property of the Company and shall be left with the Company upon the termination of the Employee's employment with the Company and all copyright in such notes or memoranda shall vest in the Company.

No Publication: The Employee shall not, during employment, either directly or indirectly publish any opinion, fact or material on any matter within the scope of the business of the Company without the prior written approval of the Company.

12. RESTRICTIONS AND NON-COMPETE

Lab Address - Malta Life Sciences Park, LS2.01.06,
Industrial Estate, San Gwann, SGN 3000, Malta.



MISOM LABS LIMITED

No Other Work: The employment contemplated hereunder constitutes full time employment and the Employee undertakes that during the term of his employment he shall not enter into employment with any competitor of the Company or take employment on a part or full-time basis with any other person or organisation without prior written permission of the Company.

Fiduciary Obligations: The Employee hereby acknowledges that he has fiduciary obligations in relation to his employment with the Company and the Employee therefore undertakes that he will not, following the termination of his employment for any reason, damage the Company by seeking to solicit or entice any clients of the Company.

No Competition: The Employee shall not engage in any activity that may reasonably be considered to be in competition with the business of the Company. The term "reasonably be considered to be in competition with the business of the Company" as used herein shall mean that during the term of his employment and for a year thereafter, the Employee shall not own, manage, operate, consult nor be an employee in, or an advisor to, a business substantially similar to or competitive with the present business of the Company within Malta.

13. CONDITIONS OF WORK

The Employee understands that the hours of work may need to change from time to time according to the exigencies of the Employer. The Employee shall work a minimum of 40 (Forty) hours per week, spread over 5 (Five) days.

The remuneration package outlined in clause 6 of this Agreement covers all hours worked, except for any work carried out on Maltese Public and National holidays in which case time off *in lieu* of payment will be given to the Employee in accordance with Maltese laws and Regulations.

Working conditions not stipulated herein shall be governed by the applicable law, in particular the Employment and Industrial Relations Act, 2003 (CAP. 452) and regulations made thereunder.

14. DATA PROTECTION

Any Personal Data included in this Agreement shall be processed in accordance with the General Data Protection Regulation (Regulation (EU) 2016/679).

The Company shall process Personal Data relating to the Employee such as name, surname, ID Card/ Passport Number, Bank Account number, NI Number, and other Personal Data which may be reasonably required for the purposes as hereinafter outlined.

Dr. Somn. Manoj
28-02-2021

[Signature]
Principal

Lab Address - Malta Life Sciences Park, Education and Research
Industrial Estate, San Gwann, SGN 515721. Anantapuramu (A.P.)
515721. Anantapuramu (A.P.)



Misom Labs

MISOM LABS LIMITED

Such data shall be used for the purposes of or in connection with the performance of this Agreement by the Company acting as data controller, including for salary payments, and also in compliance of statutory requirements under Maltese legislation relating to employment, health and safety, due diligence, and tax contributions.

The Employee shall have the following rights:

1. Requesting that any personal data which is inaccurate or incomplete is rectified;
2. Requesting information about the storage and processing of his personal data;
3. Requesting access to his personal data, subject to privacy rights of others;
4. Requesting to have his personal data erased from the system ('right to be forgotten'), subject to the Company's obligation to retain a copy of certain data in compliance with legal obligations;
5. Requesting restriction of data processing or objecting to processing, subject to the Company's obligation to retain a copy of certain data in compliance with legal obligations;
6. Requesting to have his data transferred to another employer ('right to data portability'), subject to the Company's obligation to retain a copy of certain data in compliance with legal obligations;
7. Lodging a complaint with the Information and Data Protection Commissioner ('IDPC').

If the Employee wishes to exercise any of these rights, he shall inform the HR Department, and the Company will comply with the request within 1 month from such request, unless overriding circumstances exist. Where the Company is unable to comply with the request within the stipulated time, it will inform the Employee of the reason for this.

The Company shall limit access to Employee Personal Data to the staff strictly necessary for the performance, management and monitoring of the Agreement, without prejudice to possible transmission to authorities if so required by law. The Company outsources payroll services to ECOVIS (Malta) Consultants Limited, and thus the latter shall have access to the Personal Data of the Employee as a data processor for the purposes of providing such services. The Company has entered into a processor-controller Agreement with ECOVIS (Malta) Consultants Limited in line with GDPR requirements and ensures continual adherence to the Regulation. The Employee hereby agrees with and authorizes the access of his Personal Data by ECOVIS (Malta) Consultants Limited for the purposes of providing payroll services as outline herein. The Company shall not transfer the Employee's Personal Data to any other data processor without prior written authorisation from the Employee.

The Company's internal policies and technical systems ensure the maintenance of appropriate technical and organizational security measures in relation to the Employee's data, having regard to the nature of the data and to the risks inherent in the processing.

The Company shall retain such Personal Data for the duration of this Agreement, and for such time thereafter in order to comply with its legal obligations and to safeguard its legitimate interests through the keeping of records

*Lab Address - Malta Life Sciences Park, LS2.01.06,
Industrial Estate, San Gwann, SGN 3000, Malta.*



as potential evidence, in accordance with the GDPR. The Employee shall retain the above rights for the duration of the entire retention period, even if this post-dates the termination of this Agreement.

15. ENTIRE AGREEMENT, AMENDMENT AND PARTIAL INVALIDITY

This Agreement constitutes the entire agreement between the Parties with respect to the subject matter hereof. This Agreement supersedes any proposal or prior agreement, oral or written, and any other communications concerning this Agreement, or the Employee's services to the Company.

If any provision of this Agreement shall be found by any court of competent jurisdiction to be invalid or unenforceable, the invalidity or unenforceability of such provision shall not affect the other provisions of this Agreement and all provisions not affected by such invalidity or unenforceability shall remain in full force and effect.

No variation of or amendment to this Agreement shall be valid unless committed in writing and signed by both Parties.

16. GOVERNING LAW AND JURISDICTION

This Agreement shall be deemed to be a Maltese agreement, and shall accordingly be governed, construed and interpreted in accordance with the laws for the time being in force in Malta, and the Maltese Courts and Tribunals shall have exclusive jurisdiction to hear and determine all actions and proceedings arising out of the Agreement. The terms and conditions of this Agreement have been agreed to by both Parties.

IN WITNESS WHEREOF, the Parties have executed this Agreement on the dates set forth first below, with full knowledge of its content and significance and agreed to be legally bound by the terms hereof.

Mr Prashant Mudda
For and on behalf of
Misom Labs Limited
COMPANY

Mr Rahul Raghav Dasari
On his own behalf
EMPLOYEE

*Lab Address - Malta Life Sciences Park, LS2.01.06,
Industrial Estate, San Gwann, SGN 3000, Malta.*



Misom Labs

MISOM LABS LIMITED

CONTRACT OF EMPLOYMENT

This Contract of Employment entered into on the 25th of February 2021;

BETWEEN: **MISOM LABS LIMITED**, a limited liability company registered under the laws of Malta with company registration number C83677, having its registered office at Malta Life Sciences Park, LS2.01.06, Industrial Estate, San Gwann, SGN 3000, Malta, hereinafter referred as the "**Company**"

AND: **MR SAI KUMAR MADLA**, holder of Passport Number U8168703 and residential address at D. No: 4-128, Valmiki street, Thallamapuram, Proddatur YSR District, PIN - 516362, Andhra Pradesh, India, hereinafter referred to as the "**Employee**"

The Company and the Employee may jointly be referred to as the "**Parties**".

In compliance with Maltese Law, this Agreement gives particulars of the Employee's terms of employment with the Company and regulates other matters connected with the Employee's employment with the Company.

The Parties agree to the following:

1. DEFINITIONS AND INTERPRETATION

In this Agreement, unless the context otherwise requires:

- "Applicable Law" includes any statutes, laws, directives, by-laws, regulations, rules, orders or delegated or subordinate legislation having the force of law in Malta;
- "Confidential Information" means all information, whether recorded or not, relating to all or any part of the business, property, assets, activities, customers or clients of the Company, to which the Company attaches an equivalent level of confidentiality or in respect of which it owes an obligation of confidentiality to any third party;
- "Material Interest" means the holding of any position as a director, shareholder, officer, employee, consultant, partner, principal or agent;
- "Personal Data" means any information relating to an identified or identifiable natural person ('data subject'); an identifiable natural person is one who can be identified, directly or indirectly, in particular by reference to an identifier such as a name, an identification number, location data, an online identifier or to one or more factors specific to the physical, physiological, genetic, mental, economic, cultural or social identity of that natural person;

Lab Address - Malta Life Sciences Park, LS2.01.06,
Industrial Estate, San Gwann, SGN 3000, Malta

Principal
Raghavendra Institute of Pharmaceutical
Education and Research
CHIYEDU - 515 721, Anantapuramu (A.P.)



MISOM LABS LIMITED

- i. Which the Employee shall acquire at any time during his employment by the Company; and
- ii. Which is not readily ascertainable to persons not connected with the Company.

2. COMMENCEMENT OF EMPLOYMENT

Term: The Employee's employment under this contract shall be of a definite duration of 1 year and shall be effective on the obtaining of the Work Permit in Malta.

Probation: The Employee's employment under this contract shall be subject to a probationary period of six months from the date of his first effective employment by the Company.

Work Permit: The Employee's employment with the Company shall be subject to the obtaining of a valid work permit issued and retained for the duration of employment with the Company.

3. DESIGNATION AND PLACE OF WORK

The Employee shall be employed as Quality Control – Laboratory Assistant of the Company.

The Employee's normal place of work, and the main place for the performance of all duties noted in this Agreement, will be at the Company's laboratory at the Life Sciences Park in Malta, but the Company reserves the right to change the location to any other place within Malta.

4. POWERS, DUTIES AND RESPONSIBILITIES

The main duties of the Employee shall be as mentioned below and additionally in accordance with the job description to be signed separately and updated from time to time

- Implementing the Quality department's strategy, to ensure it meets the business requirements and customer deliverables, as well as ensuring the departmental performance against goals.
- Performing routine testing for release of pharmaceutical products, testing for Analytical Method Transfers in Microbiology department and additionally in Chemical and instrumentation testing in accordance with the authorized specifications and test methods.
- Implementing and monitoring all Quality Management Systems to ensure compliance with EU Commission Directive 2003/94/EC, covering GMP for medicinal products for human use and investigational medicinal products (IMPs) for human use.
- Implementing and maintaining a Quality Risk Management system to ensure that risks are adequately controlled in accordance with current requirements (EU GMP Part III Q9).
- Ensuring compliance with regulatory GMP inspections, customer inspections, internal inspections and any other regulatory and contractual requirements related to operation of the laboratory.

*Lab Address - Malta Life Sciences Park, LS2.01.06,
Industrial Estate, San Gwann, SGN 3000, Malta.*



MISOM LABS LIMITED

- Ensuring the development, approving, implementation, training, revision and compliance with Standard Operating Procedures (SOPs) consistent with applicable regulations.
- Managing all calibration validation activities, including validation strategy and approval of protocols and reports as applicable to an analyst.
- Preparation of laboratory documentation / records in accordance with in house and GMP requirements.
- Assisting the Quality Control Manager in Ensuring appropriate investigation of discrepancies, errors, complaints, failures or adverse events requiring documented review and action (if necessary, interrupting processes causing material to be quarantined or placed on hold until matters are resolved).
- Assisting the Quality Control Manager in Ensuring that the Quality department meets or improves on budget, cost, volume and efficiency targets (KPIs) in line with business objectives.
- To perform all other duties as assigned or directed by the Company.

Both Parties agree that the foregoing list of duties and responsibilities are not exhaustive and may be changed, modified or increased at the discretion of the Company.

In performing his duties, the Employee undertakes to exercise a reasonable degree of care, skill and diligence and to act honestly and in good faith in the best interests of the Company.

The Employee shall not use any information or opportunity of the Company for his own benefit or for the benefit of any third party, nor shall the Employee obtain any benefit in connection with the exercise of his powers, except with the consent of the Company.

The Employee shall work on his own initiative but shall abide by any guidelines or instructions for the execution of his duties which the Company may, from time to time, make known to the Employee.

5. MATERIAL INTEREST

The Employee also agrees that during his employment with the Company, without the Company's prior written permission, he shall not hold any Material Interest in any person, firm or company which:

- i. Is, or shall be, in competition with any of the businesses in which the Company operates;
- ii. Impairs or might reasonably be thought by the Company to impair the Employee's ability to act at all times in the best interest of the Company; or
- iii. Requires, or which might reasonably be thought by the Company to require, the Employee to disclose any Confidential Business Information in order to properly discharge the Employee's duties to, or to further his interest in, such person, firm or company.



MISOM LABS LIMITED

6. REMUNERATION

The Company shall pay the Employee an annual gross salary of €9,416.16 (Nine Thousand, Four Hundred and Sixteen Euros and Sixteen Cents) payable monthly in arrears. This salary shall be exclusive of any government bonuses. Government bonuses are currently made up of €270.20 (Two Hundred and Seventy Euros and Twenty Cents) payable in June and December and Government allowances of €242.32 (Two Hundred and Forty-Two Euros and Thirty-Two Cents) payable in March and September shall be payable over the annual gross salary mentioned above.

The salary payable to the Employee shall be subject to review in accordance with the Company's practice from time to time but there shall be no obligation on the Company to increase such salary.

The Company shall deduct, where applicable, the rates of tax prevailing from time to time and the Employee's share of the Social Security Contribution as per the applicable legislation.

7. EDUCATIONAL, VOCATIONAL COURSES, SEMINARS & IMPROVEMENT OF PROFESSIONAL QUALIFICATIONS

Professional Training: The Company encourages its staff to undertake supplementary professional training. The Company may, at its expense and at its sole discretion, request the Employee to attend educational or vocational courses, seminars, conventions, and / or courses leading to the attainment of relevant professional qualifications. In the event the Company takes such action, the Employee promises to make every effort to diligently attend the courses and seminars and to pass any exam/s given in connection with such course or seminar.

8. LEAVE

Annual Vacation Leave: The Employee shall be entitled to all Public and National Holidays and to statutory vacation leave with pay of the equivalent in hours of 27 (Twenty-Seven) days calculated pro rata on the number of hours worked by the Employee, unless otherwise provided in any other regulation or applicable law in Malta. However, the Employee may be required to work on Maltese Public and National Holidays as a part of his normal hours of work. In such an event the Employee shall be entitled to an extra day of vacation leave with pay, excluding when Maltese Public and national holidays falling on the weekend, where by in such cases, employment conditions apply as per the Employment and Industrial Relations Act apply.

Pro rata Leave: Since the Employee's employment commenced part way through the year, the Employee's annual vacation entitlement will be assessed on a pro rata basis.



MISOM LABS LIMITED

Pay in Lieu of Leave: Upon termination of the Employee's employment either due to resignation, redundancy or other reason, in the event that the Employee has not taken all of his vacation leave entitlement to the date of termination, the Company will be entitled to give the Employee pay in lieu of any unused vacation leave entitlement; alternatively, the Company may require the Employee to take unused holidays during the Employee's notice period. In the case where the Employee would have consumed more than his entitlement for the period of employment, the Company shall deduct any excess from the Employee's final salary.

Pre-approval of Leave: Leave shall be taken on days agreed with the Company and in accordance with the requirements of the operation of the Company.

9. SICKNESS OR OTHER ABSENCE

Notice of Absence: If the Employee needs to be absent from work for any reason and such absence has not previously been authorized by the Company, the Employee must endeavour to inform the Company by 9:00 a.m. on the Employee's first day of absence.

Payment During Illness: If the Employee is absent from work due to sickness, the Employee will be paid his normal salary during any period or periods of absence on medical grounds up to a maximum of 15 (Fifteen) days and will be paid 50% (Fifty Percent) of his normal salary for an additional 15 (Fifteen) days (consecutively or in aggregate) in any calendar year, less Statutory Sickness Benefit receivable by the Employee.

Medical Examination: The Company reserves the right to require the Employee to undergo a medical examination conducted by a doctor nominated by the Company, at the Company's expense. The Company reserves the right to cease payment of Company sick pay if it is advised by any such doctor that the Employee is fit to return to work.

Bereavement Leave: In the event of the passing away of a member of the Employee's immediate family (limited to the Employee's children, parents, spouse, brother or sister), the Employee shall be entitled to 2 (Two) days of bereavement leave, with pay.

Special Leave: The Employee shall, pursuant to the provisions of Regulation 4 of the Minimum Special Leave Entitlement Regulations of 2008, be entitled to: (i) 2 (Two) days paid leave on the occasion of his contracting marriage, and (ii) one (1) day paid leave on the occasion of the birth of his child.

Injury Leave: The Employee shall be entitled to up to one (1) year of injury leave on full pay, according to law, less the full amount of any injury benefit to which such employee may be entitled in terms of the Social Security Act, 1987, if he is injured during the actual discharge of his duty, and such injury is not due to any contributory negligence on his part, or to the contravention by his of any safety rules laid down by the management or by law.

Lab Address - Malta Life Sciences Park, LS2.01.06,
Industrial Estate, San Gwann, SGN 3000, Malta.



Misom Labs

MISOM LABS LIMITED

Unpaid Leave: Additional unpaid leave may, at the sole discretion of the Company, be allowed to the Employee if he has exhausted his annual leave entitlement and in cases where the Employee has the opportunity of an educational advancement abroad or of attending educational seminars, both possibilities to be at the sole discretion of the Company.

10. TERMINATION

Resignation: In cases of resignation, the Employee agrees that he is to give the Company 2 (Two) months' notice of termination. In addition, the provisions of the Employment and Industrial Relations Act regarding termination of fixed term employment contracts shall apply.

Cause: The Employee's employment shall not be terminated except for good and sufficient cause; in which case the Parties may terminate this Agreement without giving notice as per Maltese law.

11. CONFIDENTIALITY

Restrictions: As part of the Employee's fiduciary obligations toward the Company at law, the Employee will, during his employment and at all times after his termination, keep secret all trade secrets or other confidential, technical or commercial information which the Employee may obtain regarding the affairs of the Company, including, in particular, names of its clients, customers and suppliers. This restriction shall continue to apply after the termination of the Employee's employment without limit in point of time but shall cease to apply to any such information which may come into the public domain other than through unauthorised disclosure by the Employee.

No Right to Notes: Other than for his use during his employment and for the benefit of the Company, the Employee shall not make any notes or memoranda relating to any matter within the scope of the business of the Company concerning any of its dealings or affairs, nor shall the Employee, during the continuance of his employment or at any time after he leaves the Company, employ, use or permit to be used any such notes or memoranda. Any such documents made by the Employee shall be the property of the Company and shall be left with the Company upon the termination of the Employee's employment with the Company and all copyright in such notes or memoranda shall vest in the Company.

No Publication: The Employee shall not, during employment, either directly or indirectly publish any opinion, fact or material on any matter within the scope of the business of the Company without the prior written approval of the Company.

12. RESTRICTIONS AND NON-COMPETE

No Other Work: The employment contemplated hereunder constitutes full time employment and the Employee undertakes that during the term of his employment he shall not enter into employment with any competitor of the

Lab Address - Malta Life Sciences Park, LS2.01.06,
Industrial Estate, San Gwann, SGN 3000, Malta.



Misom Labs

MISOM LABS LIMITED

Company or take employment on a part or full-time basis with any other person or organisation without prior written permission of the Company.

Fiduciary Obligations: The Employee hereby acknowledges that he has fiduciary obligations in relation to his employment with the Company and the Employee therefore undertakes that he will not, following the termination of his employment for any reason, damage the Company by seeking to solicit or entice any clients of the Company.

No Competition: The Employee shall not engage in any activity that may reasonably be considered to be in competition with the business of the Company. The term "reasonably be considered to be in competition with the business of the Company" as used herein shall mean that during the term of his employment and for a year thereafter, the Employee shall not own, manage, operate, consult nor be an employee in, or an advisor to, a business substantially similar to or competitive with the present business of the Company within Malta.

13. CONDITIONS OF WORK

The Employee understands that the hours of work may need to change from time to time according to the exigencies of the Employer. The Employee shall work a minimum of 40 (Forty) hours per week, spread over 5 (Five) days.

The remuneration package outlined in clause 6 of this Agreement covers all hours worked, except for any work carried out on Maltese Public and National holidays in which case time off *in lieu* of payment will be given to the Employee in accordance with Maltese laws and Regulations.

Working conditions not stipulated herein shall be governed by the applicable law, in particular the Employment and Industrial Relations Act, 2003 (CAP. 452) and regulations made thereunder.

14. DATA PROTECTION

Any Personal Data included in this Agreement shall be processed in accordance with the General Data Protection Regulation (Regulation (EU) 2016/679).

The Company shall process Personal Data relating to the Employee such as name, surname, ID Card/ Passport Number, Bank Account number, NI Number, and other Personal Data which may be reasonably required for the purposes as hereinafter outlined.

Such data shall be used for the purposes of or in connection with the performance of this Agreement by the Company acting as data controller, including for salary payments, and also in compliance of statutory requirements under Maltese legislation relating to employment, health and safety, due diligence, and tax contributions.

*Lab Address - Malta Life Sciences Park, LS2.01.06,
Industrial Estate, San Gwann, SGN 3000, Malta.*



MISOM LABS LIMITED

The Employee shall have the following rights:

1. Requesting that any personal data which is inaccurate or incomplete is rectified;
2. Requesting information about the storage and processing of his personal data;
3. Requesting access to his personal data, subject to privacy rights of others;
4. Requesting to have his personal data erased from the system ('right to be forgotten'), subject to the Company's obligation to retain a copy of certain data in compliance with legal obligations;
5. Requesting restriction of data processing or objecting to processing, subject to the Company's obligation to retain a copy of certain data in compliance with legal obligations;
6. Requesting to have his data transferred to another employer ('right to data portability'), subject to the Company's obligation to retain a copy of certain data in compliance with legal obligations;
7. Lodging a complaint with the Information and Data Protection Commissioner ('IDPC').

If the Employee wishes to exercise any of these rights, he shall inform the HR Department, and the Company will comply with the request within 1 month from such request, unless overriding circumstances exist. Where the Company is unable to comply with the request within the stipulated time, it will inform the Employee of the reason for this.

The Company shall limit access to Employee Personal Data to the staff strictly necessary for the performance, management and monitoring of the Agreement, without prejudice to possible transmission to authorities if so required by law. The Company outsources payroll services to ECOVIS (Malta) Consultants Limited, and thus the latter shall have access to the Personal Data of the Employee as a data processor for the purposes of providing such services. The Company has entered into a processor-controller Agreement with ECOVIS (Malta) Consultants Limited in line with GDPR requirements and ensures continual adherence to the Regulation. The Employee hereby agrees with and authorizes the access of his Personal Data by ECOVIS (Malta) Consultants Limited for the purposes of providing payroll services as outline herein. The Company shall not transfer the Employee's Personal Data to any other data processor without prior written authorisation from the Employee.

The Company's internal policies and technical systems ensure the maintenance of appropriate technical and organizational security measures in relation to the Employee's data, having regard to the nature of the data and to the risks inherent in the processing.

The Company shall retain such Personal Data for the duration of this Agreement, and for such time thereafter in order to comply with its legal obligations and to safeguard its legitimate interests through the keeping of records as potential evidence, in accordance with the GDPR. The Employee shall retain the above rights for the duration of the entire retention period, even if this post-dates the termination of this Agreement.

15. ENTIRE AGREEMENT, AMENDMENT AND PARTIAL INVALIDITY

*Lab Address - Malta Life Sciences Park, LS2.01.06,
Industrial Estate, San Gwann, SGN 3000, Malta.*



Misom Labs

MISOM LABS LIMITED

This Agreement constitutes the entire agreement between the Parties with respect to the subject matter hereof. This Agreement supersedes any proposal or prior agreement, oral or written, and any other communications concerning this Agreement, or the Employee's services to the Company.

If any provision of this Agreement shall be found by any court of competent jurisdiction to be invalid or unenforceable, the invalidity or unenforceability of such provision shall not affect the other provisions of this Agreement and all provisions not affected by such invalidity or unenforceability shall remain in full force and effect.

No variation of or amendment to this Agreement shall be valid unless committed in writing and signed by both Parties.

16. GOVERNING LAW AND JURISDICTION

This Agreement shall be deemed to be a Maltese agreement, and shall accordingly be governed, construed and interpreted in accordance with the laws for the time being in force in Malta, and the Maltese Courts and Tribunals shall have exclusive jurisdiction to hear and determine all actions and proceedings arising out of the Agreement. The terms and conditions of this Agreement have been agreed to by both Parties.

IN WITNESS WHEREOF, the Parties have executed this Agreement on the dates set forth first below, with full knowledge of its content and significance and agreed to be legally bound by the terms hereof.

Mr Prashant Mudda

For and on behalf of

Misom Labs Limited

COMPANY

Mr Sal Kumar Madla

On his own behalf

EMPLOYEE



sandeep sarma <sandeepsharma84@gmail.com>

Fwd: JNTUA - Bioclinica Campus Drive - List of Selected students.

1 message

Wed, Feb 12, 2020 at 10:31 AM

Raghavendra RUPER <ruperplacements@gmail.com>
To: sandeep sarma <sandeepsharma84@gmail.com>

Forwarded message

From: somasekhar Reddy <somu.reddyvaru@gmail.com>
Date: Wed, Aug 8, 2018, 2:18 PM
Subject: Fwd: JNTUA - Bioclinica Campus Drive - List of Selected students.
To: Raghavendra RUPER <ruperplacements@gmail.com>

Forwarded message

From: dirap office <dirap.office@jntua.ac.in>
Date: Wed, May 9, 2018 at 10:38 AM
Subject: JNTUA - Bioclinica Campus Drive - List of Selected students
To: director@jntua.ac.in, principal.M7@jntua.ac.in, Balaji College of Pharmacy T1 <principal.T1@jntua.ac.in>, Creative Educational Society's College of Pharmacy Y0 <principal.Y0@jntua.ac.in>, Fathima Institute of Pharmacy FN <principal.FN@jntua.ac.in>, Gokula Krishna College of Pharmacy Z7 <principal.Z7@jntua.ac.in>, Jagans College of Pharmacy Y1 <principal.Y1@jntua.ac.in>, Krishna Tea Pharmacy College AF <principal.AF@jntua.ac.in>, Mahathi College of Pharmacy HW <principal.HW@jntua.ac.in>, Narayana Pharmacy College 4Q <principal.4Q@jntua.ac.in>, principal.GR@jntua.ac.in, "P.Rami Reddy Memorial College of Pharmacy 44" <principal.44@jntua.ac.in>, Prabhath Institute of Pharmacy 4R <principal.4R@jntua.ac.in>, Raghavendra Institute of Pharmaceutical and Research L8 <principal.L8@jntua.ac.in>, Raos College of Pharmacy P2 <principal.P2@jntua.ac.in>, principal.DM@jntua.ac.in, "S. Chaavan College of Pharmacy CN" <principal.CN@jntua.ac.in>, Saastra College of Pharmaceutical Educational and Research DK <principal.DK@jntua.ac.in>, Safa College of Pharmacy Q2 <principal.Q2@jntua.ac.in>, Santhiram College of Pharmacy HC <principal.HC@jntua.ac.in>, principal.DU@jntua.ac.in, principal.CP@jntua.ac.in, Seven Hills College of Pharmacy CQ <principal.CQ@jntua.ac.in>, Sree Vidyaniketan College of Pharmacy P9 <principal.P9@jntua.ac.in>, Sri Krishna Chaitanya College of Pharmacy Q0 <principal.Q0@jntua.ac.in>, principal.Q1@jntua.ac.in, Sri Lakshmi Venkateswara Institute of Pharmaceutical 4T <principal.4T@jntua.ac.in>, SRI PADMAVATHI SCHOOL OF PHARMACY 42 <principal.42@jntua.ac.in>, Sri Venkateswara College of Pharmacy GT <principal.GT@jntua.ac.in>, principal.DC@jntua.ac.in, "St. Johns College of Pharmaceutical Sciences EA" <principal.EA@jntua.ac.in>, Sun Institute of Pharmaceutical Education and Research 9P <principal.9P@jntua.ac.in>, Swathi College of Pharmacy 9N <principal.9N@jntua.ac.in>, Vagdevi College of Pharmacy and Research Centre Q3 <principal.Q3@jntua.ac.in>, Vasavi Institute of Pharmaceutical Sciences 4U <principal.4U@jntua.ac.in>, dirap@jntua.ac.in
Cc: placement.bhanukiran@gmail.com, somu.reddyvaru@gmail.com, siva saikiran <sivasaikiran143@gmail.com>, ancpplacement@outlook.com, SVCP Principal <svcpp@vidyanikethan.edu>, Seven Hills College of Pharmacy Tirupati <subhashis.coty@gmail.com>, navaneetha krishnan <navaveen@gmail.com>, Principal <principal.vsrp@gmail.com>

Dear Sir/Madam,

Greetings from JNTUA, Ananthapuram

Thanks for the support extended to us in organizing Bioclinica Pool drive in the University campus on 2nd & 3rd May, 2018.
Please find below for the details of selected students. Offer letters to the selected candidates will be released in due course of time.

Sl No	Candidate Name	Qualification	College Name	Mobile No	E-mail ID
1	P Deepika	Pharm D	Sri Vidyanikethan College of Pharmacy	8341087514	deepika.porela@gmail.com
2	Lavanya Jangam	Pharm D	P Ramireddy College of Pharmacy	9110548992	lavi.jangam@gmail.com
3	Jeevana Sravanthi	Pharm D	P Ramireddy College of Pharmacy	8978098219	jeevanasravanthi1395@gmail.com
4	M Hankrishna	B Pharmacy	RIPER	9160559314	masudihankrishna@gmail.com
5	Vishnu Sai	B Pharmacy	RIPER	7032127427	tsavishnu345@gmail.com
6	Raghu S	M Pharmacy	JNTUA - OTPRI	8885304065	Singanamarlaghu@gmail.com
7	K Siva Kuman	B Pharmacy	JNTUA - OTPRI	9676831590	sivakumarkumman@gmail.com
8	K Pavan Kumar	M Pharmacy	RIPER	8886225979	kondapragaturu5650@gmail.com
9	Padma A	M Pharmacy	JNTUA - OTPRI	9573330737	akkimipadma@gmail.com
10	Giri Manasa Sai	B Pharmacy	RIPER	8639246254	bkgirimanasaasai@gmail.com
11	Sravani S	B Pharmacy	JNTUA - OTPRI	9154763812	sunkusravani1996@gmail.com
12	Mounika S	B Pharmacy	JNTUA - OTPRI	9676626356	monicasonu5158@gmail.com
13	Priyanka B	M Pharmacy	JNTUA - OTPRI	8096628656	priyankaotri07@gmail.com
14	Mamatha P	M Pharmacy	JNTUA - OTPRI	7893320351	mammu.chitto1@gmail.com
15	B N Pallavi	Pharm D	RIPER	9966866936	bnpallavi9@gmail.com
16	Manogna	Pharm D	RIPER	9440566145	nmanogna9@gmail.com
17	S Sucharitha	M Pharmacy	Annamacharya College of Pharmacy	9000375045	sucharitha0000@gmail.com
18	Mohammed Ghouse	M Pharmacy	Sri Vidyanikethan College of Pharmacy	8519887634	ghousesam61@gmail.com
19	Gowthami Nelluri	Pharm D	RIPER	8919125767	priyankaneluri.dr@gmail.com
20	E Meena	Pharm D	CES College of Pharmacy	9676816815	Meena.Dr.pharmacy@gmail.com
21	P Venkata Sravan Kumar	Pharm D	CES College of Pharmacy	9494291158	piduruvenkat@gmail.com
22	Vinay V	Pharm D	Seven Hills College of Pharmacy	8581692662	vinayannurappagan@gmail.com
23	A Surekha	Pharm D	CES College of Pharmacy	8886434291	surekharoyal1993@gmail.com
24	Sudha Chandra	Pharm D	Annamacharya College of Pharmacy	8500377103	burepallichandra@gmail.com
25	Sreeram VG	Pharm D	P Ramireddy College of Pharmacy	9491433406	Sreeramguru20@gmail.com
26	P Harshini	B Pharmacy	JNTUA - OTPRI	9491157894	chinniharshini24@gmail.com

27	Shaik Mahaboobjan	B Pharmacy	RIPER	9581341901	mahaboobjan.shaik786@gmail.com
----	-------------------	------------	-------	------------	--------------------------------

Hearty congrtulations to all the selects!!

Looking forward for your wholehearted cooperation and support in future events.

Thanks & Regards,
Prof. V. Sumalatha
Director,
Industrial Relations & Placements
JNTUA
Ananthapuram, 515002.
Phone: 08554273007

—
Dr.K.Somasekhar Reddy M.Pharm.,Ph.D
Associate Professor & HOD
Department of Pharmacology
RIPER, Anantapuramu.
Mobile:+91-9440730432



2019

sandeep.sarma <sandeepsharma84@gmail.com>

Fwd: Congratulations ! Covance Offer (CONFIDENTIAL)

1 message

Raghavendra RIPER <riperplacements@gmail.com>
To: sandeep.sarma <Sandeepsharma84@gmail.com>

Wed, Feb 12, 2020 at 11:39 AM

----- Forwarded message -----
From: **sainath reddy** <sainathreddy543@gmail.com>
Date: Mon, Feb 10, 2020, 12:49 PM
Subject: Fwd: Congratulations ! Covance Offer (CONFIDENTIAL)
To: <riperplacements@gmail.com>

----- Forwarded message -----
From: **Kamalakar, Vinuta** <Vinuta.kamalakar@covance.com>
Date: Tue, Feb 4, 2020, 10:53 AM
Subject: Congratulations ! Covance Offer (CONFIDENTIAL)
To:

Dear Candidate,

Congratulations! I am delighted to be the first to welcome you to our global Covance family. Of hundreds of exceptionally qualified candidates we considered, your experience and ambition set you apart. You're joining a select and prestigious group of thought leaders, innovators and industry pioneers. You'll play an integral role in bringing new scientific discoveries to life and will directly improve patient outcomes through your everyday work.

Pending your employment contract, I am delighted to confirm the details of our offer to you:

Business Unit: **Clinical Data Management**

Business Title: **Asst Clinical Data Analyst**

Fixed Compensation: **INR 288,000.00** (attached is a document with more details about your compensation plan)

Date of Joining & Reporting Time: **Monday, 17-Feb-20 at 8:30 AM**

Reporting Address: Covance India Pharmaceutical Services Private Limited, No. 29, Union Street, MSR Vaishnavi, Off Cubbon Road, Bangalore - 560001, India (Near Cubbon Park Metro Station)

Your shift working schedule will be determined upon completion of your on-boarding.

From your first day, you will be empowered with mentoring and in-depth training through our world-class onboarding program. You will receive ongoing recognition of your efforts with our Pay for Performance philosophy. You will also enjoy our comprehensive benefits package designed to enhance your personal well-being. At Covance, you will leave a legacy as you explore diverse career advancement paths, support visionary advances in data sciences, and truly impact the quality of human health across the globe.

Note

Covance India values the experience and knowledge you have gained over the years and expects you to act with honesty and integrity always. We would like to take this opportunity to remind you that this offer and your employment at Covance is always subject to you adhering to the following obligations without any exception:

Meenamma
By Form
Signature

- You will not download, use, share or disclose any confidential or proprietary information relating to your previous employers without the requisite authorization or in the event that you have taken or saved any confidential or proprietary information relating to your previous employers, on any personal electronic devices or are otherwise in possession of such information, you will need to return or delete such information, as the case may be, prior to commencement of employment with Covance.
- In the event that you have taken or saved any confidential or proprietary information relating to your previous employers, on any personal electronic devices or are otherwise in possession of such information, you will need to return or delete such information, as the case may be, prior to commencement of employment with Covance.
- Your employment with Covance does not and will not breach any agreement to keep in confidence any confidential and proprietary information, knowledge or data acquired by you in confidence or in trust prior to your employment with us, and you will not disclose to Covance or induce the organization to use any confidential or proprietary information or data belonging to a previous employers or other third parties.

The above clauses apply to all employees at Covance and is explicitly included in your employment agreement with Covance

Principal
Raghavendra Institute of Pharmaceutical
Education and Research
CHIYEDU - 519720 Anantapuramu (A.P.)
Covance

You are requested to respond back to this email with your acceptance within 24hours failing which we will not be able to kick-start the employment contract and onboarding process. Please feel free to contact me via email or phone, should you have any questions

Vinuta Kamalakar

Global Talent Advisors (GTA)


M: +91 7618787788 | Desk: +91 80 4065 0400 (Extn: 2185) | Covance India Careers
Covance Clinical Development Pvt. Ltd | No. 99/100, 6th & 7th Floor, Prestige Towers,
Periyar Road, Bengaluru - 560025

Notice: This e-mail may contain confidential, proprietary, or protected information that is intended only for the named recipient or company, and any unauthorized use or disclosure is strictly prohibited. If this content is not intended for you, you are requested to delete this e-mail and all attachments and inform the sender. If you have questions or concerns, please see our privacy policy on Covance.com.

3 attachments

 image003.jpg
5K

 image003.jpg
5K

 Offer Letter-Covance.pdf
254K

COVANCE

Covance - CTC INPUT

PSID:	XXX
Grade Level:	105
Position Title:	Asst Clinical Data Analyst
Department:	CDM
Start Date:	17-Feb-20
For the Period Ending June	2020

NON-

All figures are in INR

FIXED COMPENSATION (Base Salary)			288,000.00
SECTION A: SALARY		Annual (INR)	Monthly (INR)
Basic Pay	40% of Fixed Comp or 180K Min	180,000.00	15,000.00
House Rent Allowance	40% of Basic Pay	72,000.00	6,000.00
Lunch Coupons	Fixed	13,200.00	1,100.00
Special Allowance (Balancing Figure)**	Refer to note 6	22,800.00	1,900.00
A. Subtotal		288,000.00	24,000.00
SECTION B: RETIREMENT BENEFITS			
Provident Fund (Employer Contribution)	12% of Basic Pay	21,600.00	1,800.00
Gratuity	4.81% of Basic Pay	8,658.00	721.50
B. Subtotal		30,258.00	2,521.50
SECTION C: ANNUAL LEAVE ENCASHMENT			
Encashment of Annual Leave	(Estimate for 15 days)	10,385.00	Refer to Note 9
C. Subtotal		10,385.00	-
CTC (Cost to Company)			328,643.00

NOTES:

- 1. Cost to Company:** This is calculated as: A. Subtotal + B. Subtotal + C. Subtotal
- 2. Fixed Compensation:** This is calculated as: A. Subtotal
- 3. Basic Pay:** This is calculated as 40% or minimum INR 1,80,000 /- P.A
- 4. House Rent Allowance:** This is calculated as 40% of Basic pay for employees residing non-metro cities. For details of tax exemption on
- 5. Lunch Coupons:** This amount is credited monthly into the employee's Meal Card account. This entitlement is tax exempt.

6. Special Allowance (Balancing fig.):

6(a). Leave Travel Assistance (LTA):

6(b). Telephone Allowance

6(c). Journal Allowance:

7. Provident Fund (Employer):

8. Gratuity:

9. Encashment of Annual Leave

This is calculated as: Fixed Comp - (Basic+HRA+Lunch Coupons). This amount is 100% taxable. Through the "Design your salary" program employees can allocate upto the total amount of the special allowance depending on sufficient funds being available to the tax saving. Employees can allocate up to a month's Basic Pay for LTA. For tax exemption supporting receipts need to be submitted. Employees can allocate INR 12000 p.a for Telephone Allowance. To avail the tax exemption employees need to submit supporting receipts (landline bills/ post paid mobile bills) at the time of year end proof submission. Bills should be in the name of the employee. Employees can allocate INR 36,000 p.a. for Journal Allowance. The employer contribution percentage is 12% of Basic Pay. The minimum employer contribution is INR 1800 per annum. Gratuity is calculated as 4.81% of Basic Pay. Employees are entitled to Gratuity payment (on separation) if their Annual leave entitlement is 21 days. Employees are required to use at least 6 days Annual Leave each year. They may elect to encash remaining leave (limit 21 days), or carry over a maximum of 21 days. In any given year the entitlement cannot exceed a maximum of 42 days (21

All benefits are defined and controlled by company policy and are subject to change at the sole discretion of the Management.

I signify my acceptance of the above:

Signed: _____

Print Name: _____

Date: _____

Mail: List of selected candidates

mail.google.com/mail/u/0/#inbox/FMfcgkHMPHrJTZZghmFTJpdHPnHnF

Gmail Search mail

Compose

Inbox

Starred

Snoozed

Sent

Drafts 10

More

Sasirika +

No recent chats
Scan a new one

To
The Placement Coordinator
Raghavendra Institute of Pharmaceutical Education & Research,
Anantapur, Anantapur District

Dear Mr. Somasekar Reddy,

Greetings from Div's Laboratories Limited!

Please accept our sincere thanks for providing an opportunity to drive campus recruitments at your esteemed college on 20 February 2020.

We are now glad to inform you that the following candidates from your college have been selected for employment with our organization.

The appointment letters will be sent to their individual addresses and email ids mentioned in their resumes and you may please inform the same to them.

Also, please be informed that we are processing the rest of the candidates and shall revert soon with details.

We congratulate everyone and welcome them to our World Class API manufacturing facilities

SNo	Name of the candidate	Gender	Qualification	Department	Location
1	Lovi Naveen	M	B. Pharm	Production	U1
2	Y Rajagopal Reddy	M	MSc (Organic Chemistry)	Production	U1
3	Ch Venkataraj Reddy	M	MSc (Organic Chemistry)	Production	U2
4	P Dhasaratha Kumar	M	MSc (Organic Chemistry)	Production	U2
5	Ksheerajagan Tarun	M	B. Pharm	Production	U2
6	Jempothula Lokesh Reddy	M	B. Pharm	Production	U2
7	Guntakal Sindhu	F	B. Pharm	Production	U1
8	Cheluru Aravind	M	B. Pharm	QC	U2

Please note: Our manufacturing facilities, Unit 1 and 2 are situated at Lingoludem Village, Choutuppal Mandal, Yadadri Bhuvanagiri District, Telangana-509252 and at Chirooda Village, Annavaram Post, Rheerunjanam Mandal, Visakhapatnam District, Andhra Pradesh - 531162 respectively.

Best Regards,
For Div's Laboratories Limited

K. Subba Rao
General Manager - Personnel & Administration

Principal
Raghavendra Institute of Pharmaceutical Education and Research
CHIYYEDU - 515721, Anantapuramu (A.P.)

12:11 PM

Account
16.02.2020



MA2019/09/28/4315

28-Sep-19

Offer Letter

Dear AG Ashok Kumar,

Congratulations! We are pleased to offer you a position of Senior Executive in the Claims department at Grade – O4 with us here at Medi Assist Insurance TPA Private Limited. We would like you to commence your work with us on or before 30-Sep-19. Your initial posting will be at Bangalore. Your probation period will be for 6 months and may be extended at the discretion of the management.

Your total employment Cost to Company will be INR 251004/- (Rupees Two Lakh Fifty One Thousand Four Only) per annum, effective from your date of joining us. For your easy reference, details of your compensation are available in Annexure-1 of this letter.

Please submit the photocopies of the following documents on the day of joining:

- Proof of age
- Certificate or testimonials of SSLC /10th Std. and Certificates supplementing your highest educational and professional qualification attainments
- Last three months' payslips of your previous organization (if applicable)
- Relieving letter from your previous organization mentioning the cause of separation (if applicable)
- 8 (eight) passport sized photographs (with White background)
- PAN Card
- Voter ID, Aadhar Card, Passport or any photo ID address proofs
- PF UAN (if UAN is generated)
- Previous employer ESIC number / copy of Temporary ID card or Pehchan card (if applicable)
- Any other documents as may be required by the Company

Please convey your assent by signing and submitting the enclosed copy of this offer letter within two days of receipt of the same. Upon acceptance of this offer, you are expected to act in accordance with all rules and regulations of the company as are applicable from time to time.

Kindly note, your employment is subject to the positive clearance of Background Verification.

We look forward to working with you and wish you a great career with us.

For Medi Assist Insurance TPA Private Limited

K. Vidyadhar Reddy

K Vidyadhar Reddy
Assistant Vice President - People Practice

[Signature]
Principal

Raghuveera Institute of Pharmaceutical
Education and Research
CHIYEDU - 515 721. Anantapuramu (A.P.)

Medi Assist Insurance TPA Private Limited

(Formerly known as Medi Assist India TPA Private Limited)

CIN - U85199KA1999PTC025676

Registered Office : Tower "D", 4th Floor, IBC Knowledge Park, 4/1, Bannerghatta Road, Bengaluru – 560 029

Phone : +91-80-4969 8000 Email : info@mediassist.in

Web : www.mediassist.in

ISO CERTIFIED BY:

Intertek



Annexure I

Particulars	Annually
Basic	163500
House Rent Allowance	39360
Bonus	13632
Total (A)	216492
PF Company Contribution	19620
Gratuity Company Contribution	7860
Total (A+C)	243972
ESI Company Contribution	7032
Total CTC	251004

CTC Per annum (Rupees Two Lakh Fifty One Thousand Four Only)

Note:

- Gratuity will be paid as per Gratuity Act on completion of 5 yrs continuous service in the organization
- Net Pay (Take-home) is subject to the statutory deductions and TDS as applicable

For Medi Assist Insurance TPA Private Limited

K. Vidyadhar Reddy

K Vidyadhar Reddy
Assistant Vice President - People Practice

I hereby confirm that I have carefully read the contents of the offer letter and accept the offer of employment in your organization.

Name:(AG Ashok Kumar)

Signature:

Date:

Medi Assist Insurance TPA Private Limited

(Formerly known as Medi Assist India TPA Private Limited)

CIN - U85199KA1999PTC025676

Registered Office : Tower "D", 4th Floor, IBC Knowledge Park, 4/1, Bannerghatta Road, Bengaluru - 560 029

Phone : +91-80-4969 8000 Email : info@mediassist.in

Web : www.mediassist.in

ISO CERTIFIED BY:
Intertek



Chemo India Formulations Pvt. Ltd.
Plot No 2B & 2C, Biotech Park Phase II
Lalqadi Malakpet, Hyderabad - 500 078 India
Tel: +91 40 3388 9797 www.chemogroup.com

Jun 12, 2019

A Aruna
Botikartapadu

Sub: Letter of Appointment

Dear Aruna

This letter is to confirm our offer to you for the position of **Research Associate I, Quality Control** at Chemo India Formulations Private Limited, Hyderabad. This is a full-time position with the Company and you will be considered a regular employee. As mutually discussed, your employment will begin with the Company tentatively from **Aug 1, 2019**.

The terms and conditions of your employment are as follows:

- **Salary** Your annual salary will be **₹ 1,92,000 per year (Rupees One Lakh Ninety Two Thousand only)**. This is on the basis of cost to the company and the detailed break-up is attached herewith. It is to be understood that the above salary is subject to all applicable Central, State and Local government taxes and may be changed from time to time, based on changes in applicable Central, State and Local government policies. Your salary will be reviewed once a year based on performance and as per Company's policies and guidelines.
- **Functional Responsibilities** You are expected to take care of **Quality Control** responsibilities of the Company. You will be responsible for all the functions that are allocated to you and these are subject to change from time to time. At the time of joining, you will be given a detailed job description and you are expected to fulfil those responsibilities.
- **Business Hours** The normal business hours are Monday to Friday from 9:00 am to 6:00 pm, with 30 minutes of lunch time. These are subject to change from time to time as per company requirements and policies.
- **Year** It refers to the fiscal year of the company, which runs from April 1 to March 31. Based on the date of joining, employee's time will be pro-rated for the first fiscal year and accordingly all benefits and leaves will be pro-rated for the first fiscal year.
- **Place of Employment** You will be expected to work out of our R&D and Manufacturing facilities at BT Park, Phase II Extension, Lalqadi Malakpet, Hyderabad, India. However, it is understood that you are required to travel up to 100% of the time for business purpose, within Hyderabad and to other cities in India or Abroad, as required.
- **Leaves** You will be entitled to a total of 24 leaves per year. You may begin using any leave only after 3 months (90 days) of employment. Leaves cannot be forwarded to the subsequent years and they cannot be encashed, either during or at the end of employment. Paid holidays will be declared at the beginning of the year as per applicable Company's policies and guidelines.
- **Confidentiality** You shall not disclose any information related to the company to any third parties or outsiders which includes but not limited to the following – company information, R&D formulae and processes, manufacturing processes, technical know-how, marketing strategies.



[Handwritten Signature]
Principal

Raghavendra Institute of Pharmaceutical
Education and Research
CHIYEDU - 515 721, Anantapuramu (A.P.)



Chemo India Formulations Pvt. Ltd.
Plot Nos. 28 & 29, BioTech Park Phase II
Lalghata Main Road, Hyderabad - 501 478 (India)
Tel: +91 40 8186 9197, www.chemogroup.com

financial position, company's goals and objectives and future plans etc. In addition, you are required to sign a separate Confidentiality Agreement with the Company at the time of joining.

- **Employment at Will:** Both the parties understand the employment is at will. The following conditions will apply:
 - a) The Company can terminate the employment with immediate effect and without any compensation, if the employee is found to violate any of the Company's policies and guidelines.
 - b) The Employee may terminate his/her employment with three (3) months' written notice to the Company Management.
 - c) The Company can terminate the employment with 1 month notice or with immediate effect and 1 month notice pay.
- **General:** The following general conditions apply:
 - a) During the employment period with the Company, you shall devote full-time and entire attention to the Company's business. You shall not be engaged in any other business during this time, directly or indirectly, part- or full-time and with or without compensation.
 - b) You will be provided an Employee Handbook at the time of joining. All company rules and regulations will be described in more detail in that handbook and you are expected to comply with all such regulations. This offer letter mentions some of those main policies only.
 - c) Any disputes arising out of this appointment will be subject to the jurisdiction of the courts of Hyderabad, India.
 - d) You are required to keep the Company informed about personal changes like marital status, birth of children, change in residential address etc.

We are very pleased that you have decided to become an employee of Chemo India Formulations Private Limited. You will play a key role in the development of Chemo India Formulations. We look forward to a mutually rewarding relationship with you.

For Chemo India Formulations Pvt. Ltd.

Authorized Signatory



Acknowledgement:

A Aruna



Raghavendra RIPER <riperplacements@gmail.com>

Fwd: Offer letter from Suven Discovery Research - Pharmacokinetics & Metabolism Department

1 message

Lokesh G <lokeshg3843@gmail.com>
To: riperplacements@gmail.com

Mon, Jul 8, 2019 at 12:37 PM

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

From: **Nagaraju Dammalapati** <nagarajud@suven.com>
Date: Mon, Jul 8, 2019 at 10:13 AM
Subject: Offer letter from Suven Discovery Research - Pharmacokinetics & Metabolism Department
To: lokeshg3843@gmail.com <lokeshg3843@gmail.com>
Cc: Gopinadh B <gopi@suven.com>, Ramakrishna Nirogi <nvsrk@suven.com>

Dear Mr. Guttikonda Lokesh,

With reference to your application and further to the interview you had on **06-Jul-2019**, We are pleased to offer you a position in **Pharmacokinetics & Metabolism Department** in **Suven Discovery Research, Suven Life Sciences Ltd**, and your remuneration will be as discussed and agreed during the interview.

A detailed appointment letter with other terms and conditions will be issued to you on your joining us.

You may have to join with in **30 days** from the date of this offer. Please **confirm your date of joining** by E-Mail at the earliest.

Please bring the following **original documents compulsorily** at the time of joining.

- 1) All original educational certificates & marks memos with **two photocopy sets**.
- 2) Six recent passport photographs.
- 3) Address proof (Voter ID, Ration card, Power bill).
- 4) ID proof (PAN card, Aadhar card)-Mandatory.
- 5) Aadhar Numbers of parents for medical coverage.

You may contact the undersigned with all the above documents on any working day for completion of joining formalities.

Thanking you and best regards

Nagaraju Dammalapati
Human Resources
Discovery Research
Suven Life Sciences Ltd
8886636381

Principal
Raghavendra Institute of Pharmaceutical
Education and Research
CHIYYEDU - 515 721. Anantapuramu (A.P.)

----- Email Disclaimer -----

This e-mail may contain confidential and/or privileged information. If you are not the intended recipient (or

Compose

Inbox 1,073

Starred

Snoozed

Sent

Drafts 46

Meet

New meeting

Join a meeting

Hangouts

Eranti

No recent chats

Start a new one

DATE: 26-Jul-2019

Candidate Name: Sindhu kurapati

Candidate Id: C3586783

Unique Reference Number/Unique Id: a8df6aeb-5823-413c-9bf5-668c844;

Dear Sindhu,

This is with respect to your application and the subsequent rounds of discussi

Please follow below steps to access / view your Offer Letter

- Click on this link <https://india.jobs.accenture.com/default.aspx> and Login
 - You will be directed to your profile page
 - Click on "Offer Letter - Click here to view the details" and enter your Uni
- Authenticate Offer Letter.
- An OTP is sent to your registered mobile number. Enter the OTP and cli
 - The Offer letter and Terms of Employment will be listed along with other
 - You may download/print the required documents and review them.

Request you to verify the details in the Offer Letter and confirm your decision I disabled.

Principal
 Raghuvaran Institute of Pharmaceutical
 Education and Research
 CHIYEDU - 515 721, Anantapuramu (A.P.)

+ Compose

📧 Inbox 1,073

★ Starred

🕒 Snoozed

➤ Sent

📧 Drafts 46

Meet

📺 New meeting

📅 Join a meeting

Hangouts

👤 Eranti +

No recent chats
Start a new one



Request you to verify the details in the Offer Letter and confirm your decision I disabled.

If you have any queries on the above process, please refer to the attached 'Jo

In case you have any other queries, feel free to contact any of the following in

Regards,
haritha.b.sathiraju
haritha.b.sathiraju@accenture.com
9176416669

Accenture Disclaimer

Accenture is committed to protecting your personal information. Your information will be recruited process, including processing of data by third party when required. Your info information will be strictly in accordance with the applicable data privacy law and in line have read Accenture's privacy policy and fully understand your rights to access, correct.

This message is for the designated recipient only and may contain privileged, proprietary original. Any other use of the e-mail by you is prohibited. Where allowed by local law, ele



IMAGING AND REPORTING SERVICES (INDIA) PVT. LTD.,

5th Floor, 2nd Block, My Home Hub, Madhapur, Hitech City, Hyderabad – 500 081

Tel Phone: +91 40 4853 6623

CONFIDENTIAL

Date: 10/16/2019

APPOINTMENT LETTER

Dear Mr. SAI KRISHNA

We are pleased to offer you the position of **VIRTUAL ASSISTANT**. You will be employed by **e - Rad Imaging and Reporting Services (India) Pvt. Ltd.**, (hereinafter referred to as "the Company") under the following terms and conditions:

1. Date of Commencement:

Your date of employment in our Company shall **Sep'30 2019**, you will be paid a salary of **Rs. 16,000 per month** this salary is computed as gross salary.

2. Probation:

You will be on probation for a period of three months from the date of employment. On satisfactory completion of this period, your appointment will be confirmed in writing. In case your performance during the probation period is found unsatisfactory, your probation will be extended by a further period not exceeding three months, and despite extension if your performance is found unsatisfactory, your services will be terminated. The total probation period including extension will not exceed six months. It is understood and agreed that if no letter of extension of probation period is issued, the same shall be deemed to have been extended and the probationary period would automatically stand terminated at the end of six-month period from the date of joining unless otherwise confirmed in writing.

3. Services:

You will be responsible for execution of the various assignments and tasks given to you from time to time and for the efficient functioning of your Section and or Department. You will abide by the rules and regulations framed from time to time by the Company.

4. Location and Transferability:

You will render services at our **HYDERABAD OFFICE**, and you will be reporting to the **Team Lead**. You may be transferred to any other department, subsidiary, associate company or joint venture at any other location at the same terms as outlined in this employment contract subject to our business requirements.

Page 1 of 6

Principal
Raghavendra Institute of Pharmaceutical
Education and Research
CHIYYEDU - 515721, Anantapuramu (A.P.)



IMAGING AND REPORTING SERVICES (INDIA) PVT. LTD.,

5th Floor, 2nd Block, My Home Hub, Madhapur, Hitech City, Hyderabad – 500 081
Tel Phone: +91 40 4853 6623

Retirement Age:

You will retire from the services of the Company on attaining the age of 65 years. The proof of age shall be the one recorded in the school leaving certificate or birth certificate as submitted and recorded in the records of the Company.

This Agreement constitutes the written terms and conditions governing your contract of employment with the Company. By signing below, you agree to abide by and accept all terms in this Agreement.

I have read and understood the contents and I agree to abide by the terms and conditions of this Appointment Letter constitute my contract of employment.

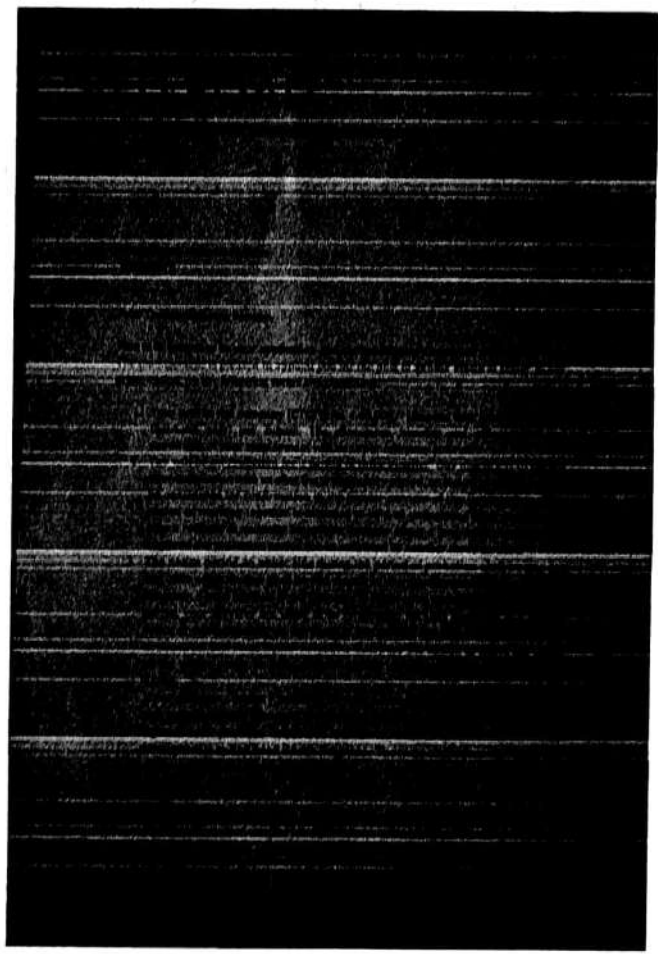
To be signed on Date of Joining

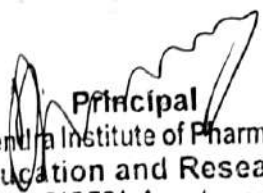
Date: 10/16/2019
Place: Hyderabad

Authorized Signature:

Hemalatha Rangasamy
HR Manager

Employee Signature:




Principal
Raghavendra Institute of Pharmaceutical
Education and Research
CHIYYEDU - 515 721, Anantapuramu (A.P.)

[Handwritten notes in Kannada, partially obscured by a black redaction box]



9 Jan 2020
POLINA ARNKA CHODURAY
The Director, Sri Kalyani High School, Basavara
Nagar, Railway Colony, Kalyani - 586101

Dear Madam,

Letter of Offer

Thank you for your interest in discussing an opportunity with BIOCLINICA. Based on the discussion, we are pleased to offer you the position of Junior Drug Safety Associate (Level 1). Your initial phase of posting will be at our facility in Mysore.

Your total earning opportunity for the year is INR 2,80,000/- (Two Lakhs Eighty Thousand) (Gross) net of the compensation structure.

You will be on probation for a period of three (3) months. During the probationary period, either the company or the employer may terminate the employment with one month's notice of this notice.

Your appointment will be effective from the date of joining, which shall be on or before 8 Jan, 2020 failing which the appointment shall stand automatically withdrawn.

We will not be liable for your contractual obligations which you may have with your current or earlier employer.

On your day of joining you are requested to report at 10:00 AM to Ms. Arunika. You will be issued a detailed appointment letter upon joining.

We are sure that our working environment will be conducive to help you grow professionally as well as personally. We welcome you to be a part of the team and look forward to your valued contribution in being us to greater heights.

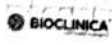
Please confirm your acceptance of our offer by signing & returning the duplicate copy of this letter for my attention within three (3) days from the date of receiving this letter, unless the offer shall be deemed withdrawn, unless it has been extended in writing by an authorized executive of the Company.

For BIOCLINICA,
Deepa Prasad MN

DEEPA PRASAD MN
ASSOCIATE DIRECTOR - HUMAN RESOURCES

[Handwritten signature]

I confirm and accept the above and will join on
(Signature)



© 2019 BioClinica, Inc. | Confidential and Confidential

[Handwritten notes in Kannada, partially obscured by a black redaction box]

[Handwritten signature]
Principal

Raghavendra Institute of Pharmaceutical
Education and Research,
CHIYEDU - 515 721, Anantapuramu (A.P.)

Compose

- Inbox 1,073
- Starred
- Snoozed
- Sent
- Drafts 46
- More

Meet

- New meeting
- Join a meeting

Hangouts

Eranti +

No recent chats
Start a new one



Raghavendra RIPER
to me

Forwarded message

From: **Yashaswini Honey** <yashaswinihoney277@gmail.com>
 Date: Fri, Aug 21, 2020, 8:12 PM
 Subject: Fwd: Offer - Navitas Life Sciences - Bangalore
 To: <riperplacements@gmail.com>

Forwarded message

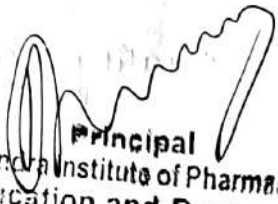
From: **Santhanalakshmi S** <santhanalakshmi.s@navitaslifescience>
 Date: Fri, 21 Aug 2020, 4:08 pm
 Subject: Offer - Navitas Life Sciences - Bangalore
 To: yashaswinihoney277@gmail.com <yashaswinihoney277@gmail.com>
 Cc: Adithya Kodenkiri <adithya.kodenkiri@navitaslifesciences.com>

Dear Yashaswini,

Congratulations!

Based on our interaction with you, we would be offering the below C

Name	T Yashaswini
Designation	Trainee - Drug safety Associat


Principal
 Raghavendra Institute of Pharmaceutical
 Education and Research
 CHIYYEDU - 515 721, Anantapuramu (A.P.)

+ Compose

Inbox 1,073

★ Starred

🕒 Snoozed

✓ Sent

📧 Drafts 46

⌵ More

Meet

📺 New meeting

🗉 Join a meeting

Hangouts

👤 Eranti +

No recent chats
Start a new one



Designation	Salary Offered	
	Monthly	Annual
Trainee - Drug safety Associat		
Basic Salary	16,000	1,92,00
Flexible Benefit Plan	2,265	27,18
Bonus/Exgratia	1,800	21,60
Food Allowance	1,000	12,00
Sub-total	21,065	2,52,78
PF(Employer's Contribution)	1,920	23,04
Gratuity	770	9,24
Total	23,755	2,85,06

This offer for employment is subject to you being medically fit :

- This Offer letter is being issued on the basis of the information process of recruitment and subsequent discussions. If it transpires that such action as it deems fit in its sole discretion, including termination



18 November 2020

Mr. Ram Murthy,
Hyderabad

OFFER OF APPOINTMENT

Dear Mr. Ram Murthy,

This has reference to the interview and discussions you had with us. We are pleased to offer you the position of **Biologist - DMPK** in Laxai Life Sciences Private Limited under the Band **"RO"** in the level **"ROB"** in our Organization and you will be based at Hyderabad.

Your annual CTC will be **Rs.320,000 /- pa** (Rupees Six Lacs only). A detailed letter of appointment shall be given to you upon joining.

Please note that you are required to join the Organization on or before **21 December 2020** failing which this offer of appointment stands withdrawn. Kindly note that this offer is confidential.

Please note that your employment will be subject to the following.

1. Clearance in the background verification as per Company policy
2. Submission of following documents at the time of joining:
 - a. Certified true copies of all the educational certificates
 - b. Four copies of your latest passport size photographs
 - c. Relieving letter and Service certificate from previous employer/s
 - d. Last 3 months salary slips of previous employer
 - e. PAN and AADHAAR
 - f. FORM 16, if applicable

Please sign and return the duplicate copy of this letter as a token of your acceptance of this offer.

Yours truly,
For **LAXAI Life Sciences Private Limited,**

Dr. Aparna Reddy B
Chief Human Resources Officer

I accept the offer of appointment on the above terms.

Signature:

Date:

Principal
Raghavendra Institute of Pharmaceutical
Education and Research
CHIYYEDU - 515 721, Anantapuramu (A.P.)

ANNEXURE

SALARY STRUCTURE – Mr. Ram Murthy

Salary Components	Per Month (INR)	Per Annum (INR)
Basic	10,680	1,28,160
House Rent Allowance	4,272	51,264
Leave Travel Allowance	5,000	60,000
Statutory Bonus	583	6,997
Special Allowance	4,883	58,600
Total Gross Salary (A)	25,418	3,05,021
Provident Fund	1,282	15,379
Total Retirals (B)	1,282	15,379
Variable Pay(C)	-	-
Total Cost to Company (A+B+C)	26,700	3,20,400

Note:

1. PF/ESI mentioned is employer's contribution
2. All above payments are subject to deduction of Income Tax as applicable
3. Variable pay paid as per company policy

In addition to the above you are entitled for Insurance Coverage, Gratuity as per Company policy.


Dr. Aparna Reddy B
Chief Human Resources Officer



Medi Assist

MATPA2020/07/24/5456

OFFER LETTER
PRIVATE & CONFIDENTIAL

24-Jul-20

Devineni Tejaswini

Bangalore

Dear Devineni Tejaswini,

Thank you for your interest in associating with our Organisation. We are pleased to confirm your selection for the position of Senior Executive.

Congratulations!

The detailed terms and conditions of your employment are stipulated herein, for your formal acceptance.

1. Commencement Date:

Your employment with the Organization commences on 03-Aug-2020.

2. Roles & Responsibilities:

Your primary responsibilities will be of Senior Executive in the grade O4 in the department Claims. You may be asked by the Organization to fulfil additional duties and tasks as defined from time to time which may or may not be directly associated with your job title. In this role you will be reporting to "Rajesh MN".

3. Place of work:

Your principal location of employment will be in Bangalore. You may be required to travel out of Location/ any place within India on Company business in relation to the execution of your responsibilities as assigned to you from time to time by the Company. You will be reimbursed all expenses incurred by you towards travel / boarding and lodging as per the Company policy. Medi Assist may, at any point of time at its sole discretion, after giving you reasonable notice, transfer or assign your services to any current place of operations or which may subsequently be established or acquired in any part of India.

4. Remuneration:

You will be paid with a CTC Rs 250020 (Rupees Two Lakh Fifty Thousand Twenty Only) per Annum . Salary structure in detail is attached to this letter in Annexure A. The Compensation Structure may undergo modifications from time to time, at the Company's sole discretion and your gross compensation will be redistributed as per the structure and statutory guidelines in force at the relevant time. All payments will be subject to appropriate deductions of income tax and statutory requirements as per the Organization's procedures and laws from time to time. You shall be responsible for filing your personal returns and complying with the other requirements under the India Tax Laws.

Compensation is confidential between you and the Organization. You are requested to maintain the confidentiality and not disclose your compensation details to others.

Medi Assist Insurance TPA Private Limited

(Formerly known as Medi Assist India TPA Private Limited)

CIN - U52300KA2000PTC009676

Registered Office: Tower 17, 4th Floor, TBC Knowledge Park, 6/1, Bannerghatta Road, Bangalore - 560 029

Phone: +91-80-4900 8000 Email: info@mediassistindia.com

Web: www.mediassistindia.com

Principal
Bhavendra Institute of Pharmaceutical
Education and Research
CHIYYEDU - 515 721, Anantapuramu (A.P.)



Medi Assist
Annexure A

*Strictly Private & Confidential

Salary Components	Annual Amount in INR
A Fixed Salary Components	
Basic	168504
House Rent Allowance	32160
Bonus	14052
Total Gross (A)	214716
B Retirals	
PF Employer	20220
Gratuity	8100
Total (A+B)	243036
ESI Employer	6984
Total Cost To Company	250020

For Medi Assist Insurance TPA Private Limited



K Vidyadhar Reddy
Assistant Vice President



Devineni Tejaswini
Employee Signature

Medi Assist Insurance TPA Private Limited

(Formerly known as Medi Assist India TPA Private Limited)

CIN - U05299KA2999PT0002470

Regd. Off: Tower 'D', 4th Floor, TFC Knowledge Park, 4/L, Bannerghatta Road, Bengaluru - 560 029

Phone: +91-80-4244 9340 Email: info@mediassistindia.com

www.mediassistindia.com

+ Compose

Inbox 1,073

★ Starred

🕒 Snoozed

➤ Sent

📄 Drafts 46

Meet

📺 New meeting

🗣️ Join a meeting

Hangouts

👤 Eranti ▾

No recent chats
Start a new one



Forwarded message
From: C S Trupti <cs.trupti@jubilantbiosys.com>
Date: Wed, Dec 30, 2020, 19:24
Subject: Jubilant Biosys - Offer proposal - Trainee Research Associ:
To: pavanvirat528@gmail.com <pavanvirat528@gmail.com>

Dear Pavan,

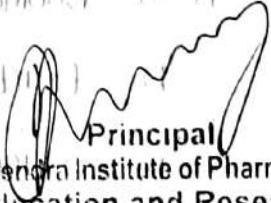
Further to our discussion, we are glad to inform you that we are offe

Designation	Trainee Research A:
Grade	A0
Probation confirmation duration	6 months
Bond duration of service with Jubilant	2 years
Date of on-roll conversion	7-Jan-2021

Please refer the offer-break up attached and let us know your deci:
formal Offer letter.

Documents required for offer release:

1. Highest education qualification certificate (4 semester mar
2. Updated CV with permanent address + Date of birth details


Principal
Raglavendra Institute of Pharmaceutical
Education and Research
CHIYYEDU - 515721, Anantapuramu (A.P.)

SALARY & BENEFITS STACK-UP SHEET

NAME:	K.Pavan Kumar	QUALIFICATION:	M.Pharm
LEVEL:	A0	DATE OF JOINING:	7-Jan-21
DESIGNATION:	Trainee Research Associate	LOCATION:	Bengaluru
DEPARTMENT:	DMPK		

I COMPONENTS OF SALARY THROUGH PAYSIP		Rs. (Per Month)	Rs. (Per Annum)
1	Basic Pay	10,000	1,20,000
2	House Rent Allowance	6,000	72,000
3	Special Allowance	3,841	46,097
4	Statutory Bonus	2,000	24,000
	Sub Total : A	21,841	2,62,097
II RETIRAL BENEFITS			
1	P F (12% on Basic Pay)	1,661	19,932
2	ESI (3.25% on Gross)	-	-
3	Gratuity	481	5,772
	Sub Total : B	2,142	25,704
III OTHERS BENEFITS			
1	Group Mediclaim	917	11,004
2	Accident Premium	25	300
3	Group Term Insurance	75	900
	Sub Total : C	1,017	12,204
GROSS TOTAL (A+B+C) = CTC		25,000	3,00,005

• As per RBI rules, at the time of joining it is mandatory to have Aadhar Card and PAN card number without which Salary account will not be created at Bank.

• For those who already have PF account UAN number is mandatory. Freshers need not to submit UAN number.

THURSDAY, JANUARY 16, 2020

Dear Giri Manasa,

Congratulations!!

Novotech is pleased to offer you the position of Document Management Associate. Your start date with Novotech is on February 3, 2020. This offer is valid with a return of signed copy of the attached documents by January 10, 2020.

Once you sign the attached documents you will receive the Novotech hire pack via Bamboo HR.

Your acceptance of this offer and commencement of employment with the Company are contingent upon agreement to undertake a formal background check. Please refer to the Disclosure and Authorisation Form below, which authorises the Company to perform this background check. Your continued employment with the Company is also contingent upon your acceptance and execution of all Company policies and agreements, which you will receive during onboarding.

On your first day of employment, you will be provided with additional information about the objectives and policies, benefit programs and general employment conditions.

NB: Documents attached are Employment Agreement and Background Check Consent letter. Please ensure you open the files, read and sign them electronically before signing the Offer Letter Acceptance panel below.

We are pleased to have you join the Novotech team! If you have any questions, please do not hesitate to contact Akanchha. We look forward to working with you in the future, and hope you will find your employment at Novotech a rewarding experience.

Thank you


Principal
Raghavendra Institute of Pharmaceutical
Education and Research
CHIYYEDU - 515 721, Anantapuramu (A.P.)

Offer Letter Acceptance

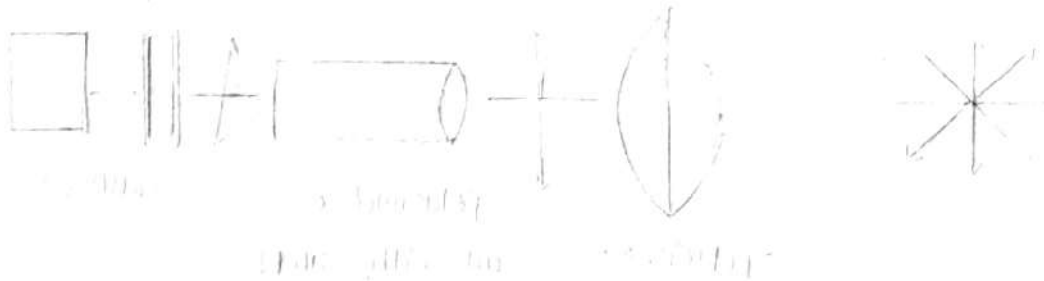
I have read and accept this offer of employment:

Bk. Girimanasa Sai

B.k. Giri manasa sai

16/12/2020

Date



Handwritten text, likely a signature or additional notes, is present below the diagram. The text is mostly illegible due to blurring and low contrast.

Nov 9, 2020

D. Shakeer Hussain

Dhone


Sub: Letter of Appointment

Dear **Shakeer**,

This letter is to confirm our offer to you for the position of **Research Associate I, Analytical R&D** at Chemo India Formulations Private Limited, Hyderabad. This is a full-time position with the Company and you will be considered a regular employee. As mutually discussed, your employment will begin with the Company tentatively from **Dec 1, 2020**.

The terms and conditions of your employment are as follows:

- **Salary:** Your annual salary will be **₹ 1,92,000 per year (Rupees One Lakh Ninety Two Thousand only)**. This is on the basis of cost to the company and the detailed break-up is attached herewith. It is to be understood that the above salary is subject to all applicable Central, State and Local government taxes and may be changed from time to time, based on changes in applicable Central, State and Local government policies. Your salary will be reviewed once a year based on performance and as per Company's policies and guidelines.
- **Functional Responsibilities:** You are expected to take care of **Analytical R&D** responsibilities of the Company. You will be responsible for all the functions that are allocated to you and these are subject to change from time to time. At the time of joining, you will be given a detailed job description and you are expected to fulfil those responsibilities.
- **Business Hours:** The normal business hours are Monday to Friday from 9:00 am to 6:00 pm, with 30 minutes' of lunch time. These are subject to change from time to time as per company requirements and policies.
- **Year:** It refers to the fiscal year of the company, which runs from April 1 to March 31. Based on the date of joining, employee's time will be pro-rated for the first fiscal year and accordingly all benefits and leaves will be pro-rated for the first fiscal year.
- **Place of Employment:** You will be expected to work out of our R&D and Manufacturing facilities at BT Park, Phase II Extension, Lalgudi Malakpet, Hyderabad, India. However, it is understood that you are required to travel up to **10%** of the time for business purpose, within Hyderabad and to other cities in India or Abroad, as required.
- **Leaves:** You will be entitled to a total of 24 leaves per year. You may begin using any leave only after 3 months (90 days) of employment. Leaves cannot be forwarded to the subsequent years and they cannot be encashed, either during or at the end of employment. Paid holidays will be declared at the beginning of the year as per applicable Company's policies and guidelines.
- **Confidentiality:** You shall not disclose any information related to the company to any third parties or outsiders, which includes but not limited to the following – company information, R&D formulae and processes, manufacturing processes, technical know-how, marketing strategies,


Principal
Raghavendra Institute of Pharmaceutical
Education and Research
CHIYYEDU - 515 721, Anantapuramu (A.P.)

financial position, company's goals and objectives and future plans etc. In addition, you are required to sign a separate Confidentiality Agreement with the Company at the time of joining.

- **Employment at Will:** Both the parties understand the employment is at will. The following conditions will apply:
 - a) The Company can terminate the employment with immediate effect and without any compensation, if the employee is found to violate any of the Company's policies and guidelines.
 - b) The Employee may terminate his/her employment with three (3) months' written notice to the Company Management.
 - c) The Company can terminate the employment with 1 month notice or with immediate effect and 1 month notice pay.
- **General:** The following general conditions apply:
 - a) During the employment period with the Company, you shall devote full-time and entire attention to the Company's business. You shall not be engaged in any other business during this time, directly or indirectly, part- or full- time and with or without compensation.
 - b) You will be provided an Employee Handbook at the time of joining. All company rules and regulations will be described in more detail in that handbook and you are expected to comply with all such regulations. This offer letter mentions some of those main policies only.
 - c) Any disputes arising out of this appointment will be subject to the jurisdiction of the courts of Hyderabad, India.
 - d) You are required to keep the Company informed about personal changes like marital status, birth of children, change in residential address etc.

We are very pleased that you have decided to become an employee of Chemo India Formulations Private Limited. You will play a key role in the development of Chemo India Formulations. We look forward to a mutually rewarding relationship with you.

For Chemo India Formulations Pvt. Ltd.

Acknowledgement:

Authorized Signatory

D. Shakeer Hussain



Caplin Point Laboratories Limited
Regd. office: Anantapur, 2nd Floor,
No.3, Durgam Cheruvu Industrial Estate, Hyderabad, District - 500028.
Phone: +91 44 26642000 / +91 98497 72000 / +91 98497 72000
E-mail: info@caplinpoint.com / Website: www.caplinpoint.com
CIN: LK23149NP01231663

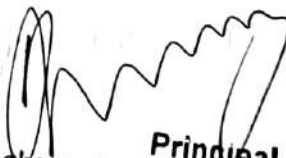
29th December 2020

Mr Kanama Sreekanth
1/597, 2nd Road,
Near Andhra Bank, Anantapur,
Andhrapradesh - 515001

SUB: OFFER LETTER

With reference to your application and subsequent interview you had with us, we are pleased to offer you an appointment in Caplin Point Laboratories Limited. The terms and conditions of your appointment are as detailed in this letter.

1. Your designation will be "SAS Programmer - Bio Statistics" and will be reporting to its authorized person.
2. You will be required to join on or before 25th January 2021 and your primary place of posting will be at CP-3 AMARIS Clinical, a Division of Caplin Point Laboratories Limited, Mahindra World City - Chengalpeta however you will be required to visit all the plants of the company and its contractors and vendors.
3. Your annual compensation in terms of Cost to Company (CTC) inclusive of employer's contribution towards Provident Fund as and when applicable will be Indian Rupees One Lakh Eighty Thousand Six Hundred Two Only Per Annum (INR 180602) subject to deduction of applicable taxes. The breakup of the CTC is as per annexure.
4. Based on your performance, you will be eligible for pro - rata increment in the upcoming appraisal period if your date of joining is before the end of the calendar year, otherwise you will be eligible in the next appraisal period from the date of joining.
5. You will be entitled to other benefits such as leave and other entitlements on the terms stipulated in the HR Policy manual of the Company.


Principal
Raghavendra Institute of Pharmaceutical
Education and Research
CHIYYEDU - 515721, Anantapuramu (A.P.)

PLIPL/HR-PR/IQVIA-APL/No 016/20-21
Date: 28 December 2020


CONFIDENTIAL
Rajesh Atmakuru,
28/47, Rajendranagar,
Dharmavaram,
Anantapuram 515671.

Dear Rajesh Atmakuru,

This has reference to your application and subsequent interview with us. We are pleased to offer you a Fixed Term Assignment as "Safety Associate Trainee". The Fixed Term Assignment will be for a period of 10 months, commencing from 04th January 2021. The assignment is to be carried out by you for our client, IQVIA RDS (INDIA) PRIVATE LIMITED, the same being extendable upon client's request.

The following are the terms and conditions of your employment with us:

- 1 The employment will be effective from 04th January 2021. You will be required to report on 04th January 2021.
- 2 During the tenure of employment, you will be paid a consolidated salary of Rs. 18,500 CTC (Eighteen thousand five hundred) per month (inclusive of on-site and transit insurance). Tax Deducted at Source as applicable.
- 3 During the tenure of your assignment, you will be expected to abide by the rules and regulations which will be conveyed to you by your supervisor at the client organization.
- 4 You will be required to observe the working hours as assigned by the client, Monday to Friday (i.e. 5 days a week)
- 5 You will be required to execute an agreement of confidentiality and non-disclosure of the confidential information of the client entrusted to you during your assignment.
- 6 You may terminate this Agreement by giving PharmaLeaf 60 day's written notice, however in case you resign from your job, PharmaLeaf India Pvt .Ltd will re-claim an equivalent of two month's salary as a penalty towards break in the Fixed term Contract as well as will with-hold your relieving documents.
- 7 Leave for sickness and other exigencies will be at the discretion of your supervisor and would have to be sanctioned in advance (not more than 1 day in a month during the entire contract period).


Principal
Raghavendra Institute of Pharmaceutical
Education and Research
CHIYYEDU - 515 721, Anantapuramu (A.P.)



PHARMALEAF™

Address: 108, 109, 110, 111, 112, 113, 114, 115, 116, 117, 118, 119, 120, 121, 122, 123, 124, 125, 126, 127, 128, 129, 130, 131, 132, 133, 134, 135, 136, 137, 138, 139, 140, 141, 142, 143, 144, 145, 146, 147, 148, 149, 150, 151, 152, 153, 154, 155, 156, 157, 158, 159, 160, 161, 162, 163, 164, 165, 166, 167, 168, 169, 170, 171, 172, 173, 174, 175, 176, 177, 178, 179, 180, 181, 182, 183, 184, 185, 186, 187, 188, 189, 190, 191, 192, 193, 194, 195, 196, 197, 198, 199, 200

Regulatory & GMP Compliance • Technical Consultancy

- 8 At the end of your assignment you may be assigned to another company. In such an event, you will be required to execute a separate agreement with the company and will be governed by the terms and conditions applicable to that company.
- 9 This contract of employment is terminable by M/s Pharmaleaf India Pvt. Ltd. Without notice or cause if so directed by the client. Pharmaleaf India Pvt Ltd. may at its discretion relieve as it may deem fit even before the expiry of the contract period without compensating for the unexpired period and is not bound to give any reason thereof.
- 10 During the period of such deputation, you will continue to be on the rolls of M/s Pharmaleaf India Pvt Ltd. and at no point in time will you be considered as an employee of our client.

If these terms and conditions are acceptable to you, please do signify your acceptance by signing the duplicate copy of this contract and return the same to us.

We trust we will mutually build a meaningful career for you.

Best wishes

Sincerely

For **PHARMALEAF INDIA PRIVATE LIMITED**

Mr. Mohammed Zakl Khaleeli
(Director Business Services)
Authorized Signatory

The above terms of employment are agreeable to me.

Full Name: Atmakumar Rajesh

Date: 28/12/2020

Signature:

22nd Dec 2020.

Ms. N Siva Deepthi,

Dear N Siva Deepthi,

This has reference to your application and the subsequent interviews you had with us. We are pleased to offer you a position of **"Trainee - Medical Coding & Billing"** Omega Healthcare Management Services Pvt Ltd, on the following terms and conditions:

01. You will draw a Basic Salary of Rs. 14,050/- (Rupees Fourteen Thousand Fifty Only) per month. In addition to this, you will be paid Statutory Bonus of Rs. 1,405/- (Rupees One Thousand Four Hundred and Five Only) per month as other allowances.
02. You will be entitled to Leave, Gratuity, P.F., Medical Insurance & Personal Accident Insurance, etc. in accordance with the Law / Company Policy from time to time.
03. Depending on your performance and the company's requirement, your employment can be extended on completion of 6 months.
04. Your place of posting will be at **Bengaluru** and you will report for duty on **22nd Dec 2020 at 9:00AM.**
05. This letter of offer is subject to completing other joining formalities as specified in **Annexure-1** and on completion a detailed appointment letter will be given.

Kindly sign the duplicate copy of this letter as a token of your acceptance to the above terms and conditions.

Thanking you,
Yours faithfully,

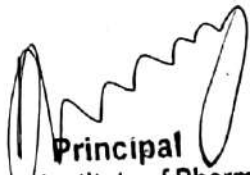
For **Omega Healthcare Management Services Pvt. Limited.**

Rajagovindam

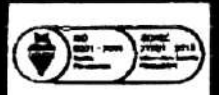
Raja G

Senior Manager – Talent Acquisition

N Siva Deepthi


Principal
Raghavendra Institute of Pharmaceutical
Education and Research
No. 545-731, Anantanpuramu (A.P.)

Omega Healthcare Management Services Pvt. Ltd.



Annexure - 1

Welcome to Omega family!

To enable us to have your complete personal information, ensuring legal compliance and processing of salary and other reimbursements, you will be required to complete the following formalities on your joining at Omega Healthcare.

1. Joining Report.
2. Company Employment Form.
3. Provident Fund Declaration / Nomination form and Provident Fund Form 2.
(This needs to be filled in by every employee as he / she need to nominate persons(s) who would receive the Provident Fund amount standing to his/ her credit in the unfortunate event of his / her Death).
4. Gratuity Nomination Form F.
(To be filled in by all employees wherein they should nominate the persons and the percentage of Gratuity Payable to such person in the unfortunate event of death of the employee)
5. Medical Insurance / ESIC-Employees State Insurance Scheme- (as applicable)
7. Salary Account opening form.
8. Group Life Insurance Form
9. ID Card Application form & Transport Request form.
10. Flexible benefit Plan Declaration form & Employee Investment Declaration Form (wherever applicable)
11. Any other forms, as applicable

FOLLOWING DOCUMENTS TO BE SUBMITTED MANDATORILY ON YOUR JOINING:

- A. Relieving letter/ Service certificate from your previous employer.
- B. Copy of last pay slip & form 16 or tax report
- C. Copies & Originals of all educational certificate and Birth Certificate.
- D. Six copies of recent passport size photographs.
- E. Signed Copy of offer / appointment letter.
- F. Self ID Proof – 2 copies (Passport/ Driving License/Voter's ID/ Ration Card/ PAN Card/ College ID)
- G. Residence Proof – 2 copies Permanent & Temporary (Passport /Driving License/ Voter's ID / Ration Card/ / Mobile Bill or Telephone Bill / LIC Policy / BANK Passbook/ Electricity Bill/Gas Bill/Water Bill/Rental Agreement- (Letter from owner or Self Declaration letter required if it's not in your name)
- H. Copy of PAN Card /Acknowledgement copy of PAN Application
- I. Copy of AADHAR Card / Acknowledgement copy of AADHAR Application
- J. Parents DOB details. (Documents not required. Only date is required to fill in nominee forms)
- K. Physical standard (Blood Group, Height, Weight – details only required for filling the application form. Proof not required)

Our attendance cycle runs from 21st of month to the 20th of the next month. If the salary account is not opened & activated before 10th of the month, then the salary for that month would be delayed thereby causing inconvenience to the employee. A delay in disbursement of salary may also occur if the Joining Reports / Documents are incomplete-thus we request you to please fill in the joining Report completely accurately and also submit mandatory documents.

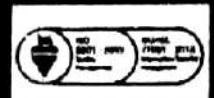
We at HR look forward to providing you with the best of services at all times. We welcome you once again and wish you all the best for a successful career at Omega.

PLEASE NOTE: YOU ARE EXPECTED TO COME IN FORMAL DRESS ON DOJ

HR Team

N Siva Deepthi

Omega Healthcare Management Services Pvt. Ltd.



ANGALURU

CHENNAI

TRICHY

BHIMAVARAM

HYDERABAD

MANILA

CEBU

USA



22nd Dec 2020.

Ms. Koni Reddy Sai Sandhya,

Dear Koni Reddy Sai Sandhya,

This has reference to your application and the subsequent interviews you had with us. We are pleased to offer you a position of "Trainee - Medical Coding & Billing" Omega Healthcare Management Services Pvt Ltd, on the following terms and conditions:

01. You will draw a Basic Salary of Rs.14,050/- (Rupees Fourteen Thousand Fifty Only) per month. In addition to this, you will be paid Statutory Bonus of Rs.1,405/- (Rupees One Thousand Four Hundred and Five Only) per month as other allowances.
02. You will be entitled to Leave, Gratuity, P.F., Medical Insurance & Personal Accident Insurance, etc. in accordance with the Law / Company Policy from time to time.
03. Depending on your performance and the company's requirement, your employment can be extended on completion of 6 months.
04. Your place of posting will be at Bengaluru and you will report for duty on 22nd Dec 2020 at 9:00AM.
05. This letter of offer is subject to completing other joining formalities as specified in Annexure-1 and on completion a detailed appointment letter will be given.

Kindly sign the duplicate copy of this letter as a token of your acceptance to the above terms and conditions.


Thanking you,
Yours faithfully,

Omega Healthcare Management Services Pvt. Limited.

Koni Reddy Sai Sandhya

Raja G

Senior Manager - Talent Acquisition


Principal
Raghavendra Institute of Pharmaceutical
Education and Research
CHIYYEDU - 515 721, Anantapuramu (A.P.)



3-Jan-2020

M CHANDANA
1/26, 4th Road, 10th Cross, Near
Kethay Subodh Anathapur - 515001

Dear Chandana,

Letter of Offer

Thank you for your interest in discussing an opportunity with **BIOCLINICA**. Based on the discussions, we are pleased to offer you the position of **Junior Drug Safety Associate (Level-1)**. Your initial place of posting will be at our facility in Mysore.

Your total earning opportunity for the year is INR 260000/- Annexure-1 details out the compensation structure.

You will be on probation for a period of three (3) months. During the probationary period, either the company or the employee may terminate the employment with one month's notice of this intent.

Your appointment will be effective from the date of joining, which shall be on or before 0-Jan-2020 failing which the appointment shall stand automatically withdrawn.

We will not be liable for your contractual obligations which you may have with your current or earlier employers.

On your day of joining you are requested to report at 10:00 AM to Ms. ANAYA. You will be issued a detailed appointment letter upon joining.

We are sure that our working environment will be conducive to help you grow professionally as well as personally. We welcome you to be a part of the team and look forward to your valued contribution in taking us to greater heights.

Please confirm your acceptance of our offer by signing & returning the duplicate copy of this letter for my attention within three (3) days from the date of receiving this letter, other this offer shall be deemed withdrawn, unless it has been extended in writing by an authorized executive of the Company.

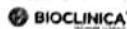
for **BIOCLINICA**,

Deepa Prasad MN

DEEPA PRAEAD MN
ASSOCIATE DIRECTOR - HUMAN RESOURCES

I confirm and accept the above and will join on _____

(Signature)



© 2018 BioClinica Inc. - Proprietary and Confidential

Page 1

Principal
Raghavendra Institute of Pharmaceutical
Education and Research
CHIYYEODU - 515 721, Anantapuramu (A.P.)

5517

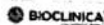
Please indicate your acceptance of our offer by signing & returning the duplicate copy of this letter for acknowledgment within three (3) days from the date of receiving this letter, after this offer shall be deemed withdrawn, unless it has been extended in writing by an authorized executive of the Company.

For BIOCLINICA,
Deep Prasad MW

DEEPA PRASAD MW
ASSOCIATE DIRECTOR - HUMAN RESOURCES

I confirm and accept the above and will pay on _____

Signature: _____



BIOCLINICA, Inc. - Pharmacy and Healthcare

Page 1

Annexure - 1

Component and Details	
Name	M CHAKRABARTI
Designation	ASSIST DEPUTY SECRETARY (Grade-1)
Date of Joining	9-Jan-2022
Your compensation and benefits are as given below	
Basic / Information	
Basic and Dearness Allowance	134000
House Rent Allowance (HRA)	31200
Other Allowance	18000
Statutory Allowance	37200
Total Fixed Compensation	220400
Other Benefits	
Employer Provident Fund	18700
Insurance (Non-mandatory benefit)	7550
Employee ESI Contribution	10977
Total Cash to Employee	257627

Annexure - 2

Mandatory Documents for Onboarding

[Signature]
Principal
 Raghavendra Institute of Pharmaceutical
 Education and Research
 CHINNEGU - 515 721, Anantapuramu (A.P.)



5-Jan-2020

PURANAM SRIDATHA
1-145, Mylasamudram, Via Bukkapatnam,
Ananatapuram Dis, Andhra Pradesh- 515144

Dear Puranam,

Letter of Offer

Thank you for your interest in discussing an opportunity with **BIOCLINICA**. Based on the discussions, we are pleased to offer you the position of **Junior Drug Safety Associate (Level-1)**. Your initial place of posting will be at our facility in **Mysore**.

Your total earning opportunity for the year is **INR 240000/-** Annexure-I details out the compensation structure.

You will be on probation for a period of **three (3) months**. During the probationary period, either the company or the employee may terminate the employment with one month's notice of this intent.

Your appointment will be effective from the date of joining, which shall be on or before **9-Jan-2020** failing which the appointment shall stand automatically withdrawn.

We will not be liable for your contractual obligations which you may have with your current or earlier employers.

On your day of joining you are requested to report at **10:00 AM** to **Ms. AMULYA**. You will be issued a detailed appointment letter upon joining.

We are sure that our working environment will be conducive to help you grow professionally as well as personally. We welcome you to be a part of the team and look forward to your valued contribution in taking us to greater heights.

Please confirm your acceptance of our offer by signing & returning the duplicate copy of this letter for my attention within three (3) days from the date of receiving this letter, other this offer shall be deemed withdrawn, unless it has been extended in writing by an authorized executive of the Company.

for **BIOCLINICA**,

DEEPA PRASAD MN
ASSOCIATE DIRECTOR- HUMAN RESOURCES

I confirm and accept the above and will join on _____

(Signature)

Principal
Raghavendra Institute of Pharmaceutical
Education and Research
CHIVYEDU - 515 721. Anantapuramu (A.P.)



SALARY & BENEFITS STACK-UP SHEET			
NAME:	K.Pavan Kumar	QUALIFICATION:	M.Pharm
LEVEL:	A0	DATE OF JOINING:	7-Jan-21
DESIGNATION:	Trainee Research Associate	LOCATION:	Bengaluru
DEPARTMENT:	DMPK		
I	COMPONENTS OF SALARY THROUGH PAYS LIP	Rs. (Per Month)	Rs. (Per Annum)
1	Basic Pay	10,000	1,20,000
2	House Rent Allowance	6,000	72,000
3	Special Allowance	3,841	46,097
4	Statutory Bonus	2,000	24,000
	Sub Total : A	21,841	2,62,097
II	RETIRAL BENEFITS		
1	P F (12% on Basic Pay)	1,661	19,932
2	ESI (3.25% on Gross)	-	-
3	Gratuity	481	5,772
	Sub Total : B	2,142	25,704
III	OTHERS BENEFITS		
1	Group Mediclaim	917	11,004
2	Accident Premium	25	300
3	Group Term Insurance	75	900
	Sub Total : C	1,017	12,204
	GROSS TOTAL (A+B+C) = CTC	25,000	3,00,005
	<ul style="list-style-type: none"> • As per RBI rules, at the time of joining it is mandatory to have Aadhar Card and PAN card number without which Salary account will not be created at Bank. • For those who already have PF account UAN number is mandatory. Freshers need not to submit UAN number. 		



11-Feb-2020

C. R. SUSHMA
1 No. 14-3-37, Boyapeta,
Rudupur, Andhra Pradesh

Dear Sushma,

Letter of Offer

Thank you for your interest in discussing an opportunity with BIOCLINICA. Based on the discussions, we are pleased to offer you the position of Junior Drug Safety Associate. Your initial place of posting will be at our facility in Mysore.

Your total earning opportunity for the year is INR 260000/- Annexure-1 details out the compensation structure.

You will be on probation for a period of three (3) months. During the probationary period, either the company or the employee may terminate the employment with one month's notice of this intent.

Your appointment will be effective from the date of joining, which shall be on or before 24-Feb-2020 failing which the appointment shall stand automatically withdrawn.

We will not be liable for your contractual obligations which you may have with your current or earlier employers.

On your day of joining you are requested to report at 10:00 AM to Ms. ANJITHA. You will be issued a detailed appointment letter upon joining.


We are sure that our working environment will be conducive to help you grow professionally as well as personally. We welcome you to be a part of the team and look forward to your valued contribution in taking us to greater heights.

Please confirm your acceptance of our offer by signing & returning the duplicate copy of this letter for my attention within three (3) days from the date of receiving this letter, other this offer shall be deemed withdrawn, unless it has been extended in writing by an authorized executive of the Company.

for BIOCLINICA,

DR PREETI VERMA
DIRECTOR AND HEAD OF DELIVERY- DRUG SAFETY OPERATIONS

confirm and accept the above and will join on 24/02/2020
C.R. Sushma
(Signature)


Principal
Raghavendra Institute of Pharmaceutical
Education and Research
CHIMYEDU - 515 721, Anantapuramu (A.P.)

Date: 23-Feb-2021

Ms. P Devika

LETTER OF OFFER

Dear Devika,

With reference to the discussions you had with us, we are very pleased to offer you an appointment in our organization as **Trainee-Research Associate** .

Details of the terms and conditions of offer are as under:

1. Your date of commencement of Employment will be on or before **26th February 2021**.
2. Your joining location will be **Wissen Infotech-Bangalore**.
However your services can be transferred/ deputed to any other branch/client location depending upon the Project requirements. Also because of the current COVID situation all your joining formalities will be done remotely.
3. Your annual salary (CTC) will be **Rs 3,61,500/-**. The breakup of salary is attached here with as in Annexure - A
4. In addition to the above CTC, you are eligible for a retention bonus of **Rs 25,000/-** as Retention Bonus which will be paid on completion of every six months of service in the organisation
5. Your employment with us will be governed by Terms & Conditions referred in Annexure - B.
6. Please submit all the listed documents mentioned in Annexure - C on the day of your joining online. However you need to submit all the originals for verification once we resume our operations from our office.
7. You are requested to report at our office situated at Wissen-Bangalore, Adarsh Eco Place, 4th Floor, No 176 KIADB, EPIP 2nd Phase, Whitefield, Bangalore - 560 066 once we resume our operations.
8. This Employment stands valid initially for a period of one year however it can be extended based on client's approval of your performance
9. As a token of your acceptance of this offer, you are requested to sign on the copy of the offer and confirm by return email.

In case of further clarifications, please communicate with **Ms. Smitha Nair** (email: 'smitha.nair@wisseninfotech.com')

We welcome you to **Wissen** and look forward to a long and mutual beneficial relationship.

With Best Wishes


For Wissen Infotech Pvt Ltd

14. Shilpa

Silpa Moola

Manager - Talent Acquisition

Encl. :
Annexure - A (Salary Structure)
Annexure - B (Terms & Conditions of Employment)
Annexure - C (Check list of Documents to be submitted)


Principal
Raghavendra Institute of Pharmaceutical
Education and Research
CHIYYEDU - 515 721, Anantapuramu (A.P)

Corporate Office
Q-4, 9th Floor
Cyber Towers, Hi-tec City
Madhapur, Hyderabad
Telangana - 500 081
India T : +91-40-68237000

U.S. Office
2325 Parklawn Dr. Suite G
Waukeesa, WI 53188, USA
T : (262) 510-2900

Bangalore Office
Adarsh Eco Place
4th Floor, #176, KIADB
EPIP 2nd Phase, Whitefield
Bangalore - 560 066
India T : +91-80-40349600

www.wissen.com

ANNEXURE-A COST TO COMPANY(CTC)

EMP Name: P Devika

Designation : Trainee - Research Associate

Monthly Components (In Rs.)

Basic Salary	15,063
House Rent Allowance/Company Leased Accommodation	6,025
Conveyance Allowance	1,600
Bonus	3,057
	1,255
TOTAL: Monthly (A)	
TOTAL: Monthly : Annualised (B)	27,000
Annual Components (In Rs.)	3,23,995

Provident Fund	21,600
Health Insurance	6,905
Life Coverage	300
Gratuity	8,700
TOTAL: Annual (C)	37,505
Cost to Company (B) + (C) [Annual]	3,61,500

* SOCIAL SECURITY & HEALTH BENEFITS [As Per Schemes]	MAX SUB-LIMITS (per annum)
Hospitalization cost reimbursement limit	2,50,000
Term life Insurance Cover (Including EDLI)	2,50,000
Disability cover due to accident (upto)	10,00,000

Note: Any Personal Tax liability arising out of compensation will be borne solely by the employee. Your compensation details are personal and strictly confidential only to you. This should not be shared with any person other than your reporting manager and HR.

CS-Wissen Confidential

Corporate Office
 Q-4, 9th Floor
 Cyber Towers, Hi-Tec City
 Madhapur, Hyderabad
 Telangana - 500 081
 India T : +91-40-66237000

U.S. Office
 2326 Parklawn Dr. Suite G
 Waukesha, WI 53186, USA
 T : (262) 510-2900

Bangalore Office
 Adarah Eco Place
 4th Floor, #176, KIADB
 EPIP 2nd Phase, Whitefield
 Bangalore - 560 086
 India T : +91-80-40349800

Date: 08th October 2020

Ms. Mahaboobjan Shaik

LETTER OF OFFER

Dear Mahaboobjan,

With reference to the discussions you had with us, we are very pleased to offer you an appointment in our organization as "Trainee - Research Associate".

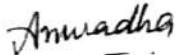
Details of the terms and conditions of offer are as under:

1. Your date of commencement of Employment will be on or before **02nd November 2020**.
2. Your joining location will be **Wissen Infotech-Bangalore**.
However your services can be transferred/ deputed to any other branch/client location depending upon the Project requirements. Also because of the current COVID situation all your joining formalities will be done remotely.
3. Your annual salary (CTC) will be **Rs 1,80,000/-**. The breakup of salary is attached here with as in Annexure - A.
4. Your employment with us will be governed by Terms & Conditions referred in Annexure - B.
5. Please submit all the listed documents mentioned in Annexure - C on the day of your joining online. However you need to submit all the originals for verification once we resume our operations from our office.
6. You are requested to report at our office situated at Wissen-Bangalore, Adarsh Eco Place, 4th Floor, No 176 KIADB, EPIP 2nd Phase, Whitefield, Bangalore - 560 066 once we resume our operations.
7. This Employment stands valid initially for a period of one year however it can be extended based on client's approval of your performance
8. As a token of your acceptance of this offer, you are requested to sign on the copy of the offer and confirm by return email.

In case of further clarifications, please communicate with Ms. Silpa Moola (Tel: 040-68237001 extn: 130 or email: 'silpa.moola@wisseninfotech.com')

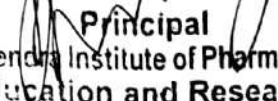
We welcome you to Wissen and look forward to a long and mutual beneficial relationship.

With Best Wishes
For Wissen Infotech Pvt Ltd



Anuradha Pogalur
Manager - HR

Encl. : Annexure - A (Salary Structure)
Annexure - B (Terms & Conditions of Employment)
Annexure - C (Check list of Documents to be submitted)


Principal
Raghavendra Institute of Pharmaceutical
Education and Research
CHIVYEDU - 515 721, Anantapuramu (A.P.)

Corporate Office
Q-4, 9th Floor
Cyber Towers, Hi-tec City
Madhapur, Hyderabad
Telangana - 500 081
India T : +91-40-68237000

U.S. Office
2325 Parklawn Dr. Suite G
Waukesha, WI 53186, USA
T : (262) 510-2900

www.wissen.com

Bangalore Office
Adarsh Eco Place
4th Floor, #176, KIADB
EPIP 2nd Phase, Whitefield
Bangalore - 560 066
India T : +91-80-40349600

ANNEXURE-A COST TO COMPANY(CTC)	
EMP Name: Mahaboobjan Shaik	
Designation : Trainee - Research Associate	
Monthly Components (In Rs.)	
Basic Salary	7,500
House Rent Allowance/Company Leased Accommodation	3,000
Allowance	2,099
Bonus	625
TOTAL: Monthly (A)	13,224
TOTAL: Monthly : Annualised (B)	1,58,688
Annual Components (In Rs.)	
Provident Fund	11,520
ESI	5,160
Life Coverage	300
Gratuity	4,332
TOTAL: Annual (C)	21,312
Cost to Company (B) + (C) [Annual]	1,80,000
* SOCIAL SECURITY & HEALTH BENEFITS [As Per Schemes]	MAX SUB-LIMITS (per annum)
Hospitalization cost reimbursement limit	ESI Coverage
Term life Insurance Cover (including EDLI)	2,50,000
Disability cover due to accident (upto)	10,00,000
<i>Note: Any Personal Tax liability arising out of compensation will be borne solely by the employee.</i>	
<i>Your compensation details are personal and strictly confidential only to you. This should not be shared with any person other than your reporting manager and HR.</i>	
CS-Wissen Confidential	

Corporate Office
Q-4, 9th Floor
Cyber Towers, Hi-Tec City
Madhapur, Hyderabad
Telangana - 500 081
India T : +91-40-68237000

U.S. Office
2325 Parklawn Dr. Suite G
Waukesha, WI 53186, USA
T : (262) 510-2900

Bangalore Office
Adarsh Eco Place
4th Floor, #176, KIADB
EPIP 2nd Phase, Whitefield
Bangalore - 560 066
India T : +91-80-40349600

www.wissen.com

PXL-BAN-CCS/LIQ-FY20-1264

April 29, 2020

Shaik Imran Basha
3/27,Main road,Nallamada,Kadiri,Anantapur,
Andhrapradesh-515501.

Dear Shaik Imran ,


We are pleased to offer you the position of **Junior Regulatory Affairs Associate, LIQUENT Software India Private Limited, A Parexel Company, Bengaluru** under the following terms and conditions.

1. DESIGNATION, GRADE AND PLACEMENT

- 1.1 You are designated as **Junior Regulatory Affairs Associate**, in "**Group 3 Tier 5(G3T5)**". Your designation is merely indicative of the responsibilities, which you are required to carry out. However, it is expressly understood that your services are transferable to any of our offices/ group companies in India or abroad, at the sole discretion of the management of the Company. You can also be deputed/ seconded to any of our offices / group companies. Your primary office will be at RMZ Eco World,SEZ,Campus 5B,IIIrd Floor,Sarajpur, Marathalli Outer ring road, Devarabeesanahalli Village, Varthur Hobli, Bengaluru East Taluk, Bengaluru. This is an SEZ location and you need to abide by all the relevant SEZ rules.
- 1.2 Upon joining you shall be signing the 'Employee Confidentiality, Invention & Non-Solicitation Agreement' with us in this regard and you shall comply with the provisions of these documents during and after the course of your employment, as the case may be.

2. DATE OF JOINING

- 2.1 Your date of joining would be _____. This offer is valid only up to that date. You are requested to confirm your acceptance on or before **May 2020**.


Principal
Raghavendra Institute of Pharmacy
Education and Research
CHIVVEPALLE
515 721, Anantapuramu

3.0 PROBATION

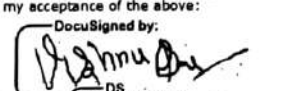
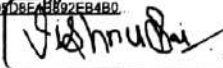
- 3.1 You will be on probation for a period of 6 months from the date of your joining the organization, which may be extended at the sole discretion of the Management. The company's standard training period is Three months out of the six months' probation mentioned here and may vary based on the job requirement and candidate's skills
- 3.2 You will be intimated about your confirmation in writing and shall be deemed to be on probation till such time an order is not issued.

4.0 SALARY BREAK UP:

Group 3 Tier 5		
Junior Regulatory Affairs Associate		
Salary Break up	Annual Gross INR.	Monthly Gross INR.
Basic Pay (50% of CTC)	225000	18750
House Rent Allowance (40% of Basic)	90000	7500
PF Employer's Contribution	27000	2250
Special Allowance	108000	9000
CTC	450000	37500

Note:

- 1. After joining Parexel, employees could choose the Flexi basket components from the amount specified in Special allowance, any balance amount after allocation will be categorized as special allowance.
- 2. Flexi basket is a combination of tax saving components that are part of your CTC.

COVANCE		Covance - CTC INPUT SCHEDULE	
PSID:	118011		
Grade Level:	107		
Position Title:	Safety Science Coordinator II		
Department:	Post Marketing Safety		
Employee / Candidate Name:	Vishnu Tabjul		
Start Date:	14-Dec-2020		
All figures are in INR			
FIXED COMPENSATION (Base Salary)			460,000.00
SECTION A: SALARY		Annual (INR)	Monthly (INR)
Basic Pay	40% of Fixed Comp or 180K Min	184,000.00	15,333.33
Flexi Basket ** Refer to note 4		278,000.00	23,000.00
A. Subtotal		460,000.00	38,333.33
SECTION B: RETIREMENT BENEFITS			
Provident Fund (Employer Contribution) 12% of Basic Pay		22,080.00	1,840.00
Gratuity 4.81% of Basic Pay		8,850.00	737.50
B. Subtotal		30,930.00	2,577.50
SECTION C: ANNUAL LEAVE ENCASHMENT			
Encashment of Annual Leave (Estimate for 15 days)		10,616.00	Refer to Note 7.
C. Subtotal		10,616.00	
CTC (Cost to Company)			501,546.00
NOTES:			
1. Cost to Company:	This is calculated as: A. Subtotal + B. Subtotal + C. Subtotal		
2. Fixed Compensation:	This is equal to A. Subtotal		
3. Basic Pay:	This is calculated as 40% or minimum INR 1,80,000/- P.A of the Fixed Compensation Amount. This amount is taxable.		
4. Flexi Basket:	This is calculated as: Fixed Comp - Basic pay. This amount is 100% taxable. Through the "Define your salary" program employees can allocate up to the total amount of the flexi basket depending on sufficient funds being available to the tax saving instruments such as: HRA, LTA, Meal Coupons, Journal Allowance and Telephone Allowance		
5. Provident Fund (Employer):	The employer contribution percentage is 12% of Basic Pay. The minimum employer contribution is INR 1,800 per month. In case, of employees who wish to contribute towards the voluntary PF (VPF) they can apply for the same through the payroll portal within 1 month post onboarding.		
6. Gratuity:	Gratuity is calculated as 4.81% of Basic Pay. Employees are entitled to Gratuity payment (on separation) if their tenure at the company is more than 4 years and 190 days.		
7. Encashment of Annual Leave	Annual leave entitlement is 21 days. Employees are required to use at least 6 days Annual Leave each year. They may elect to encash remaining leave or carry over a maximum of 21 days. Leave entitlement and other limits are pro-rated for new Joiners during the year. In any given year the entitlement cannot exceed a maximum of 42 days (21 days carried forward + 21 days annual entitlement). Leave encashment applications are accepted in December month for the ongoing year.		
All benefits are defined and controlled by company policies and are subject to change from time to time at the sole discretion of the Management.			
I signify my acceptance of the above:			
DocuSigned by:			
			
Signed: <u>D:\D\BFA\B02\FB480</u>			
			
Print Name: _____			
09 December 2020 15:13 CET			
Date: _____			

Approved
 19/12/2020



25th July 2019

OFFER LETTER

Masala Sureshkrishna
Anantapur

Dear Sureshkrishna,

This has reference to your application and the subsequent selection process. We are pleased to offer you the role of "Technical Trainee" in our Formulation Development Department based out of our Bangalore office.

You will be paid emoluments as per the enclosed annexure; your probation period would be for 1 year, with review and performance assessment. Upon your appointment, you will receive monthly compensation of CTC 20,481/-. After one year successful completion of evaluation, your compensation will be revised. You will be confirmed only after successful completion of 1 year probation period. In case, your performance is non-satisfactory, appropriate clause from the appointment letter will be applicable. The detailed appointment letter will be issued to you at the time of your joining the organization.

Your appointment is subject to:

1. Your joining the services of the company on or before 5th Aug 2019.
2. Report of medical checkup.

Please sign and return to us the duplicate of this letter as a token of your acceptance of the above terms and conditions.

We look forward to you joining our team and hope it is the beginning of a mutually fulfilling association.

For IDRS Labs,



G.Praveen Kumar
Human Resources

Principal
Raghavendra Institute of Pharmaceutical
Education and Research
MUVVEDI - 515721, Anantapuramu (A.P.)

Registered Address : IDRS Labs Pvt. Ltd., #235-H, Phase 3, Bommasandra Indl. Area, BANGALORE - 560 099, INDIA

ANNEXURE A

Name : Masala Sureshkrishna

Designation : Technical Trainee



Probation period Pay Structure

Particulars	Monthly	Annual
Basic	8,192	98,308
HRA	3,277	39,323
Other Allowances	5,089	61,071
MGB (Statutory Bonus)	1,383	16,596
Sub Total (A)	17,942	2,15,299
Employer's Contribution to PF	1,956	23,475
Sub Total (B)	1,956	23,475
Total (A+B)	19,898	2,38,774
Employer's Contribution to ESI	583	6,997
Sub Total (C)	583	6,997
Total CTC (A+B+C)	20,481	2,45,771

Others:

+ Professional and Income Tax will be applicable as per law

For IDRS Labs,



G. Praveen Kumar
Human Resources



25th July 2019

OFFER LETTER

Tapala Srikanth
Anantapur

Dear Srikanth,
This has reference to your application and the subsequent selection process. We are pleased to offer you the role of "Technical Trainee" in our Formulation Development Department based out of our Bangalore office.

You will be paid emoluments as per the enclosed annexure; your probation period would be for 1 year, with review and performance assessment. Upon your appointment, you will receive monthly compensation of CTC 20,481/-. After one year successful completion of evaluation, your compensation will be revised. You will be confirmed only after successful completion of 1 year probation period. In case, your performance is non-satisfactory, appropriate clause from the appointment letter will be applicable. The detailed appointment letter will be issued to you at the time of your joining the organization.

Your appointment is subject to:

1. Your joining the services of the company on or before 5th Aug 2019.
2. Report of medical checkup.


Please sign and return to us the duplicate of this letter as a token of your acceptance of the above terms and conditions.

We look forward to you joining our team and hope it is the beginning of a mutually fulfilling association.

For IDRS Labs,


G.Praveen Kumar
Human Resources






Registered Address : IDRS Labs Pvt. Ltd., #235-H, Phase 3, Bommasandra Indl. Area, BANGALORE - 560 099, INDIA

ANNEXURE A

Name : Tapala Srikanth

Designation : Technical Trainee

Probation period Pay Structure

Particulars	Monthly	Annual
Basic	8,192	98,308
HRA	3,277	39,323
Other Allowances	5,089	61,071
MGB (Statutory Bonus)	1,383	16,596
Sub Total(A)	17,942	2,15,299
Employer's Contribution to PF	1,956	23,475
Sub Total (B)	1,956	23,475
Total (A+B)	19,898	2,38,774
Employer's Contribution to ESI	583	6,997
Sub Total (C)	583	6,997
Total CTC (A+B+C)	20,481	2,45,771

Others:

+ Professional and Income Tax will be applicable as per law

For IDRS Labs,

Gy



G.Praveen Kumar
Human Resources

July 16, 2020

Strictly Private and Confidential

Ms. Velpulabalanji Neyul

Hyderabad

OFFER OF APPOINTMENT

Dear Neyul

This has reference to the discussions you had with us. We are pleased to offer you the position of "Junior Research Analyst" (Level -P1) in our Clinpharm division based out of Hyderabad.

Your total remuneration will be INR. 2,40,000/- per annum (Rupees Two Lakhs Forty Thousand Only - Per Annum). Please refer Annexure -I for detailed salary Break-up.


Please note that you are required to join the organization on or before July 27, 2020 failing which this offer of appointment stands withdrawn. Kindly note that this offer is confidential.

Please note that your employment will be subject to:

1. Clearance in the background verification checks that may be required as per the company policy.
2. Submission of all the following documents at the time of joining:
 - i. Relieving letter and service certificate from current employer (If experienced)
 - ii. Last 3 months pay slips. (If experienced)
 - iii. Photocopies of your ID proofs and PAN card.
 - iv. Four copies of your latest passport size photographs.
 - v. Photocopies of all your educational certificates.


Please sign and return the duplicate copy of this letter as a token of your acceptance of this offer.

For Excelra Knowledge Solutions Pvt. Ltd


Mahendra Pratap Singh
Vice President - Human Resources

I accept the offer of appointment on the above terms.

Signature: _____


Principal
Raghavendra Institute of Pharmaceutical
Education and Research
CHIVYEDU - 515721, Anantapuramu (A.P.)
Date: _____

Excelra Knowledge Solutions Pvt. Ltd.
6th and 7th floor, Wing B, NSL SEZ Arena
Plot No.6 Survey No.1, IDA Uppal,
Hyderabad - 500 039, India.

T +91 40 6707 3333 F +91 40 6707 3344

Registered Office:
Excelra Knowledge Solutions Pvt. Ltd.
(CIN No. U72200TG2014PTC093303)
28A, IDA Nacharam, Hyderabad - 500 076, India.

T +91 40 6692 9999 F +91 40 6692 9900

www.excelra.com

Annexure - I		
Velpulabalanji Neyul		
A. Salary	Per Annum (INR)	Per Month (INR)
Basic	96000	8000
House Rental Allowance (HRA)	38400	3200
Transport Allowance	20000	1667
Medical Reimbursement	20000	1667
Statutory Bonus	15016	1251
Special Allowance	22825	1902
Gross Salary	212241	17687
MPF	20861	1738
MESI	6898	575
Total Cost to the Company (TCTC)	240000	

Note

- All payments made to you are subject to statutory deductions, as applicable
- PF stated above is employer contribution. There would be an equal employee contribution that would be deducted from your salary, as applicable.
- You are eligible to receive Gratuity on fulfilling the minimum conditions of Gratuity as per Payment of Gratuity Act.
- You will be covered under Group Mediclaim and Group Personal Accident Policy, as applicable. For more details, you are advised to refer to the Policy.

For Excelra Knowledge Solutions Pvt. Ltd



Mahendra Pratap Singh
Vice President - Human Resources

parexel.

LIQUENT Software India Private Limited
(A Parexel Company)
3rd Floor, 5B, RMZ Ecoworld Infrastructure Pvt.Ltd SEZ,
Devarabeesanahalli Village, Marathahalli Sarjapur Road,
BENGALURU, INDIA - 560 103
t +91 806 772 3000
www.Parexel.com

PXL-BAN-CCS/LIQ-FY20-1264

April 29, 2020

Shaik Imran Basha

3/27, Main road, Nallamada, Kadiri, Anantapur,
Andhrapradesh-515501.

Dear Shaik Imran ,

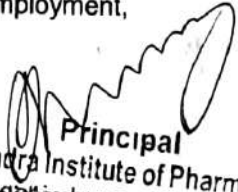
We are pleased to offer you the position of **Junior Regulatory Affairs Associate, LIQUENT Software India Private Limited, A Parexel Company, Bengaluru** under the following terms and conditions.

1. DESIGNATION, GRADE AND PLACEMENT

- 1.1 You are designated as **Junior Regulatory Affairs Associate**, in "**Group 3 Tier 5(G3T5)**". Your designation is merely indicative of the responsibilities, which you are required to carry out. However, it is expressly understood that your services are transferable to any of our offices/ group companies in India or abroad, at the sole discretion of the management of the Company. You can also be deputed/ seconded to any of our offices / group companies. Your primary office will be at RMZ Eco World, SEZ, Campus 5B, 3rd Floor, Sarajpur, Marathalli Outer ring road, Devarabeesanahalli Village, Varthur Hobli, Bengaluru East Taluk, Bengaluru. This is an SEZ location and you need to abide by all the relevant SEZ rules.
- 1.2 Upon joining you shall be signing the 'Employee Confidentiality, Invention & Non-Solicitation Agreement' with us in this regard and you shall comply with the provisions of these documents during and after the course of your employment, as the case may be.

2. DATE OF JOINING

- 2.1 Your date of joining would be _____ to that date. You are requested to confirm your acceptance on or before **04 May 2020**.


Principal
Raghavendra Institute of Pharmaceutical
Education and Research
CHIVYEDU - 515721, Anantapuramu (A.P.)

**Annexure 1
 Flexi Basket**

Component	Amount Up to (INR.) Per Annum
LTA	75% of 1 month basic salary
Master Health Check-up	INR 30,000
Mobile Handset Allowance	Tier 1: Up to INR 60,000 Tier 2: Up to INR 40,000 Tier 3-5: Up to INR 20,000
Sodexo (Applicable for Tier 1 & 2 only)	INR 24,000:- Employees who doesn't choose onsite free meals and declare so INR 12,000:- For employees who choose onsite free meals
Vehicle Allowance (Applicable for Tier 1 & 2 only)	Tier 1 (Snr Director & above): INR 300,000 Tier 1 (Director): INR 264,000 Tier 1 (Associate Director): INR 184,000 Tier 2: INR 39,600*

Flexible Benefits - ParexelFlex

ParexelFlex offers a comprehensive and flexible benefits package that protects you and your family in the event of illness and provides financial assurance and wellness programs for your wellbeing. The program provides flexibility and choice to enable you to design a benefits package that best suits you and your family's needs.

Details of **ParexelFlex** and the benefits you can choose are enclosed. None of the **ParexelFlex** provisions form part of your contract of employment. Any benefits arising under the Scheme will be payable by or under the authority of its providers and are not guaranteed or warranted by the Company.

Other Benefits		Value (INR)	Comments
Pension	Gratuity	10817	Per Annum
Other	Transportation (Pick up & Drop Facility as per policy, transportation within 35 kms radius from office)	75000	Applicable to all the staff working other than General shift.
	Lunch	15000	1 meal per day
	Place of work	Bengaluru	

COVANCE**Covance - CTC INPUT SCHEDULE**

PSID:	087318
Grade Level:	105
Position Title:	Program Rep Trainee
Department:	InTaleCenter India
Employee / Candidate Name:	Manjusha Nuthimadugu
Start Date:	18-Mar-2019
Form Effective From:	1-Jul-2020

All figures are in INR

FIXED COMPENSATION (Base Salary)		
SECTION A: SALARY	Annual (INR)	313,056.00
Basic Pay	40% of Fixed Comp or 180K Min	180,000.00
Flexi Basket ** Refer to note 4		133,056.00
A. Subtotal		313,056.00
SECTION B: RETIREMENT BENEFITS		
Provident Fund (Employer Contribution) 12% of Basic Pay	21,600.00	1,800.00
Gratuity 4.81% of Basic Pay	8,658.00	722.00
B. Subtotal	30,258.00	2,522.00
SECTION C: ANNUAL LEAVE ENCASHMENT		
Encashment of Annual Leave (Estimate for 15 days)	10,384.82	Refer to Note 7.
C. Subtotal	10,384.82	
CTC (Cost to Company)		353,668.82

NOTES:

1. Cost to Company:	This is calculated as: A. Subtotal + B. Subtotal + C. Subtotal
2. Fixed Compensation:	This is equal to A. Subtotal
3. Basic Pay:	This is calculated as 40% or minimum INR 1,80,000 /- P.A of the Fixed Compensation Amount. This amount is taxable.
4. Flexi Basket:	This is calculated as: Fixed Comp - Basic pay. This amount is 100% taxable. Through the "Define your salary" program employees can allocate up to the total amount of the flexi basket depending on sufficient funds being available to the tax saving instruments such as: HRA, LTA, Meal Coupons, Journal Allowance and Telephone Allowance
5. Provident Fund (Employer):	The employer contribution percentage is 12% of Basic Pay. The minimum employer contribution is INR 1,800 per month. In case, of employees who wish to contribute towards the voluntary PF (VPF) they can apply for the same through the payroll portal within 1 month post onboarding.
6. Gratuity:	Gratuity is calculated as 4.81% of Basic Pay. Employees are entitled to Gratuity payment (on separation) if their tenure at the company is more than 4 years and 190 days.
7. Encashment of Annual Leave	Annual leave entitlement is 21 days. Employees are required to use at least 6 days Annual Leave each year. They may elect to encash remaining leave or carry over a maximum of 21 days. Leave entitlement and other limits are pro-rated for new joiners during the year. In any given year the entitlement cannot exceed a maximum of 42 days (21 days carried forward + 21 days annual entitlement). Leave encashment applications are accepted in December month for the ongoing year.

All benefits are defined and controlled by company policies and are subject to change from time to time at the sole discretion of the Management.

Principal
Raghavendra Institute of Pharmaceutical
Education and Research
CHIYYEDU - 515 721, Anantapuramu (A.P.)



BIOCLINICA®

Date: 4-Feb-21

YATHIRAJAM PAVANI

Mamatha PG, Arunidaya Colony,
Madhapur, Hyderabad

Dear **Yathirajam,**

Letter of Offer

With reference to your application and the subsequent interview you had with us at Bioclinica, we are pleased to extend an offer to you as **Drug Safety Associate I**. Your appointment will be effective from the date of joining, which shall be on or before **5-Apr-21** failing which the appointment shall stand automatically withdrawn. Your initial place of posting will be at our facility in **Mysore**.

Your total earning opportunity for the year is **550000/- INR** in which your annual fixed compensation will be **550000/- INR**. The details of your compensation are provided in (**Annexure- I**) hereto.

We wish to make your onboarding as smooth as possible. In order to ensure the same, you are required to submit the documents as detailed in **Annexure II** for our records and the background verification, together with the signed copy of this letter, within the stipulated time as provided below. By accepting this letter and providing the documents to us, you confirm that all the information and documents provided by you are true and correct on the date of provision of the same, and you will notify us of any change in such information or documents within 5 (five) days of such change. Further, by acceptance of this letter you consent to the use and disclosure of your information and documents by us for the purpose of undertaking background verification. As part of the Company's screening process, you will also be required to undergo a drug usage test with a certified practitioner or agency, and by accepting this letter, you consent to the collection, storage, use and disclosure of your personal data, including medical records and information, by the Company in relation to your drug usage test.

Your appointment is subject to a successful clearance of (i) background verification based on information furnished by you, and (ii) the drug usage test.

You will initially be on probation for a period of [6 (six) months] from the actual date of your joining with us. Any significant absence will automatically extend the probation period by the length of the absence. Further, your probation period may be extended for a specified period, for reasons including, incomplete background verification due to any reason attributable to you, if the designated probation period does not allow sufficient time to thoroughly evaluate your performance, etc.

*Dr. Lemm,
Mamatha PG,
Madhapur,*

[Signature]
Principal
Raghuendra Institute of Pharmaceutical
Education and Research
CHIVYEDU - 515 721, Andhra Pradesh

On your day of joining you are requested to report at 10:00 AM IST to **Amulya Sastry**. You will be issued a detailed employment agreement upon joining, which will contain the terms and conditions of your employment. We are sure that our working environment will be conducive to help you grow professionally as well as personally.

Please confirm your acceptance of our offer by signing & returning the duplicate copy of this letter for my attention within three (3) days from the date of receiving this letter, otherwise this offer shall be deemed withdrawn. Please note that your appointment is subject to your acceptance of this letter and execution of the employment agreement provided to you on your day of joining.

We welcome you to be a part of the team and look forward to your valued contribution.

Best Wishes,



Dr. Preeti Verma
Global Head of Safety Evaluation and Risk Management

I confirm and accept the above and will join on _____.

(Signature)

Annexure - I

Name	YATHIRAJAM PAVANI	
Designation	DRUG SAFETY ASSOCIATE I	
Your compensation and benefits are as given below:		INR - Per annum
Group I (Basic Salary)		
Basic Salary	You will be eligible for a basic salary of:	330000
Group II (Allowances)		
House Rent Allowance (HRA)		115500
Meal Allowance		18000
Children Education Allowance		2400
Leave Travel Allowance		0
Uniform Allowance		18000
Internet Allowance		0
Statutory Bonus		44500
Group III (Benefits)		
Employer Contribution to Provident Fund (PF)		21600
Total Fixed Cost to Company (CTC): (Group I + Group II + Employer Contribution to PF)		550000
Insurance (Non-Monetary Benefit)		7266
Total Gross Cost to Company: (Group I + Group II + Group III)		557266

* Gross salary is equal to CTC less employer PF contribution and less insurance.

Ref. 234
Date: 29th January 2020

Hareesh U
S/o U. Chalapathi
D.No:2/40, Chlemmari (V)
Roddam (M), Ananthapur (D)
PIN 515124

Sub: Your Offer of Employment as Research Associate

Dear Mr. Hareesh,

We are very pleased to confirm our offer of employment to join BusinessOne Technologies India Private Limited. We value your abilities and believe that you will find our work environment to be challenging as well as fulfilling.

You are appointed as 'Research Associate' with BusinessOne Technologies India Private Limited effective from 3rd February 2020 under the following terms and conditions:

1. You are requested to report to duty on or before **3rd February 2020** at BusinessOne Technologies India Private Limited, 7th Floor, Unit N.701 to 707, H.M. Geneva House, #14, Cunningham Road, Bangalore – 560052.
2. Your Annual CTC along with the break-up of salary is enclosed as **Annexure-B** to this Offer of Employment. Your Salary Structure could change from time to time. Salary information is **strictly confidential** and, therefore, you will not disclose it to any other employee of BusinessOne or to the employees of any related companies except to the extent required by the HR Department of BusinessOne.

Terms and conditions for your appointment are detailed in the enclosed Annexure – A.

Please sign the duplicate copy of this letter to accept your appointment and its terms and conditions. You are advised to carefully read the contents before signing this letter.

You will be required to execute and uphold a Non-Disclosure Agreement given to you along with this letter. Please note that BusinessOne Technologies reserves the right to withdraw the offer made to you, before your acceptance, without providing any reasons.

We wish you all the best and welcome you to our organization.

Sincerely,

For BusinessOne Technologies India Private Limited

Vijayalakshmi Maheshkumar
Regional Human Resources Head

BusinessOne Technologies India Pvt. Ltd., 7th Floor, Unit 701-707, H M Geneva House, #14, Cunningham Road,
Bangalore - 560052

Phone : +91 80 45634099: www.businessonetechn.com

Principal
Raghavendra Institute of Pharmaceutical
Education and Research
CHIVVEDU, 515201, Ananthapuramu (A.P.)

ANNEXURE -A

General Terms and Conditions of Employment

1. **You will be on probation for a period of six months.** Upon completion of that time period, you will be confirmed provided your work and conduct are satisfactory. You will receive a confirmation in writing. Until it is received, you will continue to be on probation. The probation period is extendable at the sole discretion of the management. **During the probation, your service can be terminated by either side with a 15-day notice period or 15 days salary in lieu thereof.**

2. Compensation:

You will be entitled to the salary and perquisites as listed in the attached **Annexure-A**. Compensation is a confidential matter strictly between you and BusinessOne Technologies India Private Limited. It has been determined based upon numerous factors such as your job, competencies, specific background and professional merit. You are expected to keep this information and any changes made therein from time-to-time strictly confidential.

3. Duties and responsibilities:

- a) BusinessOne Technologies India Private Limited will expect you to work with a high standard of initiative, efficiency and economy. You will perform, observe and conform to such duties, directions and instructions assigned or communicated to you by BusinessOne and those in authority over you.
- b) You shall, during your service with us, devote your entire time and attention to BusinessOne Technologies India Private Limited or other business entrusted to you. You shall not engage in any outside work over and above your legitimate work for BusinessOne on duty days, holidays or when you are on leave. You will not undertake any direct / indirect business or work, honorary or remunerative except with the written permission of the management in each case. Contravention of this will lead to the termination of your service without any notice or any compensation in lieu of notice.
- c) You shall neither disclose nor give out information to any unauthorized person during the period of your service or afterwards, by word of mouth or otherwise, including particulars or details of our processes, technical know-how, security arrangements, administrative and /or organizational matters of a confidential / secret nature, which may be your privilege to know by virtue of being our employee.
- d) You shall keep confidential all the information and material provided to you by BusinessOne Technologies India Private Limited or by its clients concerning their affairs in order to enable BusinessOne to provide services. This also includes such information as is already known to the public which you will not release, use or disclose except with the prior written permission of BusinessOne. Your obligation to keep such information confidential shall remain even on termination or cancellation of this employment.

BusinessOne Technologies India Pvt. Ltd., 7th Floor, Unit 701-707, H M Geneva House, #14, Cunningham Road
Bangalore - 560052

Phone : +91 80 45634099; www.businessonetech.com

- e) You will disclose to BusinessOne forthwith any discovery, invention, process or improvement made while in our service and such discovery, invention, process or improvement shall belong absolutely to and be the sole and absolute property of BusinessOne Technologies India Private Limited. If and when required to do so by BusinessOne, you shall at BusinessOne's expense, take out or apply for Patents, Licenses or other rights, privileges or protection as directed by us with respect of any such discovery, invention, process or improvement so that the benefit thereof shall accrue to BusinessOne. You will execute and complete all instruments, acts, deeds, etc., which may be required by BusinessOne for assigning, transferring or otherwise vesting the same and all benefits arising in respect thereof in our favor or in favor of such other person or persons, firms or companies that we may direct as the sole beneficiary thereof. The copyright for the work will be with BusinessOne and you will not have any claims on the same.
- f) You will not enter into any commitments or dealings on behalf of BusinessOne Technologies India Private Limited for which you have no express authority. You will not alter or be a party to any alteration of any principle or policy of BusinessOne Technologies India Private Limited, or exceed the authority or discretion vested in you without the previous authorization of BusinessOne Technologies India Private Limited. BusinessOne will have the right to assess on its own basis and recover damages for all such materials from you and take such other action as it deems proper in the event of your failure to account for such material or property to its satisfaction.
- g) You are required to deal with BusinessOne Technologies India Private Limited money, material and documents with the utmost honesty and professional ethics. If you are found guilty at any time of moral turpitude or dishonesty in dealing with BusinessOne's material or theft or misappropriation regardless of the value involved, your services will be terminated effective immediately, notwithstanding any other terms and conditions mentioned in the appointment letter. In addition, BusinessOne has the right to take appropriate legal action if such a breach occurs.
- h) Your employment with BusinessOne Technologies India Private Limited is subject to you being found medically fit in a Pre-Employment Medical Checkup Report by a company approved doctor. Your ongoing BusinessOne Technologies India Private Limited employment will be subject to your continued medical fitness. BusinessOne Technologies India Private Limited reserves the right to ask you to undergo medical examinations if and when it considers necessary. You are required to maintain physical and mental fitness and have an annual medical checkup. Any neglect on your part in this regard may render you liable for immediate termination notwithstanding anything else in this letter.
- i) BusinessOne Technologies India Private Limited shall be entitled to make policy declarations from time-to-time and may alter the same from time-to-time at its sole discretion. All such policy decisions of BusinessOne shall be binding on you and shall override this agreement to that extent
- j) During your employment with BusinessOne Technologies India Private Limited, you will be governed by the rules and regulations of BusinessOne in force or as introduced or amended from time-to-time. You will also be governed by BusinessOne's policies and rules regarding leave, misconduct, indiscipline or any other matter.
- k) You will abide by management decisions as may be in force from time- to-time.

BusinessOne Technologies India Pvt. Ltd., 7th Floor, Unit 701-707, H M Geneva House, #14, Cunningham Road
Bangalore - 560052

Phone : +91 80 45634099; www.businessonetech.com

4. You are advised that this is a legal document and a contract of employment and breaching any or all of its terms will render you liable and legal action may be taken in a Court of Law.
5. At the time of joining, you are required to agree to a Memorandum of Understanding (MOU) with BusinessOne covering the following aspects
 - a. Commitment to uphold the company's mission
 - b. Commitment to continue learning and achieve development goals
 - c. Commitment to build a strong organization through effective teamwork

6. General:

- a) You may be selected and sponsored by BusinessOne Technologies India Private Limited for familiarization/ training assignments with our technical collaborators or any other institutions/ organizations in India and/or abroad. You will diligently and beneficially take part in the training and such assignments. The cost of such training including the travel fare and related expenses will be paid by BusinessOne Technologies India Private Limited subject to agreements to be drawn up and signed by BusinessOne and you specifying the minimum number of years you will serve BusinessOne after such training and providing for payment of liquidated damages by you to BusinessOne proportionate to the years of service remaining to be rendered if you voluntarily terminate the contract of service or this appointment, as the case may be, prior to the expiry of the agreed period of service referred to herein above.
- b) You will be covered and bound by BusinessOne service rules and regulations regarding conduct, discipline, executive instructions, administrative orders and any such other rules or orders of BusinessOne as they are in force or as may be amended / modified or introduced in future. Upon accepting this offer, you will be expected to sign "The Code of Conduct" which shall be binding on you throughout your employment with BusinessOne.
- c) BusinessOne reserves to itself and shall have the right to vary or modify at any time, any or all of the provisions pertinent to your NDA & IPA. Your obligation to keep such information confidential shall remain even upon termination or cancellation of employment. You will also keep BusinessOne duly informed in writing if you are bound by any confidentiality or other similar agreements with any of your previous employers and you shall keep us indemnified at all times from and against the consequences of any breach of any such agreements.
- d) You will inform management in writing of any change of address within a week of the change. Any notice required to be given to you shall be deemed to be duly and properly served if delivered to you personally or sent to your last recorded address with BusinessOne.

7. Transfer:

During your employment with BusinessOne you are liable to be transferred to any of its offices/divisions/departments/sister concerns whether existing or to be set-up, whether in the same town/city, anywhere in India or abroad without any changes in the terms and conditions of employment at the sole discretion of the management.

BusinessOne Technologies India Pvt. Ltd., 7th Floor, Unit 701-707, H M Geneva House, #14, Cunningham Road
Bangalore - 560052

Phone : +91 80 45634099; www.businessonetech.com

S. Termination:

1. Your employment with BusinessOne is subject to termination on:

a. 30 days prior notice by either side

- b. BusinessOne reserves the right to, at its sole discretion, substitute the notice period by paying you salary in lieu of the notice period.
- c. For abundant caution, it is hereby clarified that you cannot waive the notice period requirement in the event you wish to terminate your employment with BusinessOne, and that your termination/resignation letter (by whatever name it is called) will be accepted only by your satisfying the mandatory 30 days notice period. Further, till such time as BusinessOne accepts your resignation letter, you will be deemed to be an employee and the terms and conditions of your employment will continue to bind you. You agree to indemnify and keep BusinessOne indemnified against all the costs charges expenses losses and damages suffered by BusinessOne because of your failure to serve the mandatory notice period of 30 days. Further, in case of termination/resignation by you, BusinessOne shall be entitled to release you at any time during the notice period and, in such event, you will be entitled to remuneration till the date of your release.
- d. BusinessOne shall have the right to terminate your employment immediately without notice or payment in lieu of notice if:
- e. You neglect, refuse or fail to perform any of your duties or for any reason you are unable to perform any of your duties or comply with BusinessOne policies and Code of Conduct; or you are guilty of any misconduct whether or not in the performance of your duties (including but not limited to being an undischarged insolvent, being convicted by any criminal court, being involved in fraudulent acts, etc.) or commit any act which in the opinion of BusinessOne is likely to bring it any disrepute whether or not such act is directly related to its affairs; or
- f. You commit any breach of any of your duties or obligations under your terms of employment or the policies of BusinessOne
- g. There is a discrepancy in the copies of the documents/certificates given by you as proof in support of the information provided by you. In the event of termination under "Clause b" above, you shall not be entitled to any benefits whatsoever.
 - a. This employment offer does not promise any kind of guarantee and does not create a contract of employment. Benefits provided are subject to changes. There is no guarantee that any benefit will be continued for any specific period as they are subject to changes based upon the performance of BusinessOne and your performance.
 - b. If you are absent without leave or remain absent beyond the period of leave originally granted or subsequently extended, you shall be considered as having voluntarily terminated your employment without giving any notice unless you:
 - I. Return to work within eight days from the commencement of such absence and give an explanation to the satisfaction of the management regarding such absence.

BusinessOne Technologies India Pvt. Ltd., 7th Floor, Unit 701-707, H M Geneva House, #14, Cunningham Road
Bangalore - 560052

Phone : +91 80 45634099; www.businessonetech.com

- c. Your services are liable to be terminated without any notice or salary in lieu thereof for misconduct, without being exhaustive and without prejudice to the general meaning of the term "misconduct" in the case of reasonable suspicion of misconduct, disloyalty, and commission of an act involving moral turpitude, any act of indiscipline or inefficiency. Breach of any of the conditions mentioned in this letter and any of those in the Annexure hereto including the "Code of Conduct" will render your service liable to termination without any notice or payment in lieu of such notice.
 - d. Upon termination of this contract, you are required to return all assets and property of BusinessOne including all correspondence, specifications, formulae, books, documents, effects, market data, cost data, drawings or records etc., belonging to BusinessOne or relating to its business and you shall not retain or make any copies of these items.
 - e. At the cessation of employment with BusinessOne, you shall not join BusinessOne's competitors for a period of one year from the date of such cessation of employment.
9. You are required not to engage in any other gainful or commercial employment or business part-time or full-time, directly or indirectly, as long as you are employed with BusinessOne Technologies India Private Limited. In addition, you are required not to engage directly or indirectly in activities that conflict with business interests of BusinessOne Technologies India Limited. Any contrary action would render you liable for termination and subject to applicable legal action, notwithstanding any other terms and conditions in this letter.
10. You are required to bring and submit the following documents at the time of joining:
- Completed Employee Data Form
 - Relieving Letter from previous employer
 - Copies of educational certificates
 - Salary slips for the previous two months
 - Four copies of your latest passport size photographs and two stamp size photographs
 - Form 16 for the past year and current year (if Tax Deducted Source).
 - Copy of PAN Card
 - Passport copies
 - H.R. Verification Report (Employment Verification from each company for service rendered)
 - Proof of name change (In cases where there is a change due to marriage or any other reason, a copy of the marriage certificate and/ or court affidavit indicating the changed name is required)
11. Your employment will be subject to verification of the above documents and information provided during recruitment. Your services shall be terminated effective immediately if any discrepancy is found in the documents submitted and information provided by you.

BusinessOne Technologies India Pvt. Ltd., 7th Floor, Unit 701-707, H M Geneva House, #14, Cunningham Road
Bangalore - 560052

Phone : +91 80 45634099; www.businessonetech.com

Kindly sign the duplicate copy to accept your appointment and its terms and conditions. You are advised to carefully read the contents before signing this letter.

We are pleased that you are joining our **BusinessOne Technologies India Private Limited** family and look forward to a long, successful and pleasant association.

For BusinessOne Technologies India Private Limited



Vijayalakshmi Maheshkumar
Regional Human Resources Head

I acknowledge that I have read and understood the terms and conditions of my Appointment Order and I accept by affixing my signature to this document.

Date: 29th January 2020

Accepted: _____

(Hareesh U)

ANNEXURE - B

NAME: Hareesh U

DESIGNATION: Research Associate

SALARY BREAK-UP SHEET - STRICTLY CONFIDENTIAL (FOR YOUR CONSUMPTION ONLY)

SALARY COMPONENTS /PAY ELEMENTS	CURRENT PER MONTH (INR)	CURRENT PER ANNUM (INR)	DESCRIPTION OF SALARY COMPONENTS /PAY ELEMENTS
BASIC SALARY	15000.00	180000.00	40% of Total Fixed Compensation
HOUSE RENT ALLOWANCE(HRA)	6000.00	72000.00	40% of the Basic Salary
TELEPHONE ALLOWANCE	1500.00	18000.00	Fixed Amount (Tax Saving Option)
FOOD ALLOWANCE	2500.00	30000.00	Fixed Amount (Tax Savings Option)
LEAVE TRAVEL ALLOWANCE	1250.00	15000.00	Fixed Amount (Tax Savings Option)
OTHER ALLOWANCE	1117.00	13400.00	
SUB TOTAL	27367.00	328400.00	
PROVIDENT FUND (EMPLOYER'S CONTRIBUTION)	1800.00	21600.00	12% of Basic Salary and equal amount of the Employee's Contribution each month, would be deducted during payroll calculations -
FIXED COMPENSATION (CTC)	29167.00	350000.00	
GROUP MEDICLAIM, PERSONAL ACCIDENT AND TERM LIFE INSURANCE PREMIUM	3167.00	38000.00	GROUP MEDICLAIM INSURANCE - GMC - Self, Spouse, 2 kids and parents GPA & GLT - employee
GRATUITY	721.00	8654.00	Gratuity provision per annum (payable as per gratuity act upon separation)
TOTAL COMPENSATION (CTC)	33055.00	396654.00	INCLUDING SALARY+INSURANCE +GRATUITY

- No other amenities / allowances etc shall be permissible unless specified by written order.
- Gratuity benefits as per terms in Group Gratuity Scheme.
- All payments made on account of compensation are subject to prevailing Income Tax rules and Income Tax regulations in force from time-to-time.

I accept the above terms and conditions and return herewith the duplicate copy in acceptance.

Name (Print): Hareesh U

Signed: _____

Date: 29th January 2020

BusinessOne Technologies India Pvt. Ltd., 7th Floor, Unit 701-707, H M Geneva House # 4, Cunningham Road
Bangalore - 560052

Phone : +91 80 45634099; www.businessonetech.com

18 November 2020

Mr. Ram Murthy,
Hyderabad

OFFER OF APPOINTMENT

Dear Mr. Ram Murthy,

This has reference to the interview and discussions you had with us. We are pleased to offer you the position of **Biologist - DMPK** in Laxai Life Sciences Private Limited under the Band **"RO"** in the level **"ROB"** in our Organization and you will be based at Hyderabad.

Your annual CTC will be **Rs.320,000 /- pa** (Rupees Six Lacs only). A detailed letter of appointment shall be given to you upon joining.

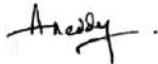
Please note that you are required to join the Organization on or before **21 December 2020** falling which this offer of appointment stands withdrawn. Kindly note that this offer is confidential.

Please note that your employment will be subject to the following.

1. Clearance in the background verification as per Company policy
2. Submission of following documents at the time of joining:
 - a. Certified true copies of all the educational certificates
 - b. Four copies of your latest passport size photographs
 - c. Relieving letter and Service certificate from previous employer/s
 - d. Last 3 months salary slips of previous employer
 - e. PAN and AADHAAR
 - f. FORM 16, if applicable

Please sign and return the duplicate copy of this letter as a token of your acceptance of this offer.

Yours truly,
For **LAXAI Life Sciences Private Limited,**

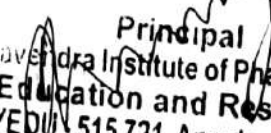


Dr. Aparna Reddy B
Chief Human Resources Officer

I accept the offer of appointment on the above terms.

Signature:

Date:



Principal
Rag.aveendra Institute of Pharmaceutical
Education and Research:
CHIYYEDU, 515 721, Anantapuramu (A.P.)

SALARY & BENEFITS STACK-UP SHEET

NAME: K.Pavan Kumar
LEVEL: AO
DESIGNATION: Trainee Research Associate
DEPARTMENT: DMPK

QUALIFICATION: M.Pharm
DATE OF JOINING: 7-Jan-21
LOCATION: Bengaluru

I COMPONENTS OF SALARY THROUGH PAYSIP		Rs. (Per Month)	Rs. (Per Annum)
1	Basic Pay		
2	House Rent Allowance	10,000	1,20,000
3	Special Allowance	6,000	72,000
4	Statutory Bonus	3,841	46,097
	Sub Total : A	2,000	24,000
		21,841	2,62,097
II RETIRAL BENEFITS			
1	P F (12% on Basic Pay)		
2	ESI (3.25% on Gross)	1,661	19,932
3	Gratuity	-	-
	Sub Total : B	481	5,772
		2,142	25,704
III OTHERS BENEFITS			
1	Group Mediciam		
2	Accident Premium	917	11,004
3	Group Term Insurance	25	300
	Sub Total : C	75	900
		1,017	12,204
GROSS TOTAL (A+B+C) = CTC			
		25,000	3,00,005
<ul style="list-style-type: none"> • As per RBI rules, at the time of joining it is mandatory to have Aadhar Card and PAN card number without which Salary account will not be created at Bank. • For those who already have PF account UAN number is mandatory. Freshers need not to submit UAN number. 			


Principal
 Raghavendra Institute of Pharmaceutical
 Education and Research
 CHIYYEDU - 515 721, Anantapuramu (A.P.)