

Date: 09-11-2020

To

MISS AFIA

H.NO. 17-1-4/3/A, EDI BAZAR,
CHARMINAR, HYDERABAD.

Dear Miss. Afia,

APPOINTMENT ORDER

With reference to the application submitted by you and to the interview you had with us. The company is pleased to offer you appointment as “Analytical Research and Development Executive” or Company with effects the following terms and conditions:

REMUNERATION & BENEFITS:

Your monthly emoluments and other benefits will be as follows:

Salary: Rs. 18,500 /- CTC per month.

Breakup for the Salary will be decided by company. Other benefits included are Leave, (as per company rules) P.F., E.S.I, Gratuity and Bonus. Your entitlements for the same will be as per the Company's current rules and regulations.

- ❖ You will be on probation for a period of six months from the date of joining duty. This period of probation may be extended further by a period of three months at a time, at the sole discretion of the Management, unless your services are confirmed in writing you will be deemed to continue as probationer.
- ❖ During the period of your probation you will not be entitled to any kind of leave except leave with wages, as per the Factories Act, 1948.



Inception Source Pvt. Ltd.

Branch office 1: H. No: 11-13-1427, 2nd Floor, Nirmal Sadan, Kothapet Hyderabad - 35

Branch office 2: H. No: 5-35-164, 2nd floor, Prashanthi nagar, Hyderabad - 500072

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✉ info@inceptionsource.in



Principal

St. Pauls College of Pharmacy
Turkayamjal, R.R. Dist-501 510.

- ❖ At any time during the period of probation or at the end of probation your services may be terminated without any notice and without assigning any reason.
- ❖ After confirmation if the company chooses to terminate your services, the company shall give you one month's notice or one month's salary in lieu of one month's notice. So also, in the event of you're deciding to leave the services of the company at any time after confirmation you will have to give one month's advance notice to the company. In other words your notice of resignation may be treated by the company as resignation itself and you may be relieved from service.
- ❖ The company shall also have the right to transfer you within the company from one department to another department or from one section to another section.
- ❖ The main role of the position includes responsible for maintain g the all the regulatory guide lines Like GMP, USFDA, MHRA, as per our client regulations.
- ❖ You are entitled for leave as per the Factories Act and Rules there under.
- ❖ Other than the above terms, your services are governed by the service Rules & Regulations existing and which may be amended from time to time.

Date: 09-11-2020

For INCEPTION SOURCE PVT.LTD



Authorized Signature



Inception Source Pvt. Ltd.

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October 13, 2019

Miryala Maneesha
Hyderabad

Reg: Offer of employment

Dear Miryala Maneesha

We are pleased to offer you the position of **Associate – Claims** at **Legato Health Technologies LLP**, (hereinafter referred to as "Legato"). We hope you are as excited about this opportunity as we are to have you on our team.

The annualized salary being offered to you is **INR. 290,000/- (Two Lakhs Ninty Thousand Only)** less applicable withholding taxes. The detailed compensation structure is given in Annexure - A.

This offer is contingent upon your acceptance within 3 business day and on confirmation that you are legally authorized to work in your position on your start date and at all times thereafter, the successful verification of your background information. Legato reserves the right to withdraw this offer at its sole discretion at any time prior to the Date of Joining with due communication to you.

At the time of reporting for duty, produce certified true copies of all your credentials as asked for.

Your employment with Legato will commence from your effective date of joining i.e. **14th October 2019** and subject to completion of all joining formalities. You will be also be required to sign an employment agreement and confidentiality agreement with Legato on the Date of Joining. Till such time as the employment agreement is fully executed by you, no relationship (employment, contractual or otherwise) will exist between the parties.

We look forward to you joining the Legato team!

Sincerely,

Anilesh Seth
Country Head & Designated Partner
Legato Health Technologies LLP

Miryala Maneesha
Date:

Legato Health Technologies, LLP | www.legatohealth.com
Tower 1, 2nd Floor, GAR Corp - Laxmi Infobahn SEZ, ORR Service Road, Kokapet Village, Gandipet Mandal, Ranga Reddy District, Kokapet,
Hyderabad- 500075
LLPIN: AAL-0928 | PAN : AAHFL3010G | GSTIN : 36AAHFL3010G1ZR


Principal

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Turkayamjal, R.R. Dist-501 510.

Promotion Letter

16-Dec-2021

Miryala Maneesha
1588023
Hyderabad

Dear Maneesha,

We are pleased to inform that effective **01-Dec-2021** you have been promoted as **Sr Associate - Claims** and your existing CTC has been revised to **INR 395224/-** per annum. The breakup of the compensation package is given below.

Salary Component	Amount Per Annum (in INR)	Amount Per Month (in INR)
Basic Salary	186000	15500
HRA	74400	6200
LTA	0	0
Special Allowance	112504	9375
Gross Salary	372904	31075
Employer's contribution to PF	22320	1860
Variable Pay	0	0
Total Fixed Pay	395224	32935
Cost to Company (CTC)	395224	32935

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

We wish you all the very best and look forward to your long – term association and continued contribution towards the growth of the organisation.

For Legato Health Technologies LLP



Surabhi Pradeep
Senior Manager - HR Operations

Legato Health Technologies LLP | www.legatohealth.com

Bengaluru:

Head Office: Manyata Embassy Business Park, Floors 6-10, Block Banyan (L1), Outer Ring Road, Nagavara, Bengaluru, Karnataka - 560045 | Ph: 080-6152-0000 | GSTIN: 29AAHFL3010G2ZL

RGA Tech Park, Floor 8-11, Block-4, Chikkakaninelli Village, Sarjapur Main Road, Bengaluru, Karnataka- 560035 | GSTIN: 29AAHFL3010G2ZL

Hyderabad:

Floors 8-9 of T1 and Floors 8-10 of T2, Luxmi Infobahn, Kokapet Village, Gandipet Mandal, Ranga Reddy Dist., Telangana - 500075 | Ph: 040-6817-0000 | GSTIN: 36AAHFL3010G1ZR

Floors 4-6 of T9, Luxmi Infobahn, Kokapet Village, Gandipet Mandal, Ranga Reddy, Telangana - 500075 | GSTIN: 36AAHFL3010G1ZR

LLPIN: AAL-0928 | PAN: AAHFL3010G

Lr. No. SPCP/Pharm/Acad./2021-22/

Dt: 08.11.2021

To
Ms.P.Mayuri
Hyderabad.

Subject: APPOINTMENT ORDER


With reference to your application and the interview you had with us, we are pleased to offer you an provisional appointment as “**Assistant Professor**” at St. Pauls College of Pharmacy on the following terms and conditions.

1. You are appointed as “**Assistant Professor**” with effect from 8th November 2021 and your appointment will become effective from the date of your reporting to duty.
2. You will be on probation for a period of six months that is liable to be extended at the discretion of the College. Your services during the period of your probation are liable to be terminated without any notice and without assigning any reasons.
3. Your total monthly emoluments will be as per norms of AICTE, New Delhi.
4. Upon completion of your probation, your services are terminable at a 3 month's notice if the services provided by you are not satisfactory.
5. On satisfactory completion of your probation and confirmation of your service, you will begin annual increments after evaluation of your overall academic and extra curricular contribution. Your salary will be reviewed yearly (August) and enhancement will depend upon your performance and commitment which will be evaluated by Employee performance Appraisal system.
6. The Management is fair enough to identify the hard work, commitment and dedication of the employee and your emoluments may run in parallel. Faculty must update their knowledge from time to time and must dedicate themselves to train the next generation with high end knowledge.
7. You have agreed to serve the College for a minimum period of one academic year. In case you leave the College within a year, all the expenses incurred on you by the College will be recovered from you.

8. You must prepare the study material (hard or soft copy) slides or script in the field of your specialization the subject handled and must contribute to the library as an effort to make the students understand the subject better which in turn enhances the pass percentage.
9. One casual leave is permitted per month on prior intimation, if you fail to intimate it is considered as absent for which salary of the day may be deducted. Saved leaves may be carried for further months. Even though we understand your personal responsibilities/work we do not entertain more than three late marks or early going permissions or any combination of these for which you may loose one leave.
10. You will work faithfully and conscientiously to the best of your ability devoting your whole time to further the objects of the College. You will maintain regularly, punctuality and discipline and will not do anything that tarnishes the image of the College. You will not engage yourself or interest yourself, accept either directly or indirectly in any trade or business, or take employment with others, while you are in the service of the College.
11. You will maintain absolute secrecy and confidentiality of information. You will not divulge any information relating to this College to any one for any reason.
12. You will comply with all the rules and regulations that the College may prescribe from time to time for its employees.
13. You will be entitled to such benefits as may be offered by the College to its employees from time to time.
14. Your services will be governed by the standing orders, service rules and any other rules framed by the College from time to time.
15. You will retire from the College upon reaching the superannuating age of 60 years.
16. Above all your appointment will be permanent subject to the approval from selection committee of Osmania University.

We welcome you into the College and wish you all success in your career.

If the above terms and conditions are acceptable to you, you are requested to indicate your acceptance in the enclosed duplicate copy of the order of appointment and return the same to this office immediately.


Principal
St. Pauls College of Pharmacy
Turkayamjal, R.R. Dist-501 510.



MED MANOR ORGANICS PVT. LTD.

Date: 18.02.2021

REF/HYD/APL/KRS2148/20

Mr. MOHAMMED ZUBAIR
17-6-45/1, DABEERPURA,
NEAR FLY OVER BRIDGE,
HYDERABAD-500023, TELANGANA.
MOB: 8801306080.
E-Mail: mohammed.zubair6080@gmail.com

Dear Mr. Zubair,

Appointment Letter

With reference to your application, we are pleased to inform you that you are appointed as **Territory Sales Officer** at Hyderabad, Telangana with effect from **18.02.2021**.

You will be responsible for promoting our products in the Territory. You will work as per the guidance and directives of your Superiors. You will report to **Mr. Sheik Muzammil, Area Sales Manager**.

You will be paid salary of **Rs. 2,20,008/- per Annum (CTC)** and you will find the Payment details under **Annexure B**.

Since you will be covered under PF Act, ESI Act/ Medical Insurance, we shall deduct Profession Tax, Provident Fund, ESI and other deductions, if any.

You shall be entitled for Field Working Allowance in respect of the days for which you have worked in the Field as per approved Tour Programme by your Managers / Head office. The Management may withhold or refuse to pay such Daily Allowance for any reason. You have to follow approved Tour Programme and in case of deviation, you have to seek permission from your **Manager** and confirm through mail. The Management has right to recover excess amount in case of any discrepancy noticed in your monthly expense statement at any later date. Your Daily Field and Meeting / Training Allowances are annexed herewith under the **Annexure C**. Other Terms and Conditions of your employment are annexed herewith under the **Annexure A**.

ANNEXURE A – Terms and Conditions

01. You will be under training period for first **6 months** and your performance will be reviewed After completion of six months training you will be placed under probationary period. After completion of one year of service in the organization, your performance will be reviewed again and you will be confirmed with increment. You will be entitled to receive incentives as per company norms which will be communicated through circulars.
02. Till your services are confirmed, you will be deemed to continue as an employee on probation after completion of trainee period. Management prefer to recognize your merits in cultivating excellent relationship with your colleagues, superiors and work hard for company's growth.


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St. Pauls College of Pharmacy
Turkayamjal, R.R. Dist-501 516

12. Your services shall be terminated, if it is found that the information furnished by you for seeking employment, are false and / or misleading and / or it is found that you had submitted the same to defraud the company.
13. During the employment period and for a period of three (3) years after the employment period, you shall not, without the company's prior written consent, which consent shall not be unreasonably withheld, directly or indirectly, your services shall be terminated if found any :
- a. Hire any employee of the company or recruit, solicit or induce or attempt to induce any employee or employees of the company to terminate their employment or otherwise cease their relationship with the company; (or)
 - b. Solicit, divert or take away, or attempt to divert or take away, the business of patronage of any clients, customer or accounts or prospective clients, customers or accounts, of the company, which were contacted, solicited or served by you while in employment with the company; (or).
 - c. Seek employment or consultancy assignment with any clients, customers, accounts or vendors of the company. The terms client etc., shall include past or presents and prospective client and their subsidiaries and business associated also.
14. If you are unable to fulfill the sales target as agreed at the time of employment and yearly budgeting, which will be fixed keeping in view of the practical and average rise of the turnover for the products of the company. If the management is of the opinion that, your expenses including samples etc., for sale generated by you are found un-economical and if expense ratio continues to be more than the normal standard even after confirmation of your appointment in the service of the company, the management will have every right to terminate your services without assigning any reason whatsoever.
15. While in service you shall abide by the instructions issued by your immediate supervisors from time to time. You shall be responsible for any damage caused by you to the company's property and equipment while on duty. If you are found to have committed an act of misconduct, action shall be taken as per the disciplinary procedure of the Company.
16. If you leave the services within a period of one year from your date of joining, the Company shall be entitled to deduct Rs. 3000/- being the cost of Training and Induction incurred during the course of your employment. We shall recover a sum of Rs. 5000/- towards cost of Detailing bag, Visual aid folders, Promotica, Ledger, any other samples, in case you fail to surrender company's property.
17. You will behave and conduct in a manner at all times as a professional and will not resort to acts which will lower the dignity of the profession or tarnish the name, reputation and / or image of the company in the eyes of the customers, staff or members of the public. Any lapse, failure, or refusal in this direction, will be a misconduct rendering you liable for disciplinary action, entailing punishment, inclusive of dismissal of services.
18. In case of resignation, you must submit Company Property and obtain acknowledgement from your higher authority. Apart from this you have to collect NOC's from Stockist / Super

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24. Your date of birth recorded by the Company is 18.02.1995. On the basis of documentary evidence produced by you at the time of your appointment and note that this date will be considered as the authenticated date of birth for all purposes throughout your services with the Company; and shall not be changed under any circumstances.
25. You shall maintain discipline and decorum while attending Doctors, Customers and in briefings, Cycle Meetings etc.,
26. During the course of employment, you may be given samples of our products, promotional materials, stationary and other materials, for the purpose of being used while in employment. You shall be responsible for the safekeeping, appropriate usage and rendering account of such materials in your possession. In the event of your employment coming to an end, you shall return all such materials with proper accounting and reconciliation before you are relieved from the services of the Company. In case you fail to account for and return such materials within ten days of your employment coming to an end, the Company will be at liberty to recover the cost of the materials as per the accounts available with it from the amounts due to you on account of salary, reimbursement of expenses and any other such dues. Besides the Company will also be at liberty to initiate appropriate proceedings in case recovery of the cost is not possible for any reason.
27. You will follow the instructions and directives of your Field Managers (FSM/ASM/RSM/ZSM/DGM (Sales)) or any other Company Personnel as assigned by the Head Office, regarding your activities in the field such as visits to the Doctors, Hospitals, Chemists, Tour Programmes, Distribution of Samples, Literatures etc., and utilization of other promotional materials given to you by the Company. You will keep your superiors fully informed about your activities as per schedule.
28. At any point of time, if you refuse to carry out official instructions by your reporting authority or by the management it would be treated as an act of misconduct and the company will be at liberty to take suitable disciplinary action.
29. Your services shall be terminated, if the company is satisfied on medical evidence that you are unfit and likely considered to be unfit for the reason of ill health or physical / mental disability affecting proper discharge of your duties, the decision of the company is conclusively binding on you.
30. You shall notify the company promptly in the event of any breach of its security, under conditions in which it would appear that the confidential information is exposed to loss or unauthorized disclosure or use. We shall take all other steps necessary to recover compromised confidential information and shall terminate your services.
31. Your services are liable to be terminated immediately, if you are found guilty of insubordination, misconduct or gross negligence of duty etc., if any.

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Continuation Sheet

15 days, it will be presumed that you are not interested in continuing in the employment of the company and your services may be terminated without any notice or notice pay in lieu of notice. However, in case of any termination effected under this clause an employee may appeal to the VP/Sr. VP/EVP who may reconsider such termination, if an appeal has been made within 30 days of termination and the reasons furnished are genuine.

15. During your services, you will devote your full time and attention for the services of the Company faithfully and honestly discharge duties assigned to you from time to time and you will not indulge in any private or competitive business which is prejudicial to the interest of the Company.
16. Documents such as Daily Status Report, Order copies, Tour Programme, Expense Statements, Stock and Sales Statements duly signed by stockiest consolidated Secondary Sales Statements, Market Survey Reports must be sent to Corporate Office, Hyderabad and copies to Area Sales Manager within the time schedule as made mandatory to you or through electronic reporting system.
17. The terms of employment and the compensation are confidential. As a policy of the company you shall maintain confidentiality in this regard.
18. You are supposed to attend monthly review meetings conducted by ASM / RSM / HO after the sales closing for the month. No leave will be granted on pre-scheduled meeting date.
19. You may be required to attend Corporate Office from time to time either by instructions or for any other official purpose and you will not refuse to do so. In such cases, you will be paid actual traveling expenses and allowances shall be paid as per your designation. In case, for some unavoidable reasons, if review meeting cannot be attended then you shall be treated on leave without pay until the review is conducted by the concerned authority.
20. You shall not be entitled to collect any cash or stock either from the dealer or from the stockiest or C & F agent / CSA without our written permission and in case of any such lapse on your part, your services are liable to be terminated and prosecuted under the court of law.
21. If at any time you shall, by your conduct, render yourself incompetent to perform your duties, or dishonest, disobedient, intemperate, irregular in attendance, commit any breach of the terms of your appointment or of any of its stipulations herein contained, the company shall without prejudice to any of its rights under the terms herein, be entitled to terminate your employment forthwith without notice or payment in lieu of notice and deduct your salary or other emoluments, if any, then due to you, the amount of any loss that the company may have sustained.
22. You are required to maintain a minimum Doctor's Call Average of 12 and Chemist's / Retailer's Call Average of 6 per working day. You will follow the instructions and directions given by your superiors or any other HO personnel pertaining to your field activities reporting etc.
23. You are bound to abide by and adhere to all the Policies, Procedures, Notices, Circulars, Norms & Rules and regulations enforced by the management from time to time and such Policies, Rules and Regulations may be subjected to alterations and amendments.

Annexure - B - Salary Break-up Details

Salary Heads	Per Month	Per Annum
Monthly Payable (A)		
Basic	8391	100692
HRA	6713	80556
Bonus	1678	20136
Gross Payable	16782	201384
Retirals (B)		
PF (Employer's Contribution)	1007	12084
ESI (Employer's Contribution)	545	6540
TOTAL CTC (A+B)	18334	220008
Deductions - Statutory (C)		
PF (Employee's Contribution)	1007	12084
ESI (Employee's Contribution)	126	1512
PT	150	1800
WELFARE FUND	50	600
Net Payable (A-C)	15449	185388

Annexure - C - Daily / Meetings, Training etc., Expenses

S No	Head of Account	Amount in Rs.
1	Head Quarter	220 - per day
2	Ex-Head Quarter	220 - per day
3	Travel Allowance	1.70 per KM
4	Mobile & Internet	400 - per month

S No	Head of Account	Amount in Rs.
1	Sales Meeting at Outstation (If accommodation is not provided)	260+100 - per day
2	Sales Meeting at Outstation (If accommodation is provided)	180 - per day
3	For Attending Training Programme (If accommodation is provided)	100 - per day
4	T.A. applicable Rs.1.70ps per km. No T.A. will be paid up to 30km one way. It will be treated as HQ. T.A. is applicable up to 150km two way while working at EX/OS. Beyond 150km two way Sleeper class Train/Bus fare will be reimbursed. To sanction the fares journey tickets are to be provided along with your TES.	
5	T.A. for attending Training Programme / Meetings, Sales Closing etc., need to claim Actual Train / Bus Fare along with supporting.	

Yours truly,

for MEDMANOR Organics Pvt. Ltd.,

Authorised Signatory,

MOHAMMED ZUBAIR
Territory Sales Officer

Date: 04-12-2019

To

**Miss K.SAI PRIYANKA
2-3-64/10/50 JAISWAL GARDEN,
AMBERPET, HYDERABAD.**

Dear Miss: K.Sai Priyanka,

APPOINTMENT ORDER

With reference to the application submitted by you and to the interview you had with us. The company is pleased to offer you appointment as **Formulation Research and Development Executive** for Company With effects the following terms and conditions:

REMUNERATION & BENEFITS:

Your monthly emoluments and other benefits will be as follows:

Salary: Rs. 17,750 /- CTC per month.

Breakup for the Salary will be decided by company. Other benefits included are Leave, (as per company rules) P.F., E.S.I, Gratuity and Bonus. Your entitlements for the same will be as per the Company's current rules and regulations.

- ❖ You will be on probation for a period of six months from the date of joining duty. This period of probation may be extended further by a period of three months at a time, at the sole discretion of the Management, unless your services are confirmed in writing you will be deemed to continue as probationer.
- ❖ During the period of your probation you will not be entitled to any kind of leave except leave with wages, as per the Factories Act, 1948.


Principal

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Turkayamjal, R.R. Dist-501 510.



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- ❖ The company shall also have the right to transfer you within the company from one department to another department or from one section to another section.
- ❖ The main role of the position includes responsible for maintain g the all the regulatory guide lines Like GMP, USFDA, MHRA, as per our client regulations.
- ❖ You are entitled for leave as per the Factories Act and Rules there under.
- ❖ Other than the above terms, your services are governed by the service Rules & Regulations existing and which may be amended from time to time.

Date: 04-12-2019

For INCEPTION SOURCE PVT.LTD



Authorized Signature



Date: 04-12-2019

TO

**Miss SANA UNNISA
17-1-181/M/90/A, DARAB JUNG COLONY,
MADANNAPET, SAIDABAD, HYDERABAD.**

Dear Miss .SANA UNNISA,

APPOINTMENT ORDER

With reference to the application submitted by you and to the interview you had with us. The company is pleased to offer you appointment as **Formulation Research and Development Executive** for Company With effects the following terms and conditions:

REMUNERATION & BENEFITS:

Your monthly emoluments and other benefits will be as follows:

Salary: **Rs. 17,750 /-** CTC per month.

Breakup for the Salary will be decided by company. Other benefits included are Leave, (as per company rules) P.F., E.S.I, Gratuity and Bonus. Your entitlements for the same will be as per the Company's current rules and regulations.

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This period of probation may be extended further by a period of three months at a time, at the sole discretion of the Management, unless your services are confirmed in writing you will be deemed to continue as probationer.
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**St. Pauls College of Pharmacy
Turkayamjal, R.R. Dist-501 510.**



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Corporate Office: H. No: 11-13-1427, 2nd Floor, Nirmal Sadan, Kothapet, Hyderabad – 35

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- ❖ The company shall also have the right to transfer you within the company from one department to another department or from one section to another section.
- ❖ The main role of the position includes responsible for maintain g the all the regulatory guide lines Like GMP, USFDA, MHRA, as per our client regulations.
- ❖ You are entitled for leave as per the Factories Act and Rules there under.
- ❖ Other than the above terms, your services are governed by the service Rules & Regulations existing and which may be amended from time to time.

Date: 04-12-2019

For **INCEPTION SOURCE PVT.LTD**



Authorized Signature



Amneal Oncology
Pvt Ltd



Kandena Narsimha

E Code : 310752
Department : Quality Control
DOI : 03-11-2020
DOB : 15-06-1994
Blood Group : B +ve

Issuing Authority:.....
(Javed Ahmed)

Human Resources

Plot No. S-3, S-4, S-5A, TSIC - SEZ, VII, Polepally,
Mdl. Jachherla, Dist. Mahabubnagar - 509 301,
Telangana, India. Ph. : +91-8542-350001
hrchyd@amnealindia.com

Principals

Principal
St. Pauls College of Pharmacy
Turkayamjal, R.R. Dist-501 510.

Lr. No. SPCP/Pharm/Acad./2021-22/

Dt: 01.11.2021

To
Mrs. M. Jyothi Vasundhara
Hyderabad.

Subject: APPOINTMENT ORDER


With reference to your application and the interview you had with us, we are pleased to offer you an provisional appointment as “**Assistant Professor**” at St. Pauls College of Pharmacy on the following terms and conditions.

1. You are appointed as “**Assistant Professor**” with effect from 1st November 2021 and your appointment will become effective from the date of your reporting to duty.
2. You will be on probation for a period of six months that is liable to be extended at the discretion of the College. Your services during the period of your probation are liable to be terminated without any notice and without assigning any reasons.
3. Your total monthly emoluments will be as per norms of AICTE, New Delhi.
4. Upon completion of your probation, your services are terminable at a 3 month’s notice if the services provided by you are not satisfactory.
5. On satisfactory completion of your probation and confirmation of your service, you will begin annual increments after evaluation of your overall academic and extra curricular contribution. Your salary will be reviewed yearly (August) and enhancement will depend upon your performance and commitment which will be evaluated by Employee performance Appraisal system.
6. The Management is fair enough to identify the hard work, commitment and dedication of the employee and your emoluments may run in parallel. Faculty must update their knowledge from time to time and must dedicate themselves to train the next generation with high end knowledge.
7. You have agreed to serve the College for a minimum period of one academic year. In case you leave the College within a year, all the expenses incurred on you by the College will be recovered from you.

8. You must prepare the study material (hard or soft copy) slides or script in the field of your specialization the subject handled and must contribute to the library as an effort to make the students understand the subject better which in turn enhances the pass percentage.
9. One casual leave is permitted per month on prior intimation, if you fail to intimate it is considered as absent for which salary of the day may be deducted. Saved leaves may be carried for further months. Even though we understand your personal responsibilities/work we do not entertain more than three late marks or early going permissions or any combination of these for which you may loose one leave.
10. You will work faithfully and conscientiously to the best of your ability devoting your whole time to further the objects of the College. You will maintain regularly, punctuality and discipline and will not do anything that tarnishes the image of the College. You will not engage yourself or interest yourself, accept either directly or indirectly in any trade or business, or take employment with others, while you are in the service of the College.
11. You will maintain absolute secrecy and confidentiality of information. You will not divulge any information relating to this College to any one for any reason.
12. You will comply with all the rules and regulations that the College may prescribe from time to time for its employees.
13. You will be entitled to such benefits as may be offered by the College to its employees from time to time.
14. Your services will be governed by the standing orders, service rules and any other rules framed by the College from time to time.
15. You will retire from the College upon reaching the superannuating age of 60 years.
16. Above all your appointment will be permanent subject to the approval from selection committee of Osmania University.

We welcome you into the College and wish you all success in your career.

If the above terms and conditions are acceptable to you, you are requested to indicate your acceptance in the enclosed duplicate copy of the order of appointment and return the same to this office immediately.


Principal
St. Pauls College of Pharmacy
Turkayemjal, R.R. Dist-501 510



**YASHODA
HOSPITALS**



Aanesa Banu

Pharmacist

Pharmacy



[Signature]
Issuing Authority

1-3

[Signature]
Principal
St. Paul's College of Pharmacy
Turkayam, R.R. District.

Date: 10-09-2020

To

Ms. Aanesa Banu,
H.No:16-3-614/4,
Chanchalguda,
Hyderabad,
Andhra Pradesh-500024.

Dear Aanesa Banu,

Sub: Letter of Offer for the position of 'Pharmacist'

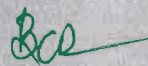
With reference to your application dated 27-08-2020 and the subsequent interview you had with us, we are pleased to inform you that you have been selected and offered employment in our organization on the following terms and conditions.

Designation : Pharmacist
Department : Pharmacy
Salary : As discussed and agreed at the time of your interview
Joining Date/Time : On or before 15th September 2020 at 09:00 am
Location : Secunderabad

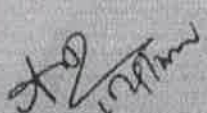
This offer is made based on the credentials you have furnished in your resume and as discussed during the interview. The validation of this offer is subject to back ground verification.

The offer stands cancelled if your acceptance is not received within 3 days from the date of receipt of this letter.

With Best Wishes,



Principal
St. Paul's College of Pharmacy
Turkayamjal, R.R District.



Mr. SV Sampath
General Manager



1-3

FORM - A

(See Rule 22(1) of Sales Promotion Employees (Condition of Services) Act.1976 & Rules 1976)

ZD/HR(MKT)/21
19-July-2021

LETTER OF APPOINTMENT

1. Name of the Establishment → **Zydus Discovery**
(A Division of Zydus Healthcare Ltd.)
2. Address → Zydus Tower, CTS No.460/6
Village Pahadi, Off. I. B. Patel Road
Goregaon (East), Mumbai - 400063
3. Name of the Employer → **Zydus Discovery**
(A Division of Zydus Healthcare Ltd.)
4. Name & Address of Sales Promotion Employee:

Mr. Halavath Pavan Kalyan
H.No: 23/127/4/A Matha Laxmi Colony,
Kothapet,
Opp Fruit Market, Ranga Reddy,
Telangana - 500035

5. **Mr. Halavath Pavan Kalyan** is appointed as **Business Officer** in this establishment with effect from the **19-07-2021** Initially at **Hyderabad** Headquarter.
 6. You have been put on probation for a period of six months from the date of your joining. This period may be extended at the discretion of the Company to enable you to achieve the expected standard of your performance. At the end of probation period, you will be either (a) confirmed in the services of the Company or (b) if your performance is not up to the expected standard, terminated from such services. You will not be deemed to be permanent in the services of the company unless you are given in writing as confirmed.
 7. Your scale of wages is as under:
 - a. **SALARY:** You will be offered a consolidated salary of Rs.11000/- per month + H.R.A. subject to maximum Rs.7000/- per month.
 - b. **ALLOWANCES:**

PROFESSIONAL PURSUIT	→	Rs. 3547/-per month
KIT	→	Rs. 1400/-per month
MEDICAL/ESIC	→	Rs. 1000/-per month
BONUS / EX-GRATIA	→	Rs. 1400/-per month
- You will be offered working allowances as under:
- | | |
|----------|---|
| Rs.305/- | Headquarter allowance per working day |
| Rs.305/- | Ex. headquarter allowance per working day |
| Rs.550/- | Outstation allowance per working day |
- c. You will be paid gratuity as per the provision of Gratuity Act 1972

B.P.

Principal

St. Paul's College of Pharmacy
Turkayamjal, R.R District.



8. You will draw total wages and allowances as stated above.
9. Other conditions of Service:
- I.
- (a) OTHER ALLOWANCES: You will be entitled to the working allowances and traveling fare as per the Company's policy from time to time. The allowances do not form a part of the wages.
- (b) This appointment is given on the basis of your undertaking to work honestly, diligently, efficiently and maintaining a minimum sales target as communicated from time to time, and with understanding that you will maintain and show a reasonable growth continuously. The management shall go on fixing your sales target for every period of six months or otherwise as per the policy of the Organization from time to time.
- (c) When on maintenance of satisfactory sales and reasonable growth over a long period, management may consider for incentives, specifically on the strength of enhanced sales. The incentives cannot be claimed as wages. The incentive schemes will be declared from time to time and for specific period.
- (d) All payments are payable to you by cheques at Ahmedabad though the employer may arrange to send the same beyond Ahmedabad on their discretion.
- II. On confirmation, your services will be liable to be terminated at any time on giving one month's notice in writing or by paying one month's salary in lieu of the notice period from either side. The period of one month is to be calculated from the date of such notice.
- III. That this appointment shall come automatically to an end on your attainment of the age of 60 years if not terminated earlier or if not specifically extended beyond the age of 60 years. However, if you are found unfit to work as a **Business Officer** on medical ground or otherwise, the management reserves the right to utilize your services in any other capacity or to effect premature retirement.
- Your Date of Birth as stated by you is **01-Aug-97**
- IV. You shall offer yourself for Medical Examination by a doctor appointed by the employer as and when desired by the employer for verifying your fitness to work as a **Business Officer** or to verify your sickness or for any other reason.
- V. That it is your duty to receive periodical training to properly equip yourself, to propagate for the firm and its products or for any other products as required by the employer, and to promote and secure sales as per targets fixed by the employer from time to time depending upon the area and other circumstances and to constantly remain in touch with the doctors, chemists, stockiest, dealers and other purchasing agencies for propagating and ensuring sales and proper distribution and/ or any other duties assigned by the employer from time to time.
- VI. That you shall work under the control and supervision of your superiors and employer.
- VII. That you shall attend any work entrusted by the employer from time to time. That you shall follow up technical and trade inquiries, and shall endeavor to facilitate early realization of payments and early retirement of documents relating to supplies effected. You will keep up the image of the employer and your superiors and shall protect the interests of the employer at all times. That you may be asked to undertake market survey and submit reports and shall also send other reports as required from time to time.

Bol
Principal
St. Paul's College of Pharmacy
Turkayamjal, R.R. District.



- VIII. That you shall devote your whole time and attention exclusively to the duties entrusted to you to the best of your power, ability and skill and shall not do any other work for any person or concern in any capacity whether with or without any remuneration nor shall hold any private business.
- IX. That you shall not disclose, divulge or make public or shall personally use for your gain any of the materials, processes, accounts, transactions, dealings, information, etc. Whether the same may be confirmed to you or may become known to you during the course of your service or otherwise.
- X. That you shall not seek or try to secure any other job or employment without previous written consent of the employer. That the employer will not give such consent for any reason whatsoever.
- XI. That your hours of attention are not fixed, but you shall work in the way and the time in which **Business Officer** have generally to work. That you shall post the arrival cards from each and every station you visit and when you leave your headquarter and when you return to your headquarter. You shall post daily your daily reports. That you shall submit the account of samples and their distribution in the proper forms as per instruction from time to time.
- XII. You will be responsible for implementation of Zydus Frontline 2.0, Mandatory use of iPad for E-detailing and/or remote detailing during calls & scientific activities of the company and any other new digital tools/applications/initiatives/virtual learning platform launched by the company from time to time, which will aid in effectively doing your day-to-day work with improved efficiency.
- XIII. You will be responsible for collecting and reporting of adverse events to pharmacovigilance team.
- XIV. That you shall work as per the approved periodical Tour Programme given by the employer or your officers. That you shall not make any change in the Approved Tour Programme without prior sanction by your superiors.
- XV. Your Headquarter has been fixed at **Hyderabad** which shall be your working headquarter. Your services are liable to be transferred to any other place and be posted at any other headquarter in any part of the country without assigning any reasons. You will be awarded reasonable transfer expenses and 5 days' time to report on duty at such transferred place if transfer is within the State and 10 days' time will be given to report on duty if transfer will be out of State.
- XVI. That your services may be terminated immediately if you act in such a way that the employer loses confidence in you or if you are found guilty of breach of any terms mentioned therein, or contravene any instruction, routines and practice of working as an employee or commit insubordination or in contravention of the traditions common for working as a **Business Officer** in general, commit any fraud, dishonesty, embezzlement, misappropriation or are found negligent of duties or accept any commission, discount or illegal gratification or are tried and/or convicted for any criminal offense or place personal considerations of any nature above the employer's interest or act otherwise against the interests of the employer.
- XVII. That in case of receipt of any present, commission or any sort of gratification from any person or party if offered, you shall report to the employer in writing and should you receive any, the same shall be handed over to the employer immediately.
- XVIII. You shall be entitled for leave and any other benefits as per the Company's rules applicable from time to time.

Principal
St. Paul's College of Pharmacy
Turkajamjal, R.R. District.



- XIX. That if you will abstain yourself from work without prior consent of your superior or otherwise fail to attend to your duties or abandon your work, you shall be liable to be terminated forthwith without any claim over the employer in any respect.
- XX. That no leave shall be taken without prior written permission ordinarily.
- XXI. That no leave is granted during the period of probation.
- XXII. That all disputes and differences are to be inquired and to be dealt with and are to be settled at Ahmedabad. And that the courts, tribunals and/or authorities at Ahmedabad only shall have jurisdiction to entertain, try and decide such disputes or differences arising out of or pertaining to this agreement of employment, irrespective of your working Headquarter being elsewhere at that time.
- XXIII. That, you will have to deliver at Ahmedabad all the stationery, materials, handbag, stock of samples and other belongings of the employer immediately at your cost in case of your resignation or termination or retirement from your services.
- XXIV. That the employer would be entitled to adjust their dues from you from any amount payable to you.
- XXV. Following are some of the instances deemed to be misconduct entailing discharge or dismissal, and leniency on the part of the management or a particular instance would not be taken as waiver of the right to disciplinary action.
1. Irregular posting of arrival cards, daily reports, sample distribution statements, etc.
 2. Negligence, inefficiency, disregarding of instruction, insubordination to the superiors, creating ill will, ill feeling against the management, colleagues or superiors and offending them.
 3. Causing loss of business, repute property of the management, colleagues and superiors.
 4. Willful insubordination or disobedience whether alone or in combination with others, to any or all-lawful and reasonable orders of superiors.
 5. Theft, fraud, or dishonest in connection with the employer's business or property.
 6. Willful damage to or loss of employer's goods or property.
 7. Taking or giving bribes or any illegal gratification
 8. Habitual absence without leave or continuous absence without leaves for more than 10 days.
 9. Habitual late attendance.
 10. Breach of any law applicable to the establishment.
 11. Riotous or disorderly behavior or any act subversive of discipline.
 12. Habitual negligence or neglect of work.
 13. Frequent repetition of any act or omission for which a fine may be imposed.

Ban
Principal
St. Paul's College of Pharmacy
Turkayamjal, R.R. District

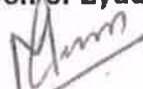


14. Striking work or inciting others to strike work in contravention of the provisions of any law or rule having the force of law.

Proviso: If suspended during the pendency of the disciplinary proceedings, You will be paid monthly 'suspension allowance' equivalent to the 50% of monthly gross salary during the pendency of any disciplinary proceedings till the closure of such proceedings.

- XXVI. That in any waiver, acquiescence, or omission for any act, deed or thing contrary to the terms of this Appointment Letter on the part of the employer would not be treated as abandonment of that term permanently, but shall be restricted to a particular incident at that point of time only.
- XXVII. That the terms of the appointment letter shall continue to be in operation with modifications by employer from time to time even after you cease to be Probationary **Business Officer** and when you are holding any other designation during your employment.
- XXVIII. That whenever the words like "Employee", "**Business Officer**", "He/she", or "You", "Your" are used the same shall mean you and whenever the words like "Management", "Organization", "Employer", "Firm", etc. occurs that means ourselves, the employer.
- XXIX. Additionally, you will be governed by the terms of employment and other service conditions as per the settlement dated 20.12.2019
- XXX. During the tenure of your service, as Zydus and its Affiliate (as applicable), are publicly traded listed entities in India, you or your immediate relatives or any person with whom you share Material Financial Relationship, while in possession of any unpublished price sensitive information ("UPSI") of Zydus and/or its Affiliate, (i) will not do any trading in the securities of Zydus and its affiliates and (ii) will not make any unauthorised disclosure of such UPSI to any third party, which is prohibited under SEBI (Prohibition of Insider Trading) Regulations, 2015.

Yours faithfully,
For, Zydus Discovery
(A Division of Zydus Healthcare Ltd.)



MELWYN LEWIS
GENERAL MANAGER - HR

Encl : Travel Policy / ZHL iPad Policy

ENDORSEMENT OF ACCEPTANCE:

I unconditionally accept the above offer of appointment under the Company on the terms and conditions mentioned therein and I agree to abide by that.

Place:

Date:

Signature


Principal

St. Paul's College of Pharmacy
Turkayamjal, R R District.

PROPOSED SALARY STRUCTURE			
NAME	Mr. Halavath Pavan Kalyan		
DESIGNATION	Business Officer		
DIVISION	Zydus Discovery		
HEAD QUARTER	Hyderabad		
OFFER DATE	16-07-2021		
Emp Code	128402		
DOJ	19-07-2021		
<u>SALARY BREAK-UP</u>			
PAYMENTS		Per month	
BASIC	Rs.	11000/-	
PF(@ 12% OF BASIC SALARY)	Rs.	1320/-	
ALLOWANCES			
HRA	Rs.	7000/-	
PROFESSIONAL PURSUIT	Rs.	3547/-	
KIT	Rs.	1400/-	
MEDICAL	Rs.	1000/-	
BONUS / EX-GRATIA	Rs.	1400/-	
GROSS SALARY PER MONTH		Rs.	26667/-
GROSS SALARY PER ANNUM		Rs.	320000/-
DAILY WORKING ALLOWANCES			
HEADQUARTER	Rs.	305/-	
EX. HEADQUARTER	Rs.	305/-	
OUTSTATION	Rs.	550/-	
I accept as above			
PREPARED BY : HR Shared Services			
			Signature

***Basic Salary Scale:**

Grade - I

11000-200-11600-250-12350-300-13250-350-14300

Principal
St. Paul's College of Pharmacy
Turkayamjal, R.R District.

Zydus Discovery

19-07-2021


To,
Corporate Compensation Dept.

(Through: Marketing Department)

Kindly note that the following person has joined our organization **Business Officer**

1. NAME → **Mr. Halavath Pavan Kalyan**
2. FATHER'S NAME → **Mr. Halavath Pullaiah**
3. H.Q. → **Hyderabad**
4. SALARY → Rs.11000/- Per Month (Consolidated)
Rs.7000/- Per Month as HRA
5. Allowances:
Rs.3547/- Professional Pursuit per month
Rs.1400/- Kit Allow. per month
Rs.1000/- Medical Allow. per month
Rs.1400/- Bonus/Ex-Gratia per month
Rs.1320/- P.F. per month
Rs.26667/-Gross Salary per month
6. * Date of Joining → 19-07-2021
7. * Date of Birth → 01-Aug-97


SK **MELWYN LEWIS**
GENERAL MANAGER - HR


Principal
St. Paul's College of Pharmacy
Turkayamjal, R.R. District.



MOHAMMED MUNAWAR ALI
PHARMA EXECUTIVE

Bap
Principal
St. Paul's College of Pharmacy
Turkayamjal, R.R District.

Saturday, 09th May 2020
LIFE Pharmacy/HR: OL:09/05/2020/1386
Dubai, UAE

Mr. Mohammed Munawar Ali
Contact No: 056-8607285
Passport No: S1086906
Email ID: munawarali.ae@gmail.com

Subject: Letter of Intent

Dear Mohammed,

With reference to your application and subsequent interview, we are glad to offer you employment with based on following terms & conditions:

Designation	Trainee Pharma Executive								
Department	Retail								
Work Location	Your initial posting shall be any of the branches in UAE. However the management reserves the right to transfer you from one location to another in the same region or elsewhere, whether existing or to be started in future.								
Salary	<table><tr><td>Basic Salary</td><td>1,800</td></tr><tr><td>Housing Allowance</td><td>600</td></tr><tr><td>Conveyance Allowances</td><td>600</td></tr><tr><td>Gross Salary</td><td>3,000</td></tr></table>	Basic Salary	1,800	Housing Allowance	600	Conveyance Allowances	600	Gross Salary	3,000
Basic Salary	1,800								
Housing Allowance	600								
Conveyance Allowances	600								
Gross Salary	3,000								
Contract Duration	Two years, renewable on mutual consent, 6 months of probation period								
Working Hours	As per company policy, Straight/Split Duty, 6 Days a week..								
Notice Period	As per UAE Labour Laws								
Annual Leave	30 Days paid leave (Basic + HRA), on completion of 1 year service period								
Air Ticket	Eligible for yearly Air Ticket after completing 24 months for self.								
Medical Benefits & Group Life Insurance	As per company policy.								

This letter of intent is non-binding until satisfactory completion of due diligence on employee's reference, skills and experience, and other terms and condition and the parties consent to and sign the Job offer letter for employment contract prescribed by the Ministry of Labour in accordance with Ministerial Decree (764) of 2015 and on execution, the terms of such job offer letter for employment contract shall prevail over this document.

Joining Life Pharmacy Chain, upon the acceptance of this LOI is solely subject to management discretion and is beyond contention.

The terms and conditions of this agreement should be treated as highly confidential. The letter is valid for 7 days from the date of issue. Please sign and return the copy of this offer as a token of your acceptance of the terms of appointment.

For Life Pharmacy
Bless on Oommen John
HR Manager

Ben

Principal
St. Paul's College of Pharmacy
Turkayamjal, R.R. District

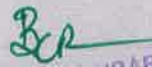
Confirmed and Accepted

M. Mohammed Munawar Ali

Mr. Mohammed Munawar Ali
12/05/2020
PP No: S1086906

Earnings	Actual	Earned
Basic Salary	1,800.00	1,800.00
House Rent Allowance	600.00	600.00
Conveyance Allowance	600.00	600.00
Gross Salary	3,000.00	3,000.00

Net Payment (AED)	3,000.00
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 Principal
 St. Paul's College of Pharmacy
 Turkayamjal, R.R. District



LIFE Pharmacy
P.O.Box: 71246
1st Floor, Building-BB12,
Bay Square, Business Bay,
Dubai, U.A.E.

Saturday, 05th May 2020
LIFE Pharmacy/HR: CL-0905/2020/1305
Dubai, UAE

Mr. Mohammed Munawar Ali
Contact No: 056-8607285
Passport No: S1066908
Email: lbmunawar@lifespharmacy.com

Subject: Letter of Intent

Dear Mohammed,

With reference to your application and subsequent interview, we are glad to offer you employment with based on following terms & conditions.

Designation	Trained Pharma Executive
Department	Retail
Work Location	Your initial posting shall be any of the branches in UAE. However the management reserves the right to transfer you from one location to another in the same region or elsewhere, whether existing or to be started in future.
Salary	Basic Salary 1,600 Housing Allowance 600 Conveyance Allowance 600 Gross Salary 3,000
Contract Duration	Two years, renewable on mutual consent. 6 months of probation period.
Working Hours	As per company policy, Straight/Shift Duty, 6 Days a week.
Notice Period	As per UAE Labour Laws.
Annual Leave	30 Days paid leave (Basic + HRA) on completion of 1 year service period.
Air Ticket	Eligible for yearly Air Ticket after completing 24 months for self.
Medical Benefits & Group Life Insurance	As per company policy.

This letter of intent is non-binding until satisfactory completion of due diligence on employee's reference, skills and experience, and other terms and condition and the parties consent to and sign the Job offer letter for employment contract prescribed by the Ministry of Labour in accordance with Ministerial Decree (754) of 2015 and on execution, the terms of such job offer letter for employment contract shall prevail over this document.

Joining LIFE Pharmacy Chain, upon the acceptance of this LOI is solely subject to management discretion and is beyond contention.

The terms and conditions of this agreement should be treated as highly confidential. The letter is valid for 7 days from the date of issue. Please sign and return the copy of this offer as a token of your acceptance of the terms of appointment.

For Life Pharmacy
Bliss on Onwunen John
HR Manager

BCE

Principal
St. Paul's College of Pharmacy
Turkayamjal, R R District

Confirmed and Accepted

Mr. Mohammed Munawar Ali
12/05/2020
PP No: S1066908

T: + 971 4 5610000 | F: + 971 4 4566737

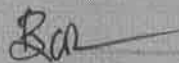
E: info@life-me.com | W: www.life-me.com

MOHAMMED MUNAWAR ALI - April 2020

Present Days	30.00	Absent Days	0.00
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Earnings	Actual	Earned
Basic Salary	1,800.00	1,800.00
House Rent Allowance	600.00	600.00
Conveyance Allowance	600.00	600.00
Gross Salary	3,000.00	3,000.00

Net Payment (AED)	3,000.00
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Principal
St. Paul's College of Pharmacy
Turkayamjal, R.R. District.

Win-Medicare Private Limited

REGD. OFFICE
1311, MODI TOWER, 98 NEHRU PLACE, NEW DELHI-110 019, INDIA
TELEPHONE : 26266561, 42504555 FAX : (011) 26451659
CIN : U51397DL1981PTC011647



Ref. No. : WMPL/HR/APPT-TR/05152

March 15, 2021

Mr. Saddam Hussain,
S/o. Mr. Mazher Hussain,
14-303/1/D, Wadi-E-Salaheen,
Shaheen Nagar,
HYDERABAD - 500 005,
(Telangana)

Sub. : **LETTER FOR TRAINING**

Dear Mr. Hussain,

This refers to your application and subsequent interview with us for the post of Trainee in our Sales Department.

We are pleased to inform you that you have been selected as Trainee in our organisation with effect from **March 15, 2021** on the following terms and conditions:

1. That, initially you will be inducted at Hyderabad and on successful completion of training, you will be based at **Hyderabad** headquarters. However, your services are transferable to any part of the country.
2. That, your appointment for training is being made for a fixed period of six months including class room training purely on temporary basis with effect from **March 15, 2021** to **September 14, 2021**. Your training will automatically come to an end on the expiry of the specified period, and no notice or notice pay or retrenchment compensation will be payable to you by the management. Please also note that your training can be discontinued during the training period without assigning any reason thereof. Since your appointment for training is being made for a specified period, you will neither have any right nor any lien on the job held by you after expiry of the training period. You will also not claim regular employment even if there is such a vacancy for the post held by you or otherwise after expiry of the training period. However, in case of the progress being unsatisfactory at the end of six months, you may be provided opportunity for further training at the sole discretion of the management, on the same terms and conditions.
3. That, if any vacancy arises in the company in future, you can apply for the same and your candidature will be considered on merit along with other applicants for the said vacancy.
4. That, during the period of training, you will be paid the following :

(a) Stipend	:	₹7000/- per month.
(b) Trainee Special Allowance	:	₹3860/- per month (For Metro City).
(c) Conveyance Allowance	:	₹1400/- per month (For Metro City).
(d) Trainee Field working Allow.	:	As per the Company's policy.
(e) Incentive	:	As per the Company's policy.
(f) Advance Bonus	:	@ 11.67% of Stipend per month.
(g) Bonus	:	@ 8.33% of Stipend per annum.
5. (a) That, you will devote your full time and attention to the training imparted by the company and/or any project assigned during your training period.
(b) Further, you will not take up any other employment or assignment of any office, honorary or for any consideration, in cash or in kind or otherwise, without the prior written permission of the Company. You will not indulge yourself in any full or part time employment/vocation or studies without prior permission from the company.

Contd..2

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St. Paul's College of Pharmacy
Turkayamjal, R.R. District



SADDAM HUSSAIN
Trainee


Principal

St. Paul's College of Pharmacy
Turkayamjal, R.R. District.



Win-Medicare

WIN-MEDICARE PVT. LIMITED

Regd. Office: 1311, Modi Tower, 98 Nehru Place, New Delhi - 110019 India
Tel.: 011-4250 4555, 2628 6581 Fax: 011-2645 1656



July 23, 2020

P Nagaraja Sri
18-3-498/A/1, Laxminagar, Outside Aliyabad
Hyderabad Telangana
500053

Dear P Nagaraja Sri,

Further to your recent meetings and discussions with us, we are pleased to offer you employment with Optum Global Solutions (India) Pvt. Ltd. (formerly known as QSSI Technologies India Pvt. Ltd.) ("the Company") a UnitedHealth Group Company, in the position of **Claims Associate at salary grade 22**. Your work location shall be at Company's office located at **Building No 12B, Mindspace, Hyderabad**. The terms and conditions of your employment are set out hereinafter:

EMPLOYMENT

We are pleased to extend this offer to you basis the selection process administered. Your effective date of joining shall be no later than **August 12, 2020**. Your employment with the Company shall be subject to the timely submission of the following listed mandatory documents for background verification purposes, to be submitted prior to or latest by your Start Date. Successful pre and/or post-employment background checks, accuracy of the testimonials and information provided by you and your being free from any contractual restrictions preventing you from accepting this offer or starting work with us on the above-mentioned date, are required for your employment with the company:

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

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

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

PROBATION

You shall serve a minimum probation period of **90 days** from the date of your joining the Company ("Probation") following which you shall get confirmed into the Company by default unless you receive a letter for confirmation extension. The Company reserves the right to extend the probation period for an additional Ninety (90) days in the event that your performance is not up to expectation.

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

During the period of Probation, either the Company or you may at any time terminate your employment without cause by giving in writing to the other party, Thirty (30) days notice or in lieu thereof a sum equal to the amount or pro-rated amount of salary which would have accrued to you during the period or remaining period of notice. You shall not be entitled to any notice pay if your employment is terminated in accordance with condition 7.6 of the Appendix 3 to this letter of appointment.

Principal

St. Paul's College of Pharmacy
Turkayamjal, R.R District.

PLACE OF POSTING

Your initial place of posting shall be at the Company's office located at **Building No 12B, Mindspace, Hyderabad**. The Company works across different geographies providing services to its clients and you may be required to go through appropriate induction and orientation along with necessary training programme. The training is given to ensure that you are compliant with the best practices followed by the Company on a worldwide basis. However, your services are transferable and you may be assigned/transferred in India or outside India to serve the Company in any of its existing or future offices or any of its group companies or associates. It is a condition of your employment that you comply with any such requirements of the Company. The transfer arrangement shall not deem to constitute a change in your conditions of service.

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

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

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

PERFORMANCE OF DUTIES

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

COMPENSATION

As compensation for services to be rendered, you shall be paid an annual fixed salary of **Rs.195,458.00, (Rupees One Lakh Ninety Five Thousand Four Hundred Fifty Eight Only)**. Your cost to the Company (CTC) shall be **Rs.255,151.00, (Rupees Two Lakhs Fifty Five Thousand One Hundred Fifty One Only)** per annum. A detailed compensation structure is provided along with this letter of appointment.

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

BONUS

You shall be eligible for bonus as per the Company's bonus policy.

TERMINATION OF EMPLOYMENT

During the Probation period, either Company or you may at any time terminate this letter of appointment without cause by giving in writing to the other party, Thirty (30) days notice. Company reserves the right either to accept your pay and allowance / towards the notice period or demand for actual service during the notice period. You shall not be entitled to any notice pay if your employment is terminated in accordance with condition 7.6 of the Appendix 3 to this letter of appointment.

After completion of the Probation period, either Company or you may at any time terminate this letter of appointment without cause by giving in writing to the other party, 30 days notice. The Company reserves the right either to accept your pay and allowance / towards the notice period or demand for actual service during the notice period. You shall not be entitled to any notice pay if your employment is terminated in accordance with condition 7.6 of the Appendix 3 to this letter of appointment.

However, notwithstanding the above, the Employee must refer to the Company's Separation Policy (as available on Company's intranet link) for the notice period days applicable to them based on their entity, grade and employment status at the time of resignation.

The notice period matrix, as provided under the Company's Separation Policy, shall be applicable with the change in employee job family, job role and employment status. The provisions of the notice period matrix, as provided under the Company's Separation Policy, shall override the notice period as stipulated in the appointment contract or any other document issued before this date. No separate individual employee consent shall be necessary for applicability of this clause.

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

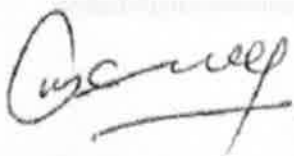
Congratulations and welcome to **Optum Global Solutions (India) Pvt. Ltd.** You shall be receiving an e-mail communication from us shortly for your new hire orientation training. You are requested to attend the same on your first day of reporting along with the documents as mentioned in the Appendix '2'. Should there be a change in your start date, it is mandatory that the same be communicated to us a week in advance.

P Nagaraja Sri, we thank you for considering **Optum Global Solutions (India) Pvt. Ltd.** as your future employer! We have bold objectives:

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

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

For Optum Global Solutions (India) Private Limited



Sumek Gopal
Vice President | Human Capital

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

ACKNOWLEDGEMENT:

P Nagaraja Sri

Date: _____

Cisco

Page 2

STATEMENT OF WORK FOR THE PROJECT

The purpose of this document is to define the scope of work for the project and to provide a clear understanding of the project goals and objectives.

1. PROJECT OBJECTIVES

1.1 The primary objective of this project is to develop a new software application that will enable users to manage their data more effectively. This application will be developed using the latest technologies and will be designed to be user-friendly and easy to use.

1.2 The secondary objective of this project is to ensure that the application is scalable and can handle a large volume of data. This will be achieved by using a robust database and a scalable architecture.

1.3 The tertiary objective of this project is to ensure that the application is secure and that user data is protected. This will be achieved by implementing strong security measures and by using a secure communication protocol.

1.4 The quaternary objective of this project is to ensure that the application is reliable and that it is available to users at all times. This will be achieved by implementing a robust backup and recovery plan and by using a reliable hosting provider.

2. PROJECT SCOPE

2.1 The project scope includes the development of a new software application that will enable users to manage their data more effectively. This application will be developed using the latest technologies and will be designed to be user-friendly and easy to use.

3. PROJECT DELIVERABLES

3.1 The project deliverables include the development of a new software application that will enable users to manage their data more effectively. This application will be developed using the latest technologies and will be designed to be user-friendly and easy to use.

4. PROJECT RISK MANAGEMENT

writing of any change in your address and of each new job or other business activity in which you plan to engage, at least 30 days prior to beginning such job or activity. Such notice shall state the name and address of any new employer and the nature of your position/designation.

4. INTELLECTUAL PROPERTY RIGHTS

You shall disclose promptly, completely and in writing to the Company any discovery, invention, methodology or improvements made thereto, process, software applications or products, conceived, developed or discovered by you, either individually or jointly with others, during your employment ("Inventions") and such Inventions whether or not patent applications are filed thereon shall at all times belong absolutely to and be the sole and absolute property of the Company. You agree to treat such Inventions as Company proprietary and confidential and to use such Inventions solely for the benefit of the Company. You agree to assign to the Company any and all rights, title and interest, including, but not limited to, copyrights, trade secrets and proprietary rights to the Inventions, information, materials, products and deliverables developed during the performance of services to the Company. You agree that all the work performed by you and all Inventions, information, materials, products and deliverables developed by you while in the employment of the Company shall be the exclusive property of the Company and all title and interest therein shall vest in the Company. If and when required by the Company, you shall at the Company's expense take out or apply for patents, licenses or other rights, privileges or protection, as may be directed by the Company in respect of such Inventions, so that the benefit thereof accrues to the Company. You shall execute and do all instruments, acts, deeds and other things, which may be required by the Company for assigning, licensing any Inventions made during the employment, which shall vest with the Company including the name and all benefits arising in respect thereof.

Pursuant to its exclusive proprietary rights, the Company shall have the sole and exclusive right inter alia to use, modify or adapt the Inventions, information, materials, products or deliverables developed by you during the performance of your services as an employee of the Company.

You shall not use the name and/or logo of the Company for any purpose whatsoever nor shall you use any copyright, patent, trademark, trade name, registered design or any other like right vested in the Company except for performing services stipulated in the letter of appointment.

5. DISCIPLINARY ACTION PROCEDURE

Any breach of the Company's regulations/policies, failure to attain or maintain a satisfactory work standard or any misconduct by an employee shall be regarded as a disciplinary or capability matter. Your immediate superior shall normally deal with minor disciplinary matters. The procedure for more serious offences including major misconduct shall be dealt in the manner set out under the Company's regulations/policies.

6. COMPANY'S REGULATIONS/POLICIES

You shall abide and be bound by the Company's regulations/policies, and the same shall form part of this letter of appointment. The Company's regulations/policies may be changed / amended at any time at the discretion of the Company and the changed Company regulations/policies shall thereupon bind you. You shall also carry out and abide by any instruction, policies, 'house rules' and 'office orders' issued by the Company from time to time.

7. TERMINATION OF EMPLOYMENT

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

7.2 After completion of the Probation period, either the Company or you may at any time terminate your employment, without cause, by giving in writing to the other party, notice of 30 days or in lieu thereof a sum equal to the amount or pro-rated amount of salary which would have accrued to you during the period or remaining period of notice.

7.3 After notice of termination, you shall cooperate with the Company, as reasonably requested by the Company, to effect a transition of your responsibilities and ensure that the Company is aware of all matters being handled by you.

7.4 Upon termination of your employment with the Company for any reason, you shall promptly return to the Company any keys, credit cards, passes, confidential documents or material, or other property belonging to the Company, and return all writings, files, records, correspondence, notebooks, notes and other documents and things (including any copies thereof) containing Confidential Information or relating to the business or proposed business of the Company or its subsidiaries or affiliates. The Company reserves the right not to relieve you of your employment in the event that all the Company's documents/ property / Confidential Information in your custody have not been properly handed over by you to an authorized representative of the Company.

record maintenance and payroll administrators), legal counsel, regulatory authorities, potential or future employers and potential purchasers of the Company or the business in which you work provided that the transfer is for one of the purposes referred to above, even where the recipient of the data is located in a country or territory which does not maintain adequate data protection standards but where the Company has nevertheless installed reasonable technical safeguards to avoid unauthorized access.

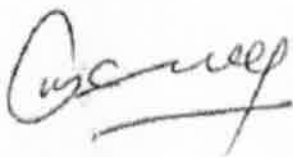
12.3. You further consent to your Personal Data being stored on a central database in the USA or wherever it may be located in the future, which is accessible by persons from the UnitedHealth Group and other third parties mentioned above in a number of different countries or territories, including countries and territories which do not maintain adequate data protection standards. For the purposes of this consent, "Personal Data" includes, but is not limited to: name, address and contact details, date of birth, marital status, educational background, employment application, history with the company, job title, areas of expertise, details of salary and benefits, social security number, bank details, performance appraisals, salary reviews, records relating to holiday and other leave, working time records, details of any shares of common stock or directorships of the Company or any other member of the UnitedHealth Group held by you, details of all stock options, phantom stock options, or any entitlement to shares of common stock of the Company or any other member of the UnitedHealth Group awarded, cancelled, exercised, vested, unvested or outstanding in your favor and other management records. Personal Data also includes Sensitive Personal Data relating to your health (including information in the employee medical questionnaire, records of sickness absence, medical certificates and reports).

13. OTHERS

13.1. You shall be bound by the Company's regulations/policies, and all other rules, instructions, and orders issued by the Company from time to time, in relation to your conduct, discipline and service conditions such as leave, medical, retirement, etc. as if these Company's regulations/policies, rules, instructions, etc. were part of this letter of appointment. In case of any conflict between this letter of appointment and Company's regulations/policies, the terms and conditions herein shall override/prevail.

13.2. You shall inform the Company as soon as possible about any change in your residential address.


13.3. Survival: Section 1, 2, 3, 4 & 12.3 shall survive the termination of this letter of appointment.

A handwritten signature in dark ink, appearing to read "C. S. M. S.", is written over a horizontal line.



Nagarajasri
27/02/2021 at 18:22




Principal
St. Paul's College of Pharmacy
Turkayamjal, R.R District.

From:

Apollo Pharmacy
Human Resources
Hyderabad

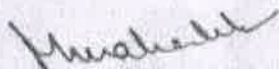
To:

Apollo Pharmacy
SHAMSHABAD - OLD BUS STOP
7032219799

Please note that MR. MD IRFAN AHMED with login id AP86570 has joined us as PHARMACY TRAINEE on Dt.03.Sep.2019 and completed Induction Training from Dt. 03.Sep.2019 To Dt. 12.Sep.2019 and he/she will be reporting for duty at Apollo Pharmacy SHAMSHABAD - OLD BUS STOP Branch code: 16012 on Dt. 17.Sep.2019

MR.MD IRFAN AHMED is sent to you in the place of EMP Id as per your Manpower request/ Requisition

**Please extend all the necessary support to the new employee for a mutually rewarding association.


Human Resources

Signature of Executive/ Manager

**Note: Incase of any Deviation please do inform me immediately.

Job vacancies

Mr. Mahesh
Mr. Rajasekhar
Mr. Suneel
Mr. Omkar Battina

8374366444
9989967088
7995389260
9100217951

Email: careers.hyd@apollopharmacy.org
Website: <https://www.apollopharmacy.in/careers>

Training center
ESI
Salaries Queries

Mr. Venkateshwarlu
Mr. Ravi
Mr. Bheemashankar/Vidya Sagar

9121229253
9704377533
9704377533



Principal
St. Paul's College of Pharmacy
Turkayamjal, R.R District

I - 2



LIFE Pharmacy
P.O. Box 71246
Tel: +971 4 5610000
Fax: +971 4 4566737
Dubai, U.A.E.

Scanned with CamScanner

Saturday, 09th May 2020
LIFE Pharmacy/HR: OL-050520201106
Dubai, UAE

Mr. Mohammed Abdul Sarfraz
Contact No: 055-2495106
Passport No: S3168357
Email ID: mohammedsarfraz@outlook.com

Subject: Letter of Intent

Dear Mohammed,
With reference to your application and subsequent interview, we are glad to offer you employment with based on following terms & conditions:

Designation	Trainee Pharma Executive
Department	Retail
Work Location	Your initial posting shall be any of the branches in UAE. However the management reserves the right to transfer you from one location to another in the same region or elsewhere, whether existing or to be started in future
Salary	Basic Salary 1,800 Housing Allowance 600 Conveyance Allowance 600 Gross Salary 3,000

Contract Duration	Two years, renewable on mutual consent 6 months of probation period
Working Hours	As per company policy, Straight/Shift Duty, 6 Days a week.
Notice Period	As per UAE Labour Laws
Annual Leave	30 Days paid leave (Basic + HRA), on completion of 1 year service period
Air Ticket	Eligible for yearly Air Ticket after completing 24 months for self

Medical Benefits & Group Life Insurance : As per company policy

This letter of intent is non-binding until satisfactory completion of due diligence on employee's reference, skills, and experience, and other terms and condition and the parties consent to and sign the job offer letter for employment contract presented by the Ministry of Labour in accordance with Ministerial Decree (MSA) of 2015 and on execution, the terms of such job offer letter for employment contract shall prevail over this document.

Joining Life Pharmacy Chain, upon the acceptance of this LOI is solely subject to management discretion and is beyond contention.

The terms and conditions of this agreement should be treated as highly confidential. The letter is valid for 7 days from the date of issue. Please sign and return the copy of this offer as a token of your acceptance of the terms of appointment.

Signature of
Prison Osman John
HR Manager

Confirmed and Accepted

Signature of
Mr. Mohammed Abdul Sarfraz

PP No: S3366357

T: + 971 4 5610000 | F: + 971 4 4566737

www.life-me.com | W: www.life-me.com

Principal
St. Paul's College of Pharmacy
Turkayamjal, R.R District

Regular Payslip for the month of September 2020



Mankind Pharma Limited
206, OKHLA INDUSTRIAL ESTATE, PHASE-3
NEW DELHI
DL
110020
CIN: U74899DL1991PLC044843
Email: payroll@mankindpharma.com
TEL: 011-48541111
FAX: 011-46541382

Pay Period : 01/09/2020 To 30/09/2020
Payment Date : 30/09/2020

Employee Number : 10024827
Employee Name : Ibrahim Uddin
Joining Date : 17/02/2020
Department : Hyderabad
Location : Telangana
Designation : Field Manager
Division : Mankind

ESI Number : 5216422300
UAN : 101587316070
PAN : ALQPU0156J
Paid Days : 30.00
Days Worked : 30.00
LOP Days : 0.00
State : Telangana

Payment Details

Current Value Adjustment YTD Value

Earnings

Description	Amount	Amount	Amount
Base Salary	9,000.00	0.00	54,000.00
Bonus Pre Previous Year	0.00	0.00	1,014.00
House Rent Allowance	2,750.00	0.00	18,500.00
Current Year Incentive	10,000.00	0.00	10,000.00
Initial Minimum Guaranteed Inc	4,500.00	0.00	27,000.00
Incentive Pre Previous Year	0.00	0.00	3,500.00
Special Bonus	1,300.00	0.00	7,900.00
Total Earnings	27,550.00	0.00	119,814.00

Deductions

Description	Amount	Amount
Provident Fund	1,778.00	10,650.00
Advance Deduction	0.00	12,000.00
Employee State Insurance	132.00	792.00
Professional Tax	200.00	1,000.00
Relief Fund1	0.00	642.00
Relief Fund2	150.00	150.00
Relief Fund3	100.00	100.00
Total Deductions	2,358.00	25,340.00

Pay Summary

Pay Summary	GROSS PAY	NET PAY
	27,550.00	25,192.00

Disbursement Details

Bank	B.S.B	Account	Amount
HDFC Bank		50100342392824	25,192.00

Net Pay(In Words:) Rupees Twenty-Five Thousand One Hundred and Ninety-Two Only
***** End Of Payslip *****

Bee
Principal

St. Paul's College of Pharmacy
Turkayamjal, R.R. District



eSPIES FACILITIES PVT LTD

AN ISO 9001 : 2015 CERTIFIED

Spies House, Manju Residency, Plot No. 85 & 88, Flat No. 302, 3rd Floor,
Sardar Patel Nagar, Near Nizampet Cross Road, Kukatpally, Hyderabad - 72.
Phone : 040 - 65740941, Cell : 9160004333, e-mail : isreddy@espies.in
Website : www.espies.in



To

Mr. Nakka Kiran Kumar
S/o: N. Ballingam
H.No. 11-9/3
V-Dubbak
M-Siddipet - 502108
Ph No: 7794855662
Email id: kirankumar.n2498@gmail.com

Sub: Offer Letter

Dear Mr. Nakka Kiran Kumar

With reference to your application and subsequent interview with us, we would like to bring to your notice that you have been selected for the position of **Junior Officer** in **QC-RM** department.

1. You are required to report for duty on or before **October 28th, 2019** and the offer stands withdrawn thereafter.
2. You will be initially posted at our client **Annora Pharma Pvt Ltd at Annaram, Hyderabad**
3. Your Appointment letter will be issued after completion of joining formalities process.
4. You will be paid salary (per month) as shown below:
Monthly Gross Salary: Rs. 12000/-
5. Upon receipt of the offer, you are required to undergo medical check-up at the company authorized diagnostic centres. You will be entitled for appointment upon you found to be medically fit.
6. Your Employment will be subject to the Terms & Conditions, mentioned in your Appointment letter, which will be issued to you on your joining.
7. As substantial cost is being incurred towards your recruitment, training and development, any discontinuance, exit or voluntary separation of your services against the agreed period will attract penalty more fully detailed in the Annexure – I of this offer letter.
8. Please bring the below list of documents for the joining formalities.
 - Original Academic Certificates (all from 10th to Highest)
 - All Educational Certificates Xerox Copies from 10th to Highest Qualification.
 - Address and ID proof on your name.
 - Aadhar Card clear Xerox copy.
 - Xerox copies of all Appointment letter and Reliving letter of previous organizations if any.
 - EPF UAN Number and ESIC Insurance numbers of previous organisation if any.
 - 3 Passport Photographs.
 - 1 Postcard Size family photograph for the ESIC process.

Thank you,
For **ESPIES FACILITIES PVT LTD**



Authorised Signatory

Bcr
Principal

St. Paul's College of Pharmacy
Turkayamjal, R.R District.

DECLARATION BY THE CANDIDATE

Annexure I

I Nakka Kiran Kumar S/o. N. Ballingam, if I fail to continue the service with Hetero for a period agreed upon, I will pay the penalty amount as mentioned below:

Service Period	Compensation - INR
Less than three Months	NIL
More than One Month- less than Six Months	Rs.40,000/-
More than Six Months- less than One year	Rs.80,000/-
More than One year- Less than Two years	Rs.1,00,000/-
More than Two years- less than three years	Rs.80,000/-

- a. I have read, understood and accept the terms and conditions as mentioned in the offer letter and annexure.
- b. I hereby affirm that I have not been involved in any monetary transactions to obtain this offer.

(Signature of the candidate)

Name: Nakka Kiran Kumar

Date:

Ref No: 14790074

07-Sep-2020

Sherin Philippose

Dear Sherin,

With reference to the discussions that we had with you, we are pleased to offer you the role of **Process Executive - Data** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**. Your place of posting will be **Hyderabad**.

Your Annual Total Compensation will be **Rs.180,003**. The other details about your compensation is presented in **Annexure A**. We would like to inform you that Cognizant has considered **0** months of your experience as relevant, which would be updated in our records.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

We request you to join us on or before **14-Sep-2020**.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer **Annexure B** for more details.

Please note:

- This appointment is subject to satisfactory professional reference checks
- This offer from Cognizant is valid for 3 months only from the date of offer, any extension in said validity shall be at the discretion of the company and shall be communicated to you in writing
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request

We look forward to your joining us. Should you have any further questions or clarifications, please feel free to contact us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.



Suresh Bethavandu

Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:



Principal

St. Paul's College of Pharmacy
Turkayamjal, R.R District

Annexure A

Name: Sherin Philippose

Designation: Process Executive -
Data

Sl. No.	Description	Monthly	Yearly
1	Basic	6500	78,000
2	HRA*	2600	31,200
3	Company's contribution of PF #	1114.285714	13,371
4	Advance Statutory Bonus***	2000	24,000
5	Special Allowance*	2412	28,944
6	Company's Contribution of ESI @ 3.25% of Monthly Gross minus statutory exclusions	374	4,488
	Annual Gross Compensation		180,003
	Annual Total Compensation		180,003
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		16,000
	Annual Total Remuneration		196,003

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group personal accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

Provident Fund Wages

- For the purpose of computing contribution to Provident Fund, Pension Fund & EDLI Scheme, "Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
- Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser.

ESI

- Monthly ESI contribution will be computed on total remuneration paid to an associate in a particular month which includes any recurring (or) adhoc special payouts during the month
- Contribution to ESI shall be continued till end of the contribution period, if the Associate contributes even for one month in a contribution period

* Flexible Benefit Plan: Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** Advance Statutory Bonus is in line with the provisions of Payment of Bonus Act, 1985

Note:


Principal

St. Paul's College of Pharmacy
Turkayamjal, R.R. District.

• Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Login to <https://onecognizant.cognizant.com>->Total Rewards App for more details.



Principal
St. Paul's College of Pharmacy
Turkayamjal, R R District

Private & Confidential

Associate Information

Ms. Sherin Philippose

Associate Id	879181	Location	Hyderabad - TS IND, CLT
Designation	Process Executive - Data	PAN	Fbccccx0G
Gender	Female	Bank A/C	xxxxxx7827
Date Of Joining	14-Sep-2020	ESI Number	52xxxxxx06
PF A/C	TN/MAS/31309/1831315	Status	Salary Credited
UAN	101617568698	Available Calendar Days	30
SA Policy No	-	Paid Days	30
SA LIC ID	-	Loss of Pay Days	0

Earnings		Amount	Deductions		Amount
Basic		6,500	ESI		100
House Rent Allowance		2,600	ProfessionTax		0
Special Allowance		2,412	Provident Fund-Employee Contribution		1,114
Project Specific Payout		4,000	TDS		0
Advance Statutory Bonus		2,000			
Internet Allowance - WFH		1,800			
(A) Total Earnings		19,312	(B) Total Deduction		1,214

$$\text{Net Salary} = (A) - (B)$$

18,098

This is a computer generated payslip, and is not valid unless authorized.

Principal
St. Paul's College of Pharmacy
Turkayamjal, R.R District.

Ref: 769072/1781911/Permt

Date: 05th March, 2020


Pradhan Vishnupriya
1-7-1022/30/2/B, Ramnagar, New Achchalah Nagar
Anganwadi, Hyderabad - 500020.
Phone No: 9154358005

Subject - Offer of Appointment

Dear Pradhan Vishnupriya,

It is our pleasure to welcome you to Tech Mahindra Limited.

1. With reference to our discussions, we are pleased to offer you appointment in our Organization as **Associate Technical Support on U1 band**, operating out of our **Hyderabad** office.
2. Your "Annual Total Cash Compensation" will be **Rs. 259205 (Rupees Two Lakhs Fifty Nine Thousand Two Hundred and Five Only)**. Please refer **Annexure-A** for details on the compensation and statutory deductions.
3. Your remuneration package is strictly confidential between you and here after, referred as The Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.
4. Your employment with us will be governed by terms and conditions as specified in **Annexure-B**.
5. You are required to join on **06th March, 2020** at the below mentioned location. The Offer stands withdrawn thereafter, unless the date is extended and communicated to you in writing.
6. On the date of joining, you are requested to report to **Naresh Kumar G at 12:00 PM** to complete the joining formalities at **Tech Mahindra Limited, SEZ Block, Unit V, Bahadurpally, Hyderabad - 500043**. At the time of joining, you are expected to carry originals of the documents as per **Annexure - D** and submit the copies of the same to the HR Team.
7. Please note that this Offer is subject to your being given a clear background check either at the time of reporting/joining or thereafter depending upon our receipt of the background check report from the agency.
8. Kindly acknowledge acceptance of this Offer of Appointment by signing and returning the 'acceptance copy' to **Naresh Kumar G** latest by **06th March, 2020**.


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Annexure - A

NAME	Pradhan Vishnupriya
TITLE	Associate Technical Support
BAND	U1
LOCATION	Hyderabad
COMPONENTS	Per Annum (All figures in Indian Rupees)
BASIC (@30% OF TOTAL FIXED PAY)	67500
HRA (@70% OF BASIC)	47250
TRANSPORT ALLOWANCE	12000
BONUS / STATUTORY BONUS	13500
EMPLOYER'S CONTRIBUTION TO PROVIDENT FUND (@12% OF BASIC PAY)	8100
EMPLOYER'S CONTRIBUTION TO ESI (3.25% OF TOTAL SALARY COMPONENTS)	7614
PERSONAL PAY	69036
TOTAL FIXED PAY..... (A)	225000
TOTAL VARIABLE PAY (TVP)..... (B)	25000
ADDITIONAL BENEFITS..... (C)	9205
GRATUITY	3247
INSURANCE PREMIUMS (towards GTLI, GMIP AND GPAI)	5958
TOTAL COST TO COMPANY..... (D) = (A) + (B) + (C)	259205

Additional Benefits: In addition to the above, you will also be eligible for the below-mentioned benefits -

i) *Transport Allowance:

- Applicable, only if company transport is not availed.

ii) **Payment of Bonus: The provisions of Payment of Bonus Act, 1965, as amended from time to time are currently applicable to you.

iii) *Performance Incentive** would be payable to you starting from your Go Live Date. Maximum amount based on 100% performance; however, the actual payout shall be based on individual performance against set targets and / or performance of the organization. The Performance incentive will be paid-out as per existing company policy.

Annexure – B

1) Employment Agreement

a) Code of Conduct

During the period of your employment, you will work honestly, faithfully, diligently and efficiently for the growth of The Company.

b) Secrecy

You are expected to maintain utmost secrecy with regard to the affairs of The Company and shall keep confidential any information, whether written or oral, which relates to internal controls, computer or data processing programs, algorithms, electronic data processing applications, routines, subroutines, techniques or systems, or information concerning the business or financial affairs and methods of operation or proposed methods of operation, accounts, transactions, proposed transactions, security procedures, trade secrets, know-how, or inventions of Tech Mahindra Limited. or its Affiliate, or any client, agent, contractor or vendor. You shall not disclose the identities and other related information of any of its clients.

Breach of this provision shall be treated as a gross violation of the terms herein and your services are liable to be terminated.

c) **Employee data** – By accepting this Offer and furnishing your personal data to the Company, You are according your irrevocable consent to Company to possess, deal with or handle Your sensitive personal data either by itself or through any third party agency during the term of your employment with the Company subject however to the terms of the Privacy Policy of the Company. You are aware that your personal data is confidential in nature and Company shall process the same in the course of its business, in terms of its privacy policy with due and reasonable care.

d) Conflict of Interest

Your position with The Company calls for whole time employment and you will devote yourself exclusively to the business of The Company. You will not take up any other work for remuneration (part time or otherwise) or work on advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder) in any other trade or business, during your employment with The Company, without written permission from The Company. Contravention of this will lead to termination of your services from The Company without any notice, with or without any liability on the part of The Company for payment of any compensation in lieu of such notice as per the procedure mentioned in Section 3.

e) Non-Solicitation / Non-Compete

You acknowledge that you have signed Covenant against Disclosure and Covenant Not to Compete/Non-Solicitation ("Covenant"), which is incorporated into this Agreement by reference and is made a part of this Agreement and that it constitutes an integral part of the terms of your employment. In the Covenant, you have

- Not directly or indirectly offer or have offered or give or given or agree or agreed to give or given to any person any gift, success fee, rebate or consideration of any kind whatsoever including speed or facilitation money or indulge in any activity as an inducement or reward for influencing or carrying out any act and specifically in relation to any business opportunity or a customer including for the purposes of collection or for showing any favour or disfavour to any person or persons in relation to such performance.
- You hereby agree not to involve in receiving any gift/bribery during your tenure with the Company. You shall abide and follow the Company's anti-bribery policy which is hereby incorporated for reference. This Company policy shall be amended from time to time.

g) Confidentiality / Non-Disclosure

- a) You must return to The Company, upon request, and in any event, upon termination of your employment, all documents and tangible items which belong to The Company or which refer to any confidential information and which are in your possession or under your control.
- b) You must, if requested by The Company, delete all confidential information from any reusable material and destroy all other documents and tangible items which contain or refer to any confidential information and which are in your possession or under your control.
- c) All software, systems, ideas, concepts, designs, documentation or any other material produced by you, during the period of your assignment to the Tech Mahindra will either be Intellectual Property of the Tech Mahindra or that of its customers. You will not have any rights to such material as described above.

You shall execute / sign the Confidentiality Agreement as and when required by Tech Mahindra Limited or the Client.

h) Non-Disparagement Obligations

You covenant and agree that, during the term of your employment and anytime thereafter, neither you nor any of your legal heirs or any person acting on your/their behalf, will in any way publicly disparage, bring into disrepute, defame, libel, slander or otherwise criticize the Company, its subsidiaries, affiliates, successors, assigns, officers, directors (including any former directors/ officers of the Company or its subsidiaries), employees, shareholders, agents, attorneys or representatives, or any of their clients, customers, partners, other service providers, or any of their products or services, in any manner that would damage the business or reputation of the Company or any of its clients, customers, partners, other service providers. Any violation of this section shall necessitate an investigation and appropriate disciplinary action including termination from the services and/ or appropriate legal action.

terminate your services as per the procedure mentioned in **Clause 3(a)** herein above on the grounds of misrepresentation of facts.

- (g) In addition to The Company's right to carry the above verifications, you shall fill in and sign the Criminal Disclosure Declaration Form. In the event you have been accused, charged and/or convicted for any criminal offence, at any time whether prior or subsequent to your joining The Company, you shall make full disclosure of the same and furnish all necessary documents in support thereof. In the event you have been accused, charged and/or convicted for any criminal offence, your joining shall be subject to specific written confirmation from The Company. The Company at its sole discretion reserves the right to terminate your employment as mentioned in **Clause 3(a)** or take appropriate disciplinary action against you or revoke this Offer Letter. In the event of suppression of any facts, The Company shall be entitled to take such other action at any time as it may deem fit.
- (h) The Company reserves the right to carry out banned/ illegal drugs/narcotic substance screening tests on you at any point of time during your tenure. You understand and acknowledge that this is a requirement and you have no objections whatsoever if such checks, banned/ illegal drugs/narcotic substance screening tests and verifications are carried out by The Company or a third party agency engaged by The Company. Arising out of such verification or check or otherwise, if it is detected that the information furnished by you in your application is mis-stated or is unstated or document submitted by you are not correct or banned/ illegal drugs/narcotic substance screening tests, results are positive, The Company shall, at its sole discretion be entitled to fore with terminate your employment as per the procedure mentioned in **Clause 3(a)** herein above and/or revoke your appointment with The Company, without further reference in the matter.

4. Statement of Facts

- (a) It must be specifically understood that this offer is made based on your proficiency on Technical/Professional skills you have declared to possess as per the application, and on the ability to handle any assignment/job independently anywhere in India or overseas. In case, at a later date, any of your statements/particulars furnished are found to be false or misleading, or your performance is not up to the mark or falls short of the minimum standards set by The Company, The Company shall have the right to terminate your services forthwith without giving any notice, notwithstanding any other terms and conditions stipulated herein.
- (b) You confirm and represent that there exists no personal circumstances which are likely to affect your liability to discharge your obligations in the course of your employment. You further undertake to notify, your line manager and HR Manager immediately of any material change in personal circumstances that may have impact on the status of your employment including, but not limited to, criminal convictions and/or cases pending, health issues, right to work in the country where work is to be performed etc.

5. Company Policies

You are required to comply with all the policies of the Company including but not limited to the Code of Ethical Business Conduct, the Policy on Prevention of Sexual Harassment and such other policies, as communicated to the associates of Tech Mahindra from time to time. In case of any violation or failure to comply with such Company

the equipment's/infrastructure out of the office premises for any reason the associate shall obtain the gate pass from the security staff after the authorization from your mentor.

The communication security is maintained by controlling physical access to computer systems, disabling all workstation floppy disk drives, and a Company-wide awareness about the need for protection of intellectual property and sensitive customer information. For some projects, The Company uses sophisticated data encryption devices. Your work table and storage space is lockable. Please ensure they are locked when unattended. Duplicate keys are maintained with Security. One can take a duplicate key after signing for it for one's own or team member's table or storage.

(a) Destroying Papers & Material

Any official communication, which is confidential in nature, shall be destroyed through paper shredder after the purpose is served.

(b) Use of Company Resources

(i) You shall use The Company's resources only for official purposes as per the applicable Company policy.

(ii) The Company shall have the right to access the files, folders and data stored in the official laptop provided to you by the Company and to keep track on individual users activity and logs stored in the official laptop. Further the Company may also monitor the emails and email traffic in your official mail id provided by the Company as measure to ensure compliance with Company's policies and network security. You also authorize the Company representative to access all the data and information stored under your mail id during and after employment with the Company and this access is provided under the applicable data privacy laws. You also expressly waive any other rights as may be available under the applicable Data Privacy laws against the Company for providing such access.

(iii) You shall access only those web sites, which are relevant to your work at hand.

(iv) You shall not use any company resource for hacking or other unethical / illegal activities.

(v) You shall not circulate or distribute offensive/pornographic material through e-mail or in any other manner.

8. Overseas Service Agreement

As The Company will be spending substantial amount of time and money for your deputation /secondment abroad, you may be required to sign a deputation agreement with The Company and may also be required to execute a Surety Bond on such terms, as The Company may deem appropriate. (This agreement will consist, inter alia, of issues like (i) your commitment to complete the project (ii) your returning to India after completion of the project and serving The Company for a stipulated period).

client may have requirement of recording specific time-efforts, you shall comply with such requirement also, in addition to Tech Mahindra Limited's timesheet system.

15. This offer is purely based on the information / documents provided by you and by accepting the offer, you specifically authorize The Company or any external agency through Tech Mahindra Limited to verify your educational, employment antecedents, your conduct and any other background checks prior to your joining The Company or thereafter. You shall extend your co-operation (if asked for) during such verification without any protest or demur.

This is to certify that I have gone through and understood all the terms and conditions mentioned in Annexure – B and I hereby accept and agree to abide by them. I am also required to fill the EMPLOYMENT VERIFICATION FORM, complete in all respects and bring it along with all the other documents / testimonials as required (Annexure D) at the time of joining.

Name in full :

Signature :

Address :

Date :

Place :

Have you ever been suffering from any Medical condition that may require you to take Medical Leave over the next 12 months?			
Have you had any form of critical illness or operation in the last two years?			
Have you ever been diagnosed to have Cancer, Tumor, Cyst or any similar type of growth?			

Have you ever suffered/are you suffering from any of the following? (Please tick whichever applicable)

	Heart Attack		Diabetes
	High Blood Pressure		Stroke
	Night Blindness		Valve Disorders
	Asthma		Slipped disc
Any other major disease/illness that you may be willing to disclose			

Annexure – D – Checklist of the Documents

At the time of joining, you are requested to bring the following documents in **original(For Verification only)**, along with 1 copy of each.

- (a) Certificates' supporting your educational qualifications along with marks sheets
- Xth Certificate & mark sheets
 - XIIth Certificate & mark sheets
 - Degree Certificate & Semester/year-wise mark sheets
 - Master's Certificate & Semester/year-wise mark sheets
 - Diploma/PG Diploma Certificate & Transcripts
 - Any other Certificate with supporting documents – if any
- (b) Your relieving letter from your present organization
- (c) Service Certificate from the last employer as well as all previous employers.
- (d) Acceptance copy of Tech Mahindra Limited's offer of appointment duly signed.
- (e) Two passport-sized color photographs with white background.
- (f) Valid Passport
Please submit copy of the valid Passport (inclusive of all blank pages). In case you have applied for it, please submit the proof of Passport Office submission ticket. Upon receipt of Passport from Passport Office, please submit the documents to HR.
- (g) PAN Card and Proof of PAN Number
You MUST carry and provide your PAN Card copy. Please note that it is mandatory to provide the PAN number for processing of your payroll and no payments on account of salaries can be made without a PAN Number. If applied for please submit a copy of the acknowledgement as issued by the Income Tax authorities.
- (h) Aadhaar Card
You MUST carry and provide your Aadhaar Card copy. Please note that it is mandatory to provide your Aadhaar card number for processing KYC in EPFO portal. If applied for, please submit a copy of the acknowledgement as issued by the authorities.

Your offer has been made based on the information furnished by you. However, if there is a discrepancy in the copies of the documents/certificates given by you as a proof in support of the above, The Company reserves the right to revoke the offer.

- This confidentiality agreement will continue to be in effect after the termination of my employment with Tech Mahindra Limited.
- IF any provision of this agreement is declared invalid or unenforceable with respect to a particular occurrence or circumstance or otherwise, that will not affect the validity, enforceability, or applicability of any other provision of this agreement.

Name:

Signature:

Date:

Annexure – G

Agreement – General Covenant Against Disclosure and Covenant Not to Compete / Non-Solicitation

In consideration of my employment "Tech Mahindra Limited", and in consideration of the wages or salary to be paid to me, and regardless of the duration of my employment, I enter into the following agreements:

1. I agree to perform competently, diligently, reliably, and to the best of my ability all duties required of me from time to time by Tech Mahindra Limited I shall not directly or indirectly, either as an associate, employer, consultant, agent, principal, partner, stockholder, corporate officer, director or in any other individual or representative capacity, engage or participate in any business that is in competition in any manner whatsoever with the business of Tech Mahindra Limited during the term of my employment with Tech Mahindra Limited either within or outside of business hours.

2. I acknowledge and agree that I am bound by all of the terms and conditions of my Service Agreement in addition to the terms and conditions of this agreement.

3. Actions Required on Termination: Upon termination of my employment at Tech Mahindra Limited whether voluntary or involuntary (or at any other time upon the request of Tech Mahindra Limited.), I shall return to Tech Mahindra Limited all of its property of which I have had custody, including all handbooks, manuals, notebooks, supplies, credit cards, keys, disks, tapes, records, statistics, data and Confidential Information (defined herein) for which I have acquired by virtue of my employment, regardless of form or media.

4. Covenant Against Disclosure: I understand that it may be desirable and necessary for Tech Mahindra Limited or any of its suppliers, licensors, licensees or customers to disclose to me information which may include, by way of illustration and not by way of limitation, technical information, designs, drawings, processes, systems, procedures, formulae, test data, improvements, price lists, financial data, code books, invoices, financial statements and other financial information, computer programs, disks, printouts, sketches, customer and prospect contacts, customer and prospect lists, names, addresses or any other compilation of information written or unwritten (both individually and collectively referred to herein as "Confidential Information") during the course of my employment.

Because I will have access to and become familiar with such Confidential Information, I hereby agree to accept and retain such Confidential Information in confidence and agree, at all times during or after the termination of my employment, not to, directly or indirectly, disclose, reveal, use, copyright or patent such Confidential Information, without the prior written consent of an authorized officer Tech Mahindra Limited I also agree to keep the contractual relationships of Tech Mahindra Limited with its suppliers, licensors, licensees, customers, contractors, and subcontractors confidential, including the

6. Partial Restriction on Post-Termination Competition: Background. Tech Mahindra Limited expects to invest considerable time, effort and capital in enhancing the value and desirability of my skills. Both this investment and my compensation reflect Tech Mahindra Limited's expectation of receiving a considerable return from the exclusive use of my services and know-how in the future, free from any danger that Tech Mahindra Limited's customers or competitors may attempt to cause me to leave Tech Mahindra Limited and wrongfully gain the benefit of Tech Mahindra Limited's investment. The partial restraint set forth in this Section 6 does not, and cannot, provide complete protection for Tech Mahindra Limited's investment, development efforts, product, strategy, proprietary and Confidential Information, but Tech Mahindra Limited believes that in combination with the other provisions of this Agreement, it is the most fair and reasonable measure to protect Tech Mahindra Limited's interest, giving due regard to both my interests and the interests of Tech Mahindra Limited.

7. Covenant Not To Compete. I hereby covenant and agree as a part of and ancillary to this Agreement that for the 12 months period following the termination of my employment with Tech Mahindra Limited (irrespective of the reason for or such termination),

(a) I will not solicit, or attempt to solicit, or cause any third party to solicit, directly or indirectly, any customer of Tech Mahindra Limited for the purpose of selling or licensing products or services that are then competitive with the products and services that are then available to that customer from Tech Mahindra Limited provided, however, that this restriction shall apply only to customers of Tech Mahindra Limited with whom I actually have material contact (meaning direct interaction, such as through sales calls, presentations or other business dealings) in the course of performing my employment duties for Tech Mahindra Limited within the two year period preceding the date my employment with Tech Mahindra Limited ends. It is understood that this restriction is necessary to avoid possible compromise of Confidential Information and business interest.

(b) I will not (1) seek or obtain employment of any kind by any means, directly or indirectly, as either associate, agent or consultant, with any customer of Tech Mahindra Limited's for which I am providing services on behalf of Tech Mahindra Limited that are competitive with the products and services available to the client from Tech Mahindra Limited provided however, that this restriction shall apply only to employment to perform the same or substantially similar services that I am performing for the client as a Tech Mahindra Limited associate; or (2) induce or solicit any associate of Tech Mahindra Limited to seek or obtain such employment with a customer of Tech Mahindra Limited This restriction applies to my acceptance of any employment by a customer through general advertising or third party recruitment;

I accept and agree that the above covenants (a) and (b) are reasonable restrictions imposed with an objective to protect Tech Mahindra Limited's legitimate business interests and proprietary and confidential information. Given the compensation and benefits provided to me, I agree that the restriction as to time and scope contained herein are reasonable and necessary to protect Tech Mahindra Limited's business

In the event of any violation of the terms of this clause, I agree that I shall be liable to Tech Mahindra Limited. For liquidated damages in the amount of the gross salary earned by me during the preceding one year from the date of such breach. I acknowledge and agree that said amount constitutes liquidated damages and not a penalty, and that the amount is a reasonable and fair estimate of the actual damages that Tech Mahindra Limited. Would incur upon such breach.

Following the expiration of the one year period described herein, I shall continue to be obligated under the Covenant Against Disclosure in Section 4 so long as such Confidential Information remains proprietary or protectable as confidential or trade secret information.

Executed this _____ day of _____, 20____

For and on Behalf Of
Tech Mahindra Limited

Signature



Name of Candidate

Vishal Khanna
Head - Resource Management Group

GOVERNMENT OF TELANGANA
DRUGS CONTROL ADMINISTRATION

Partners/Directors/Gpa/As
BOMMAKANTI SAIKRISHNA,
(PARTNER CUM REGISTERED
PHARMACIST)

FORM 20

Registered Pharmacist
BOMMAKANTI SAIKRISHNA, B.
PHARMACY

[See Rule 61 (1)]

[Licence to sell, stock or exhibit or offer for sale, or distribute] drugs by retail other than those specified in [Schedules C, C(1) and X]

1.

1 BOMMAKANTI SAIKRISHNA, (PARTNER CUM REGISTERED PHARMACIST)

2 KOMMULA MAHENDAR REDDY, (MANAGING PARTNER)

"M/S NEW AROGYA PHARMACY (CHEMIST AND DRUGGIST) is hereby [licensed to sell, stock or exhibit or offer for sale or distribute] by retail drugs other than those specified in [Schedules C, C (1) and X] of the Drugs and Cosmetics Rules 1945 and to operate a pharmacy on the premises situated at **D.NO.3-3-202/9/1/3, NEAR RAILWAY STATION ROAD, SHIVAJI CHOWK, Adilabad(V), Adilabad (Urban) (M), ADILABAD(Dist.), Telangana, India.** Subject to the conditions specified below and to provisions of the Drugs and Cosmetics Act, 1940 and the Rules thereunder.

2. The licence, unless sooner suspended or cancelled, shall remain valid perpetually. However, the compliance with the conditions of licence and the provisions of the Drugs and Cosmetics Act, 1940 (23 of 1940) and the Drugs and Cosmetics Rules, 1945 shall be assessed not less than once in three years or as needed as per risk based approach.

3 Name(s) of qualified person(s) in charge

1 BOMMAKANTI SAIKRISHNA, B PHARMACY, RegNo. TS008491, DT: 10/02/2020

4. Categories of drugs : Drugs Other than those specified in [Schedules C, C(1) and X]

Licence No: **TS/ADB/2020-70797**

Date: 10/12/2020

Next License Retention Fee Due Dt: 09/12/2025

Bop
Principal

St. Paul's College of Pharmacy
Turkayamjal, R R District

Digitally Signed By
RAMU PENCHALA
Licensing Authority

Assistant Director
DRUGS CONTROL ADMINISTRATION
Date: 10-12-2020 17:44:55 PM

This Document is Digitally Signed. Signature is not required
Conditions Of Licence

1. This licence shall be displayed in a prominent place in a part of the premises open to the public.
2. The licensee shall comply with the provisions of the Drugs and Cosmetics Act, 1940 and the Rules thereunder for the time being in force.
3. The licensee shall report to the Licensing Authority any change in the qualified staff in charge within one month of such change.
4. No drug shall be sold unless such drug is purchased under cash or credit memo from a duly licensed dealer or a duly licensed manufacturer.
5. The licensee shall inform the Licensing Authority in writing in the event of any change in the constitution of the firm operating under the licence. Where any change in the constitution of the firm takes place, the current licence shall be deemed to be valid for a maximum period of three months from the date on which the change takes place unless, in the meantime, a fresh licence has been taken from the Licensing Authority in the name of the firm with the changed constitution.

GOVERNMENT OF TELANGANA
DRUGS CONTROL ADMINISTRATION

FORM 21

Registered Pharmacist
BOMMAKANTI SAIKRISHNA, B
PHARMACY

Partners/Directors/Gps/As

BOMMAKANTI SAIKRISHNA,
(PARTNER CUM REGISTERED
PHARMACIST)

[See Rule 61 (2)]

(Licence to sell, stock or exhibit or offer for sale, or distribute) by retail drugs specified in
Schedules C and C (1) (excluding those specified in Schedule X)

1. **BOMMAKANTI SAIKRISHNA, (PARTNER CUM REGISTERED PHARMACIST)**
2. **KOMMULA MAHENDAR REDDY, (MANAGING PARTNER)**

of M/s **NEW AROGYA PHARMACY (CHEMIST AND DRUGGIST)** is hereby [licensed to sell, stock or exhibit or offer for sale or distribute] by retail drugs specified in Schedules C and C (1) (excluding those specified in Schedule X) of the Drugs and Cosmetics Rules 1945, *and to operate a pharmacy on the premises situated at **D.NO.3-3-202/9/1/3, NEAR RAIL WAY STATION ROAD, SHIVAJI CHOWK, Adilabad(V), Adilabad (Urban) (M), ADILABAD(Dist.), Telangana, India** subjects to the conditions specified below and to provisions of the Drugs and Cosmetics Act, 1940 and the Rules thereunder.

2 The licence, unless sooner suspended or cancelled, shall remain valid perpetually. However, the compliance with the conditions of licence and the provisions of the Drugs and Cosmetics Act, 1940 (23 of 1940) and the Drugs and Cosmetics Rules, 1945 shall be assessed not less than once in three years or as needed as per risk based approach.

3 Name(s) of qualified person(s) in charge

- 1 **BOMMAKANTI SAIKRISHNA, B PHARMACY, RegNo. TS008491, DT: 10/02/2020**

4 Categories of drugs : Drugs specified in Schedules C and C (1) (excluding those specified in Schedule X)

License No: **TS/ADB/2020-70797**

Date: 10/12/2020

Principal
St. Paul's College of Pharmacy
Turkayamjal, R R District

Digitally Signed By
RAMU PENCHALA
Licensing Authority
Assistant Director
DRUGS CONTROL ADMINISTRATION
Date: 10-12-2020 17:44:55 PM

This Document is Digitally Signed. Signature is not required

Conditions Of Licence

1. This licence shall be displayed in a prominent place in a part of the premises open to the public.
2. The licensee shall comply with the provisions of the Drugs and Cosmetics Act, 1940 and the Rules thereunder for the time being in force.
3. The licensee shall report to the Licensing Authority any change in the qualified staff in charge within one month of such change.
4. No drug shall be sold unless such drug is purchased under cash or credit memo from a duly licensed dealer or a duly licensed manufacturer.
5. The licensee shall inform the Licensing Authority in writing in the event of any change in the constitution of the firm operating under the licence. Where any change in the constitution of the firm takes place, the current licence shall be deemed to be valid for a maximum period of three months from the date on which the change takes place unless, in the meantime, a fresh licence has been taken from the Licensing Authority in the name of the firm with the changed constitution.

hwlc
In safe hands

HWLC PHARMA

TO WHOMSOEVER IT MAY CONCERN

Date: 31/12/2020

Place: Hyderabad.

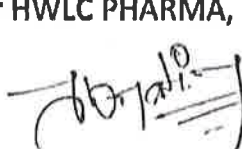

This is to certify that Mr. Mohammed Abdul Kareem worked as Medical representative at HWLC PHARMA for the last 14 months Since 11th Oct 2019.

His probation period was from 11th Oct 2019 to 31st July 2020 in the organization after probation period his employee ID: HYD-001 & he was a confirmed employee of the organization from 1st Aug 2020 to 26th Dec 2020.

Organization was satisfied with his performance in his tenure.

We wish him for the future endeavor.

For HWLC PHARMA,

Authorized signatory



Principal
St. Paul's College of Pharmacy
Turkayamjal, R R District.

Regd. Office # 16-11-476/8, Near Ikon Hospital;
Moosarambagh, Dislukhnagar, Hyderabad - 500036
Ph: 9396462426

Email: hwlcpharma@gmail.com
www.hwlcpharma.com

hwlc

In safe hands

HWLC PHARMA

M.A. Kareem

Business Officer

☎ 7989620691

📍 # Moosarambagh, Dsnr, Malakpet
Hyderabad - 500 036.

☎ +91-9396462426

✉ marketing@hwlcpharma.com

🌐 www.hwlcpharma.com

Ben
Principal
St Paul's College of Pharmacy
Turkayamjal, R.R. District.



ajanta pharma limited

Name: VEMULA SUHAS
Emp. No.: 82595
Desig.: SALES OFFICER
Div.: ALMIRON
HQ.: HYDERABAD POOL 2
State: TELANGANA
Blood Gr.: O +Ve



Address: HOUSE NO.13-6-460/36, 4TH FLOOR
MAHESH NAGAR, NEAR PILLAR NO
68 GUDDIMALKAPUR, MEHDIPATNAM
HYDERABAD - 500028, TELANGANA.


Authorized Signatory

This card is valid till Mar 31, 2022.

Post validity period, using this card is void & no liabilities towards Ajanta Pharma Ltd.

Offer of Employment

Date: 11.03.2019

Dear Ms. T.Sravya,

We are pleased to inform you that your application for the position of **Executive Trainee in the department of Quality Control** at Virchow biotech Pvt LTD was reviewed and you have been selected for the position. We appreciate your time to come for the interview and your enthusiasm to join our company. We are offering you the position with a CTC of Rs. 1,50,000 per annum (Rupees One lakh fifty thousand only). A detailed Salary Break up will be provided to you at the time of joining.

This offer of employment is valid for 20 days from the date of issue after which it will be withdrawn. Please bring with you the following documents on the date of joining.

1. Proof of age (Xerox)
2. Duplicate copies of educational & professional certificates.
3. Relieving certificate from previous employer. (If any)
4. Appointment letter of the previous employer and salary revision letters.
5. Last month pay slip received from the previous employer.
6. 3 Passport size photographs.
7. Medical Reports (CBP, Urine and Vision test results).
8. Aadhar Card (Xerox)
9. A Non-Judicial paper worth of Rs 100/-.


NOTE: Please bring all the originals which will be returned to you after verification. You are required to sign a 24 years agreement (Which includes 6 months training period). Our company policy is to commence the date of joining either on 1st or 15th of each month (based upon the working day).

Please acknowledge the receipt of this letter and confirm your acceptance within 20 days from the date of this offer letter. As your acceptance of this offer, print this offer letter, sign, date it and email back to us at your earliest convenience with the expected date of joining.

Regards

For VIRCHOW BIOTECH PVT. LTD.


Dr. Murali Tummuru
Managing Director


Principal
St. Pauls College of Pharmacy
Turkayamjal, R.R. Dist-501 510.

APL/HR/ABS/05-21/82595

11-May-2021

FORM 'A'

(See Rule 22 (1) of Sales Promotion Employees (Conditions of Services) Act, 1976 & Rules 1976).

LETTER OF APPOINTMENT
SUBJECT TO MUMBAI JURISDICTION

1. Name of the Establishment : AJANTA PHARMA LTD
2. Address : AJANTA HOUSE, CHARKOP,
KANDIVLI (W) MUMBAI-400067
3. Name of the Employer : AJANTA PHARMA LTD
4. Name and Address of the Sales Promotion Employee : Mr. VEMULA SUHAS
HOUSE NO.13-6-460/36, 4TH FLOOR
MAHESH NAGAR, NEAR PILLAR NO 68
GUDDIMALKAPUR, MEHDIPATNAM
HYDERABAD-500028
TELANGANA
5. With reference to our appointment order no. APL/HR/APP/11-20/82595 dated 25-Nov-2020, we are pleased to absorb you as a **SALES OFFICER - ALMIRON** in Grade .M1 effective from 01-Mar-2021. The detailed terms and conditions of your employment shall be as under:
 - 5.1 Your rate of increment shall be at the discretion of the management depending upon your service including performance.
 - 5.2 Your compensation package will be as per the enclosed Annexure I.
 - 5.3 You will be eligible for the Employee's **PROVIDENT FUND** from the date of your joining and you will be required to contribute @12% of earned basic per month towards the same as per "The Employees" Provident Funds and Miscellaneous Provisions Act, 1952.


Principal

St. Pauls College of Pharmacy
Turkayamjal, R.R. Dist-501 510.

Contd...2



MACLEODS PHARMACEUTICALS LTD.

Corporate Office: 3rd Floor, Atlanta Arcade Church Road, Near Leela Hotel,
Andheri - Kurla Road, Andheri (E), Mumbai - 400059. Tel.: 66762800



Name : VARTYA RAMDAS

Designation: SALES EXECUTIVE

Dept./Location: SALES / HYDERABAD

Date of Joining: 17/03/2021

Authorised Signatory

Date of Birth : 20/06/1997

Blood Group : B+ve

Resi. Address : 13-6-460/36, MAHESH NAGAR COLONY,

GUDDIMALKAPUR, HYDERABAD,

TELANGANA- 500028.

Tel.No. : 8185044002

Pauls College of Pharmacy
Turkayamjal, R.R. Dist-501 510.

Signature of Authorised Representative



03/19/2020

Sravani Mirampalli

Dear Sravani,

We are pleased to extend to you an offer of employment with DXC Technology ("DXC" or "The Company"). This offer letter is in confirmation of the terms and conditions set forth for the position you are being considered for.

This offer of appointment is subject to positive feedback on your reference checks and conditional upon successful background checks (which may include criminal checks, verification of previous employment, education verification, credit check and appropriate identification verification) being conducted either by DXC or an appropriate third party, and the results of such background checks being favorable in DXC's reasonable opinion. If this condition is not satisfied, then this offer of appointment will be void or will become void, on notice by DXC. If the terms & conditions are acceptable to you, kindly send us an acceptance mail at the earliest and confirm your date of joining.

Along with this letter of employment we are also forwarding to you other relevant information for your perusal.

At DXC Technology, we are greatly excited about the challenging and rewarding work environment. You will be an important part of the leading global information technology company and part of a culture that is driven to improve and outperform.

To accept the offer of employment, please E-sign by providing your full name and unique identifier.

We welcome you to join us in this exciting journey.

Thanking You,
Yours Sincerely,

Lokendra Sethi
Lokendra Sethi (Mar 19, 2020)

Lokendra Sethi
Vice President - Human Resources

oprah...
Principal
St. Pauls College of Pharmacy
Turkayamjal, R.R. Dist-501 510.

Sravani M



Date: 19.04.2021

M. Chaitanya Sagar

H.No. 3-63, Kuntloor, Abdullapurmetu, Rangareddy (D), Telangana, 501505.
9533953447
Email Id chaitanyasagar16@gmail.com

Dear **M. Chaitanya Sagar**

With reference to your application and subsequent interview with us, we have pleasure in offering you an appointment on the following terms and conditions with effect from **19.05.2021**

1. **Designation & Place of work** - You will be designated as "**Officer**" "**QA**" and assigned to work on Project with our client **Hetero Labs Limited Jeedimetla, Unit - III,**
2. **Basic Salary** - You will be paid a basic salary of **Rs 9778** /- per month.
3. **House Rent Allowance** - You will be paid HRA of **Rs. 3911** /- per month.
4. **Conveyance Reimbursement** - You will be reimbursed an amount of **Rs. 3911** /- per month
5. **Other Allowance** - You will be entitled to an amount of **Rs. 1956** /- per month other Allowance.
6. You are eligible for **Provident Fund & ESIC** in accordance with the existing statutes and the rules and regulations of the Company.
7. The rules and regulations of the client organization will govern you and you shall abide by it.
8. The firm reserves the right to terminate your services on giving you a notice of Three month or payment in lieu thereof. Similarly, you shall be at liberty to resign from services after giving three-months notice or salary in lieu thereof



CRUX MANAGEMENT SERVICES (P) LTD.

Life Style Building 4 Floor
Pondra Tycoon Kumbharbagh
Bhujumpei Hyderabad 500 016
Phone 040 - 2342 9376
Email mail@cruxmanagement.com
crux_backend@gmail.com


Principal

St. Pauls College of Pharmacy
Turkayamjal, R.R. Dist-501 510.



03/19/2020

Sravani Mirampalli
18-7-623/b, Hanuman nagar

Huppuguda, Hyderabad, 500053
India

Dear Sravani,

Welcome to DXC Technology! We are glad to have you with us and look forward to a long and mutually rewarding association.

We have pleasure in appointing you as Assistant Accounting at DXC Technology India Private Limited of DXC Technology ("DXC" or "The Company"). Your date of appointment is effective from your date of joining, which shall be on or before 03/26/2020. Your job level at DXC is 1.

Your appointment with DXC Technology India Private Limited is on the following terms and conditions.

You are expected to report at Building #4, Mind Space IT Park, Madhapur, Hitech City, Hyderabad, 500081, at 9:00 AM to complete your joining formalities.

Compensation and Benefits

1.0 Salary

Your Fixed Gross Salary will be INR 189,000.00 per annum and Total Gross Salary inclusive of Incentive Compensation (at an indicative payment of 100%) will be INR 198,450.

1.1 Basic Pay

You will be eligible for a Basic Pay which will be INR 103,846.00.

1.2 Provident Fund

You will participate in the Company's Provident Fund Scheme. The Company will contribute monthly an equivalent of 12% of your Basic Salary to the fund. This is inclusive of statutory remittance by the company towards employee pension scheme maintained with the Regional Provident Commission, wherever applicable.

1.3 Gratuity

You will be eligible for payment of Gratuity as per the provisions of the Payment of Gratuity Act, 1972.

1.4 Insurance

Medical Insurance coverage is extended to employee, spouse and up to two children on a family floater basis for INR 500,000. You have an option to top it up by INR 200,000 or INR 400,000 or INR 600,000 or INR 800,000 by paying an additional premium. You can also cover parents/in laws by paying premium in the same floater. Group personal accident insurance (GPAP) coverage is 3 times of Fixed Gross Salary

A handwritten signature in black ink, appearing to read 'S. Mirampalli', is written over a faint, rectangular stamp.



or INR 1,000,000 whichever is higher. Group term life insurance coverage is 2.5 times the Fixed gross salary. The premium payable for these insurance benefits forms a part of your compensation.

ESIC coverage is as per the provisions of the Employee State Insurance Act, 1948

1.5 Flexible Benefits

You will be eligible to receive benefits under the Flexible Benefit Plan of the company and the maximum cost to company in providing such benefits shall not exceed the amount as mentioned in Fixed Gross Salary after allocation to (1) Basic Salary, (2) PF, (3) Bonus Advance, if applicable. A broad guideline applicable to you is attached in Annexure (II) to help you determine the plan.

2.0 Incentives

You will be eligible to participate in one of the Company's discretionary Incentive Compensation Plans based on the job assigned to you. Your annual target Incentive (at a payment of 100%) for the job title upon joining is INR 9,450. This incentive can vary depending on individual, group and company performance, and can be nil if one or more of the said criteria are not met.

Incentive Compensation Plans will be administered as per the provisions of the respective plans, details of which can be asked to be shared after joining. Employees joining on or after 1st Jan until and including 31st March will not be eligible for any payout for the period from date of joining until 31st March in the year of joining.

Probation:

You will be on probation for a period of six months from the date of joining. At the end of the probation Period of six months your performance will be assessed and your employment with the Company will be confirmed subject to your satisfactory performance.

The company reserves the right to extend your said probation period for a further period of three months. During your probation period, your employment may be terminated by either party with one month notice in writing or payment of one month salary in lieu of notice period.

Working Hours

The work timings are at the sole discretion of the Management and would normally consist of a 45 hours work week. These are subject to change as per business requirements. Same numbers of work hours are expected even when you are on an assignment abroad unless communicated otherwise by an entity of the company. The general working hours will be 9:00 am to 6:30 pm., Monday through Friday, with half hour break for lunch. Employees may also be expected to work in shifts based on business requirements.

Annual Earned Leave:

You are entitled to 15 days leave of absence on full pay per year and un-availed leaves are accumulative as per current Company policy. Other terms and conditions will be applicable to you as per the prevailing Leave Policy.

Paid Casual Leave:

The entitlement is for 12 days in a year. Other terms and conditions will be applicable to you as per the prevailing Leave Policy.

Holidays:

The Company observes 12 holidays in a year which may consist of fixed days of holidays and flexible ones and may be availed as per policy in force.

A handwritten signature in black ink, appearing to read 'R. Maswani', is written over a horizontal line.

**Transferability:**

During your employment with the Company, your services can be transferred to any of the locations in India or abroad or any function or department or platform or technology within company offices or client locations or any associate or subsidiary company of the Company whether existing or to be set up in future on the same terms and conditions at the sole discretion of the Management. The benefits linked to such transfers will be governed by the respective Company policy in force from time to time.

Non-Disclosure:

Due to the proprietary nature of our products and services, all employees are expected to maintain the highest level of confidentiality and will be required to sign an agreement not to disclose any information with respect to the Company. Your salary details are confidential; failure to maintain confidentiality will invite disciplinary action and may even result in termination of your services as per the policy of the Company.

Business Code of Conduct and Ethics:

All employees are expected to maintain the highest level of ethical conduct and are required to sign our Code of Ethical Business Conduct / Conflict of Interest certificate. Any instance of improper conduct including but not limited to misconduct, gross negligence or abandonment of the position to which you have been appointed shall constitute sufficient grounds for immediate termination of your services without any notice or payment in lieu of.

Information Security:

All employees are expected to maintain the confidentiality and integrity of the information assets and comply with the Information Security Policies. Employees are expected to maintain confidentiality of information residing in mobile computing devices such as portable laptops, notebooks, palmtops, other transportable computers and storage media. Employees are responsible for maintaining information security outside the premises of organization and outside the normal working hours.

Notice for Termination:

The written notice required for termination of employment by either party will be in accordance with the following:

1. 2 months for Level 1 to 6
2. 3 months for Level 7 and above

For clarity purposes, please note that your notice period will be dependent on your Level at the time of your separation with the Company irrespective of the reason for separation. You would be required to serve the stipulated notice period and early release would be at the sole discretion of the Management. In case you leave your employment without giving requisite notice, no relieving letter will be issued and settlement of dues will be at the sole discretion of the Management. However, under the Company's disciplinary procedure your services can be terminated without any notice period.

Service Agreement:

Post your joining, should you accept any specialized training whether in India or abroad, you will be required to commit to serve the Company for a minimum period of 12 months as per the Company policy. You will be required to enter into a Service Agreement, as per the Company's policy on Training, supported with a Guarantee in the form and manner decided by the Company. You are under no obligation to accept any training requiring a commitment to serve the Company on your part. However, once accepted by you, it will be a binding contract.

Retirement Age:

All employees on rolls of the Company will retire from the services of the company on reaching the age of

A handwritten signature in black ink, appearing to read 'Rajendra K. Sharma', is written over a light blue rectangular stamp.

Non-Smoking Policy:

Smoking is prohibited in the office premises other than the specifically assigned zones, if any.

Joining Requirements:

You are required to contact the HR department on the date you report for work and submit to them a copy of the following documents for joining:

- Relieving letter(s) / Acceptance of resignation from all your previous organizations
- Experience letter(s) from all your previous organizations
- Photocopies of all educational certificates (Class X onwards)
- Mark sheets / Consolidated mark sheets of all educational qualifications (Class X onwards)
- Three recent passport size photographs
- All relevant pages of your Aadhaar card, Passport, Driving License and PAN card
- Last month Pay-slip of your last organization / Form 16 of the last financial year / Last month bank statement depicting salary credit from your last organization

Please bring originals of all documents which will be returned to you after verification except service agreement which will be retained by the Company (if applicable).

This offer/appointment is subject to the condition that you indemnify and also certify that all the information (like educational qualifications, work experience, past salary drawn and all other information) supplied by you to the Company to get an employment with the Company, is accurate and nothing has been given untrue. If it is later found that you had supplied inaccurate/untrue/false information, then the Company reserves the right to terminate your services without any notice and seek appropriate damages or reimbursement of financial expenses incurred towards your training, relocation, any other allowances, etc. This is without prejudice to any other rights which the Company may have against you.

The Company reserves the right to change the terms and conditions of your employment and its policies and procedures at any time.

Please sign a duplicate copy of this letter confirming your acceptance of the above terms and conditions of appointment and return it to us for office records.

We are excited about your decision to join the company and wish you a long successful career with the Company.

Annexure II**Flexible Benefits Plan Guidelines**

Upon joining, subject to total salary entitlement, employee has the option to re-structure the flexi salary by selecting from a pool of allowances given below.

House Rent Allowance

0 - 50% of annual basic salary. To be supported by at least one receipt per quarter (as proof of rent paid) from the landlord.

LTA

Can be claimed for Income Tax benefit twice in a block of 4 yrs as declared by IT Ministry. Maximum amount of Rs 2,00,000 per annum can be allocated.

Meal Coupon

Maximum of Rs 26,400 per annum. The entire amount becomes tax free.



**Transport Allowance**

Maybe used to opt for Company Car Lease if in levels Professional 1 and above. If car not availed, tax exemption as per conveyance allowance limits in tax rules are provided.

Fuel, Maintenance & Chauffeur Allowance may be claimed from Transport Allowance for both company car and self-owned car subjects to limits defined in the policy.

Telephone / Broadband Reimbursement

Telephone and broadband expenses reimbursement can be opted from within kitty from flexible benefits as per policy.

Thanking You,
Yours Sincerely,

Lokendra Sethi
Lokendra Sethi (Mar 19, 2020)

Lokendra Sethi

Vice President - Human Resources

I accept the above referred Pay and Benefits and the general terms and conditions of employment

sravani mirampalli
sravani mirampalli (Mar 19, 2020)

Sravani Mirampalli

Mar 19, 2020

Candidate Physical Signature (to be completed first day of work):

I accept the above referred Pay and Benefits and the general terms and conditions of employment

First Name Middle Name Last Name



Date

Place

Annexure III

Dear Sravani Mirampalli,

Please note that you must submit a copy of your Permanent Account Number (PAN) card on your date of joining at company. By acknowledging this document, you undertake that you shall be solely responsible for any consequences arising due to non submission of your PAN copy and company shall not be responsible for the same, in any manner whatsoever.

Date: Mar 19, 2020

Sravani Mirampalli
Sravani Mirampalli (Mar 19, 2020)

Sravani Mirampalli

FOR Company

Lokendra Sethi
Lokendra Sethi (Mar 19, 2020)

Lokendra Sethi

Vice President - Human Resources

FOR Employee

Name : Sravani Mirampalli

Sravani M



sravani mirampalli
sravani mirampalli (Mar 19, 2020)

Date : Mar 19, 2020

Sravani M

4:01



Offer Letter | Optum Global Solutions (India) Pvt. Ltd.



Inbox

**Talent Acquisition (D...** 11/17/2021

to me, madhavi_sangem ▾

Dear Tanuja,

Congratulations on receiving this offer of employment from Optum, a UnitedHealth Group Company!

Attached is your offer of employment with details about your offer, as well as next steps in the pre-employment process.

We seek to constantly reinforce our team with talented people committed to making healthcare work better than ever. That's why we appreciate the opportunity to be introduced to people who can empower the future of Optum. We're excited to provide you with an opportunity to do your life's best work.

Should you have any questions or concerns, please contact your recruiter, Madhavi Sangem, at 040-39685742.

Sincerely,
Talent Acquisition Team, OGS India

Pauls College of Pharmar
urkayamjal, R.R. Dist-501 510.