

AT&amp;S/HR/MT/2019

November 18, 2019

Mr. Bharath K P  
S/o K S K Prasad  
#51, Siddalingeshwara Nilaya  
Basavanagudi block - 2<sup>nd</sup> stage  
Teachers Colony  
Nanjangud

Dear Mr. Bharath K P

Sub: Offer Letter - "Management Trainee - Quality"

With reference to your application and the subsequent interview you had with us, we are pleased to engage you as "Management Trainee - Quality" in our Company effective from 21st November 2019.

1. You will be on training with us for a period of **One Year**. Subject to satisfactory progress of your training, attendance and good conduct, your training will be reviewed after One Year. During the training period, you will be paid a Stipend of **Rs. 15,000/- pm** (Fifteen Thousand Rupees Only). You will not be entitled to any other payments, allowances, benefits or privileges whatsoever except transportation and food.
2. Your initial place of training will be at Nanjangud. However, your place of training will be liable to be changed from one place to another and or from one department/unit to another or any other subsidiary or associate Company either existing or to be set up in future any where in India or send you on deputation or to assign your services to any other Company purely at the discretion of the Company. On such transfer, you will be governed by the Rules and Regulations and other working/service conditions as applicable at the place of posting.
3. You shall, during your Training with us, devote your whole time and attention to the training with all due diligence and with the intention of learning the trade to the highest possible standards. During the Training period, if you conceive any or advanced method of improving process/formula/systems in relation to the business or trade of the Company, such development will be fully communicated to the Company and will be the sole property of the Company.

Bharath K P

You will not pass on to any one in writing or by word of mouth or otherwise, particulars or details of work, process, technical know-how, research carried out, security arrangement, administrative and/or Company matters of confidential or secret nature which you may come across during your Training period or become known to you by virtue of your undergoing Training in the Company or otherwise.

4. You will be governed by the **disciplinary procedure of white-collar employees**, Global code of conduct & business ethics, rules & Regulations of the Company as may be in force from time to time.
5. This offer is made on the basis of the particulars submitted by you. You shall inform the Company in writing of any changes in such particulars, promptly and in any case within three days of such change. If at any time it emerges that such particulars were false, incorrect or that any material or relevant information has been suppressed or concealed or exaggerated, this offer and any appointment pursuant hereto will be considered ineffective and irregular and will be liable to be terminated by the Company without notice or stipend in lieu of notice, without prejudice to the right of the company to take disciplinary action against you.
6. You shall attend training in any shift as and when assigned to you from time to time by the Company.
7. Your Training will be liable to be terminated by giving one month's notice on either side or one month's stipend in lieu of such notice except for dismissal, discharge or termination for misconduct, when you will not be entitled to any such notice or stipend in lieu of notice.
8. Your employment as **Management Trainee** is subject to verification of the particulars given by you on your Candidate Information Form. In case any particulars mentioned by you in the application/documents for appointment are found false or incorrect, your training period shall be terminated without any notice.



Bhazath K.P.

9. Please note that your employment as a Management Trainee with us is subject to you being medically fit. The pre-employment medical test will be conducted before you report for training.
10. You will not be considered or deemed to be an employee of the Company on any account for whatsoever the purpose may be on completion of your Training. It is neither mandatory nor obligatory on the part of the company to offer you employment of permanent or temporary nature on or after completion of training.

However, on completion of your training successfully, depending upon your performance the company may either extend your training for a specific period in writing or offer you a suitable employment subject to the availability of such vacancy.

We wish you a very successful and useful learning during your Training Period.

**For AT&S India Pvt. Ltd.**



**Sunil Banwari**  
Managing Director & COO



**Nandakishore**  
Head - HR

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I have read and understood the above terms and conditions and accept your offer for training on the said terms and conditions.

Signature: *Bhaskar K.P.*

Name: *Bhaskar K.P.*

Place: *Nanjangud.*

Date: *19-11-2019.*

**16/Dec/2019**

**Greeshma Gururaj Bhat**

Devi Nilaya,  
Savangeri Yellapur,  
Uttara Kannada,  
Karnataka - 581359

Dear **Greeshma**,

We are pleased to offer you the position of **Associate – Clinical Operations** to be based at **Mysore**.

We shall issue the detailed letter of appointment after your joining duty. You are requested to join us on or before **18/Dec/2019**.

Your total annual CTC will be **Rs. 3,31,600** /-.

In the initial recruitment process, you were advised that this position is considered "critical" and, therefore, your appointment is contingent upon successful completion of a background check. We reserve the right to end our employment agreement with you should the results of your background investigation not be successful without any notice period or payment in lieu thereof.

While employed by ELS, you will not engage in any other employment, full or part-time, honorary or remuneratory or seek membership of any local public body(ies) without prior written approval of the company, if found otherwise will lead to strict disciplinary action.

At the time of your joining, kindly submit the following documents: -

1. 4 passport size photos
2. Photocopies of your education certificates
3. Date of birth proof
4. Experience certificates
5. Last salary slip
6. Acceptance of Resignation or relieving letter from previous employer
7. Aadhar Card
8. Pan Card
9. Passport

We welcome you to Excel Life Sciences and wish you a long and mutually beneficial association with us.

Yours faithfully,

**For Excel Life Sciences Pvt. Ltd.**

  
Preeti Sharma  
Manager – HR & Talent Management

**Annexure**

**Name : Greeshma Gururaj Bhat**  
**Designation : Associate – Clinical Operations**

<b>1</b>	<b>Salary Components</b>	<b>Per Month (INR)</b>	<b>Per Annum (INR)</b>
	Basic	10,333	1,24,000
	HRA	5,167	62,000
	Statutory Bonus	2,000	24,000
	Special Allowance	8,333	1,00,000
	<b>Annual Guaranteed Pay</b>	<b>25,833</b>	<b>3,10,000</b>
<b>2</b>	<b>Retiral Benefits</b>	<b>Per Month (INR)</b>	<b>Per Annum (INR)</b>
	Provident Fund	1,800	21,600
	<b>CTC (1+2)</b>		<b>3,31,600</b>

**Mediclaim**

You are entitled for group mediclaim benefit (Group Medical Coverage & Group Personal Accident) of Rs 3,00,000 which covers (Self, Spouse and two dependent children).

**Note:**

- As per Employee Provident Fund Scheme Act 1952 both the employees and employer contribute to the fund at the rate of 12%
- Both the contribution will go to the separate account opened with EPFO in employee favor
- Gratuity – Payment of Gratuity would be as per the criteria set out in the Payment of Gratuity act.
- Your salary is strictly confidential and you are expected to maintain the confidentiality. Any breach of the confidentiality agreement will be viewed with utmost seriousness

Yours faithfully,

**For Excel Life Sciences Pvt. Ltd.**

Preeti Sharma  
Manager – HR & Talent Management

PT

**Ref: BIO/HR/PCD/OL-1139/2019-20**

**Date: 27<sup>th</sup> January 2020**

**SUB: OFFER OF TRAINING AND EMPLOYMENT**

**Dear Sachin,**

This is with reference to your application and subsequent interview you had with us, we are pleased to offer you the following position in Bionees India Private Limited on the following terms & conditions.

**Position: Trainee**

**Department: Toxicology**

**Location: Devarahosahalli-Bangalore Rural.**

1. You will undergo training at company expenses for a period of **6 months** from the date of joining. Along with expenses, you will be paid a consolidated all-inclusive stipend of **Rs. 10,000 per month**. Based on your performance and competency evaluation during the training period, you will be confirmed for employment in the company after training period.
2. During the training period, if your performance doesn't meet the expectations your training period may extend by another term or may be terminated by giving one-month notice or one-month gross salary in lieu thereof. In case during training period if trainee wants to quit the job he/she should give the amount of expenses spent during the training period inclusive of stipend from the date of joining.
3. Upon the confirmation, your salary may be revised after the training period with all statutory requirements like basic, DA, PF, HRA, medical allowance, special allowance, etc.
4. The appointment is effective from the date of your joining and we request you to join on or before **1<sup>st</sup> February 2020**.
5. Since you have been trained at company expenses for 6 months or one year, you are required to be in employment for a minimum period of 2 years from the date of your confirmation. If in case of any voluntary resignation within a span of 2 years from the date of completion of training he/she should give three-month notice or three-month gross salary including the amount of

**BIONEEDS INDIA PRIVATE LIMITED (CIN: U01409KA2007PTC042282)**

**Reg. Off. & Facility:** Devarahosahalli, Sompura Hobali, Nelamangala Taluk, Bangalore Rural District. Karnataka,  
Mob: 09844457677 Phone: 0816-2214400 Fax: 0816-2214444 E-mail: [bionees@bionees.in](mailto:bionees@bionees.in)

**Executive Office:** Plot #3, Peenya Industrial Area, 1<sup>st</sup> Main Road, 1<sup>st</sup> Stage, Bangalore – 560058 INDIA

expenses spent during the training period in lieu thereof. If an employee willing to go for any higher education or marriage or maternity etc., this 2 years tenure may not be applicable.

6. During the training period no leaves are applicable, after completion of training period you are eligible for 30 leaves on prorated basis. In an emergency case during the training period leave will be granted on loss of pay.

Please confirm your acceptance of our offer by signing a copy of this letter and advice the date by which you will join our organization. The terms of this offer are strictly confidential between you and the company. Also, you are expected to maintain strict norms of confidentiality of the data, information etc., of the company, which will be covered by a separate confidentiality agreement.

You are expected to confirm acceptance of this offer in writing within seven days from the date of offer, or this offer will be deemed to have been withdrawn and consequently you will not have any further claim for employment with us.

We take pleasure in welcoming you to our organization and are confident that your period of association with us will be long, pleasant and mutual benefit.

Yours truly

For **Bioneeds India Private Limited**



27/01/2020

**Dr. S.N. Vinaya Babu**  
**Managing Director**

#### Acknowledgement

I have read and understood the above terms and conditions and am happy to accept the offer on the said terms and conditions.

**Signature:**

**Date:**

**BIONEEDS INDIA PRIVATE LIMITED (CIN: U01409KA2007PTC042282)**

**Reg. Off. & Facility:** Devarahosahalli, Sompura Hobali, Nelamangala Taluk, Bangalore Rural District. Karnataka,  
Mob: 09844457677 Phone: 0816-2214400 Fax: 0816-2214444 Email: [bioneeds@bioneeds.in](mailto:bioneeds@bioneeds.in)  
**Executive Office:** Plot #3, Peenya Industrial Area, 1<sup>st</sup> Main Road, 1<sup>st</sup> Stage, Bangalore – 560058 INDIA

## OFFER OF APPOINTMENT

**Mr. Sharath K P**

#51, Sidda Lingeshwara Nilaya  
Teachers Colony, Basavanagudi Block  
2<sup>nd</sup> Stage, Hullahalli Road  
Nanjangud Taluk- 571301

Dear **Sharath**,

With reference to your application and subsequent interview you had with us, we are pleased to offer you the position of "**Jr. Executive– Manufacturing**" and your remuneration package details are as per the Annexure -I.

A formal appointment letter with all the terms and conditions will be issued to you at the time of joining.

At the time of reporting to duty, you are requested to bring the following:

- Four passport size photographs with **white background**
- Medical fitness certificate as per enclosure.
- Originals certificates & testimonials for verification.
- Relieving letter from your previous employer.
- Photo id proof (Election card / driving license) for A/c opening purpose.
- Two Passport size photos of your family (Spouse & 2 children) for Medical Insurance
- **Copy of PAN card and Aadhar card is compulsory.**

You are requested to inform us about your acceptance and your date of joining which should be as early as possible as but not later than **02 August 2021**.

This offer for acceptance is valid for 03 days from the date of this letter, unless specifically modified.

As a token of acceptance of this offer please sign on the duplicate copy of this letter and return it to us.

For **KEMWELL BIOPHARMA PVT LTD.**

*for Ananya*

**Anita Borulkar**  
**Vice President – Human Resources**

I have read and understood the above terms and conditions and accept the same. I will be reporting to duty on .....

**Sharath K P**



## ANNEXURE-I

**KEMWELL**

**Name:** Mr.Sharath K P  
**Designation:** Jr.Executive  
**Department:** Manufacturing  
**Unit:** BPU  
**Level:** E

<b>Salary Components</b>	<b>Monthly</b>	<b>Yearly</b>
Basic + DA	15,270	1,83,240
House Rent Allowance	6,108	73,296
Special Pay	1,200	14,400
<b>Monthly Gross</b>	<b>22,578</b>	<b>2,70,936</b>
<b>Bonus</b>	3,054	36,648
PF	1,832	21,984
<b>Fixed CTC</b>	<b>27,464</b>	<b>3,29,568</b>
<b>Additional benefits</b>		
Medical Insurance	993	11916
Gratuity	734	8,808
<b>Total Additional Benefits</b>	<b>1,727</b>	<b>20,724</b>
<b>Total Compensation (Including benefits)</b>	<b>29,191</b>	<b>3,50,292</b>

Note:

- 1.Gratitude - Applicable as per The Gratuity Act 1972.
- 2.The current salary structure is subject to modification to align with applicable income tax and labour laws from time to time.
- 3.Bonus will be paid on quarterly basis

**For Kemwell Biopharma Pvt. Ltd.,**

*for Shriya*

**Anita Borulkar**  
**Vice President - Human Resources**

Ref: ML/2023

November 06, 2023

Mr. Shreedhar G S  
#1, Gubbagodu Village  
Sasaravalli Post, Sagar Taluk  
Shivamogga District  
Karnataka – 577401  
Contact No: 7019437240

Dear Shreedhar,

**SUB: OFFER OF APPOINTMENT**

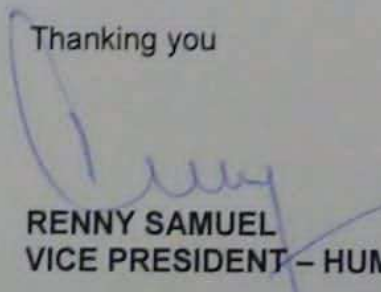
With reference to your application and the subsequent interview you had with us, we are pleased to appoint you as "EXECUTIVE – QUALITY CONTROL in the Grade of Executive – I" in our Organization subject to your being found medically fit. You will be paid a Gross Salary as per annexure enclosed.

You are requested to join our services on or before **November 15, 2023**. Please come to the following address for medical checkup one day before joining the duty along with three passport size photographs.

Medreich House  
No. 12/8,  
Saraswathi Ammal Street,  
Maruti Seva Nagar,  
Bangalore – 560 033

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

Thanking you



**RENNY SAMUEL**  
VICE PRESIDENT – HUMAN RESOURCES

**Medreich Limited**

Regd. Off.: Medreich House, No. 12/8, Saraswathi Ammal Street, Maruthi Sevanagar, Bangalore - 560 033, INDIA.  
Phone: ++91 80 4048 7100 Fax: ++91 80 2547 4741

Factory: Survey No. 4/3, Avalahalli, Arjanapura Post, Bangalore - 560 062, INDIA



28 June 2023

## OFFER OF APPOINTMENT

**Mr. Anurag C N**

Chikkabagilu,

B G Pura Hobli, Malavalli (T)

Mandya - 571463

Dear Anurag,

With reference to your application and subsequent interview you had with us, we are pleased to offer you the position of "**Executive – Quality Control**" and your remuneration package details are as per the Annexure -I.

A formal appointment letter with all the terms and conditions will be issued to you at the time of joining.

At the time of reporting to duty, you are requested to bring the following:

- Four passport size photographs with **white background**
- Medical fitness certificate as per enclosure.
- Originals certificates & testimonials for verification.
- Relieving letter from your previous employer.
- Photo id proof (Election card / driving license) for A/c opening purpose.
- Two Passport size photos of your family (Spouse & 2 children) for Medical Insurance
- **Copy of PAN card and Aadhar card is compulsory.**

You are requested to inform us about your acceptance and your date of joining which should be as early as possible as but not later than **20 September 2023**.

This offer for acceptance is valid for 03 days from the date of this letter, unless specifically modified.

As a token of acceptance of this offer please sign on the duplicate copy of this letter and return it to us.

For **KEMWELL BIOPHARMA PVT LTD.**



**Anita Borulkar**

**Vice President – Human Resources**

I have read and understood the above terms and conditions and accept the same. I will be reporting to duty on .....

**Anurag C N**

## ANNEXURE-I

**Name:** Mr. Anurag C N  
**Designation:** Executive  
**Department:** Quality Control  
**Unit:** BPU  
**Level:** E

Salary Components	Monthly	Yearly
Basic	24,500	2,94,000
House Rent Allowance	9,800	1,17,600
Special Pay	6,690	80,280
Exgratia	4,900	58,800
<b>Monthly Gross</b>	<b>45,890</b>	<b>5,50,680</b>
PF Employer	2,940	35,280
<b>Fixed CTC</b>	<b>48,830</b>	<b>5,85,960</b>
<b>Additional benefits</b>		
Gratuity	1,178	14,136
<b>Total Additional Benefits</b>	<b>1,178</b>	<b>14,136</b>
<b>Total Compensation (Including benefits)</b>	<b>50,008</b>	<b>6,00,096</b>

**Note:**

1. Gratuity - Applicable as per The Gratuity Act 1972.
2. You will be eligible for Mediclaim insurance of Rs.2,00,000/-
3. You will be covered under Group Personal Accident policy of 2 Lakhs and Group Term Insurance of 10 Lakhs
4. The current salary structure is subject to modification to align with applicable income tax and labour laws from time to time.

**For Kemwell Biopharma Pvt. Ltd.,**

**Anita Borulkar**  
**Vice President - Human Resources**