

Ref: LBPL/HR/APP/22-23/118
Date: 01.02.2023
Emp Code: 671

To,
Ms. Abhjina Vijay Shetty
Shri Nagar , 3rd cross Ron
Gadag Ron Karnataka – 582209.

Sub: Appointment Letter

Dear Abhjina,

With reference to your application and the subsequent interview you had with us, we are pleased to offer you the position of "Scientific Trainee – R&D" on the following terms.

1. Your date of joining with Laurus Bio Pvt. Ltd. (Formerly known as Richcore Lifesciences Pvt. Ltd.) on 01st February 2023.
2. You will be currently based at **Bangalore** subject to relocation based on needs of the company.
3. Your annual CTC would be **Rs. 3,50,000**. CTC break up has been enclosed.
4. You will be on training for the period of 3 months from the date of joining.
5. If found necessary your trainee/ probation period may be extended at the discretion of the management or may be dispensed with earlier. Unless confirmed in writing you will be deemed as probationer even after the expiry of the probation period.
6. You shall execute Service Contract & NDA (Non-Disclosure Agreement) as per the rules of the company, which will be made available to you on joining.
7. You will have the responsibility for efficient, satisfactory and economical operation in the area of responsibility that may be assigned to you from time to time.
8. You are required to sign the duplicate copy of this letter in acceptance of this offer of appointment on the terms and conditions set out hereinabove.

Looking forward to your long and fruitful association with the company.

With Regards,
For Laurus Bio Pvt. Ltd.



Group Manager - HR



I have read and understood the content of the letter of appointment and the terms and conditions mentioned therein. I accept the appointment and the conditions mentioned above.

Ms. Abhjina Vijay Shetty



April 26, 2023

Chaithra B G
Bachahally V Chamarajanagar Dt
Gundlupet Karnataka
571111

Dear Chaithra,

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

EMPLOYMENT

We are pleased to extend this offer to you basis the selection process administered. Your effective date of joining shall be no later than **April 27, 2023**. Your employment with the Company shall be subject to the timely submission of the following listed mandatory documents for background verification purposes, to be submitted prior to or latest by your Start Date. Successful pre and/or post-employment background checks, accuracy of the testimonials and information provided by you and your being free from any contractual restrictions preventing you from accepting this offer or starting work with us on the above-mentioned date, are required for your employment with the Company:

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

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

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

PROBATION

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

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

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

PLACE OF POSTING

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

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

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

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

PERFORMANCE OF DUTIES

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

COMPENSATION

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

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

REWARDING RESULTS PLAN

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

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

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

TERMINATION OF EMPLOYMENT

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

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

employment is terminated in accordance with condition 7.6 of the Appendix 3 to this letter of appointment.

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

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

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

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

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

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

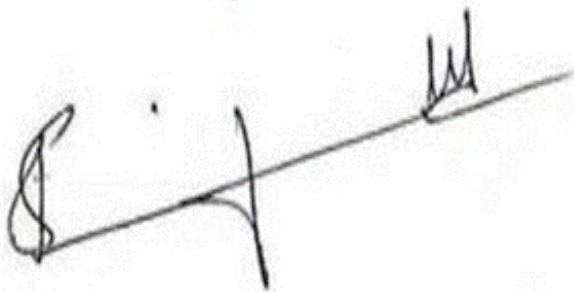
Congratulations and welcome to **XLHealth Corporation India Pvt. Ltd.** On your first day of employment, please report to our office located at **Bangalore** at 8.30 AM along with the documents as mentioned in the Appendix '2'. Should there be a change in your start date, it is mandatory that the same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

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

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

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

For XLHealth Corporation India Private Limited



Shivaprasad Mundakana
Director-People Team

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

ACKNOWLEDGEMENT:

Chaithra B G

Date: _____

Appendix 1

Employees shall be entitled to health, personal accident and life insurance benefits as per the Company's policy (over and above CTC)

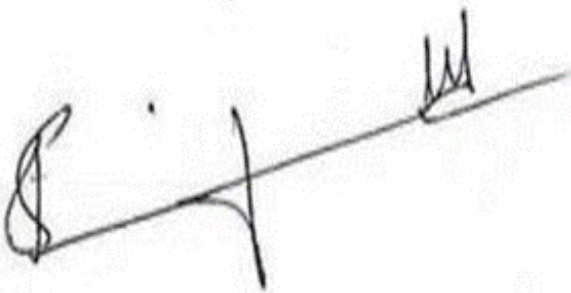
- i. Gratuity shall be paid as per the Gratuity Act (over and above CTC)
- ii. Employees shall be eligible for provident fund as per the Employees Provident Fund and Miscellaneous Provisions Act, 1952
- iii. Employees shall be eligible for Employees State Insurance as per the Employees State Insurance Act, 1948
- iv. No payment under the Rewarding Results Plan/ bonus is guaranteed, and is subject to attainment of corporate and business unit's financial performance thresholds as well as individual performance ratings attained for the year as per the Company discretion.
- v. Take home salary shall be net of provident fund & income tax deductions depending on your savings under various schemes. Also, the monthly take home shall be impacted depending on the reimbursements claims every month.
- vi. Leave travel allowance (LTA) shall be payable once in a year as governed by the internal policy of the Company.

Appendix 2

Please come prepared with the following required documents (photocopies & originals) on your first day of joining:

- Highest Degree Certificate OR Highest Qualification Marksheet
- PAN CARD - In case you do not have PAN CARD, please apply for a PAN CARD and submit a copy of 'Acknowledgement of PAN CARD Application'
- Date of Birth Proof - Class Xth Certificate
- 6 passport size photographs
- Relieving letter / Experience letter for your immediate last employment – In case the relieving letter has not been issued as yet, kindly carry a copy of your resignation acceptance
- Copy of UAN CARD or FORM 11 (downloaded from EPFO portal) – This is applicable for the employees with prior work experience, if UAN has been issued by the previous employer
- Copy of AADHAAR CARD - In case you do not have AADHAAR, please apply for AADHAAR and submit a copy of 'Acknowledgement of AADHAAR Application'
- Cancelled Cheque Leaf if monthly fixed salary is INR 21000 or less.

Your employment with the Company shall be subject to submission of the above documents and required joining forms within 45 (forty five) days of your joining. The Company reserves the right to terminate your employment, in the event the above documents and forms are not submitted within the time stated above.

A handwritten signature in black ink, appearing to be 'S. H. W.', written over a horizontal line. The signature is stylized and somewhat cursive.

Appendix 3

STANDARD TERMS AND CONDITIONS OF EMPLOYMENT

This appendix containing the Standard Terms and Conditions of employment is attached to the letter of appointment and shall be deemed to be an integral part thereof. Your employment is conditional upon your acceptance of the standard terms and conditions detailed herein.

1. CONFIDENTIALITY

1.1 The term "Confidential Information" shall include all information, whether written or oral, that is not known by, or not generally available to, the public/outside at large and that concerns the business, activities, financial affairs, trade secrets, technology of the Company or otherwise relates to the Company, in any manner whatsoever, its employees, its customers, their clients, suppliers and other businesses or entities, with whom the Company does business, which may come to your knowledge or possession during the tenure of your employment with the Company. You shall hold such Confidential Information in trust and confidence and not disclose or divulge such Confidential Information to any other person or entity or use any such Confidential Information for your own benefit or benefit of any other party, unless so authorized by the Company or required to be so disclosed or divulged in the course of the proper execution of your duties. You agree to sign the 'Confidentiality Agreement' in this regard, the terms of which shall form an inalienable part of this letter of appointment.

1.2 You undertake not to make copies or duplicates of any tangible Confidential Information or other sensitive property or materials of the Company, including but not limited to keys, access cards, diskettes, programs, photographs or such other proprietary information relating to the Company's business.

1.3 You shall keep strictly confidential, details of your salary and the employment benefits provided to you within and outside the Company.

1.4 You agree and confirm that the terms and conditions of this Section 1 shall survive the termination or discontinuation of your Services with the Company.

2. NON-SOLICITATION

You shall not, during the term of your employment and for a period of twelve (12) months immediately following any termination of such employment (regardless of whether such termination is voluntary or involuntary), directly or indirectly, individually or on behalf of any other person, firm, corporation or other entity, (a) interfere with the Company's continuing relationships with its other employees, (b) disparage the Company with such other employees, (c) attempt to induce such other employees to leave their employment with the Company, (d) interfere with the Company's continuing relationships with its suppliers or customers, (e) disparage the Company with suppliers or customers, (f) sell, attempt to sell or solicit the sale of products competitive with those of the Company to the Company's customers, or (g) take any action to discourage or divert any suppliers or customers from doing business with the Company.

3. NON-COMPETITION

(3.1) You agree that some restrictions on your activities during and after your employment are necessary to protect the goodwill and other legitimate interests of the Company. During your employment you agree not to engage yourself for any outside business competitive with the Company. During the employment and for a period of 1 (one) year after your employment terminates/expires (the "Restriction Period") with the Company, you undertake not to compete, directly or indirectly, with the Company in the Territory described below, whether as an employee, consultant, agent, partner, owner, investor, or otherwise. Specifically, but without limiting the foregoing, you agree not to engage in any manner in any activity that is directly or indirectly competitive or potentially competitive with the business of the Company as conducted or under consideration at any time during your employment. For purposes of this provision, the business of the Company shall include all services & products offered by the Company in any manner or under development, and your undertaking shall encompass all items, products, and services that may be used in substitution for the products. You acknowledge that the Company's business is global in scope and therefore the "Territory" referred to above shall include the entire world.

(3.2) Notification Requirement. Until 6 (six) months after the period set forth in section 3.1 (a), you undertake to notify the Company in 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 letters 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, register 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, **One Month's** 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 of the Appendix 3 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.

7.5 The Company reserves the right during any period of notice to exclude you from the premises of the Company, or to require you to carry out specified duties at premises other than those referred to in section 3 of the letter of appointment, or to carry out no duties, and to instruct you not to communicate with clients, employees, agents or representatives of the Company until your employment has been terminated, provided that you shall continue to be paid and to enjoy normal contractual benefits during any such period, except in the case of suspension. You shall not be entitled to engage in any other employment, work or business

during this notice period.

7.6 In addition to all the rights of the Company provided for in this agreement or in any other policies/regulations of the Company or under law, the Company may terminate your employment forthwith in any of the following circumstances:

- (i) Breach by you of any of the terms of this letter of appointment;
- (ii) Breach of any clauses of the Company's regulations/policies as referenced in section 6 hereinabove;
- (iii) Unauthorized absence beyond a period of seven consecutive days;
- (iv) Inability to perform your duties beyond a period of thirty (30) days, whether on medical grounds or on any other grounds;
- (v) Physical or mental incapacitation to perform your duties;
- (vi) Any misrepresentation by you to the Company, whether made orally or in writing and whether expressly or by conduct, and whether at the time of appointment or prior or subsequent thereto;
- (vii) Commission of any act detrimental to the interests of the Company;
- (viii) Commission of any act of moral turpitude;
- (ix) Misconduct;
- (x) Commission of an act of insolvency;
- (xi) Conviction in any court of law for the commission of any crime; or
- (xii) Your performance is continuously measured as below expectation.

Notwithstanding anything contained in section 7.1, the Company reserves the right to terminate your employment without giving any notice period or pay in lieu thereof if you are in breach of the sub-clauses of clause 7.6 hereinabove.

8. REPRESENTATION

You represent and warrant that you are not bound by or subject to any court order, agreement, arrangement or undertaking (including but without limitation any non-competition or non-solicitation undertakings) or any other disability of any nature which may in any way restrict or prohibit you from entering into this letter of appointment or from performing your duties and providing services under this agreement of employment on the terms and condition contained herein.

9. INTERPRETATION-

If any of the provisions of this letter of employment shall, for any reason, be held to be invalid, illegal or unenforceable in any respect, such invalidity, illegality or un-enforceability shall not affect any other provisions of this letter of appointment, and this letter of appointment shall be construed as if such invalid, illegal or unenforceable provision has never been contained in this letter of employment. If, moreover, any one or more of the provisions contained in this letter of appointment shall for any reason be held to be excessively broad as to duration, activity or subject, it shall be construed by limiting and reducing it, so as to be enforceable to the extent compatible with the applicable law as it shall the appear.

10. DISPUTES

All disputes or differences whatsoever arising between the Company and you out of or relating to the construction, meaning and operation or effect of this letter of appointment or the breach thereof shall be settled by a Senior Officer of the Company and the decision made in pursuance thereof shall be binding on you and the Company. The Arbitration shall be subject to and in accordance with the Arbitration and Conciliation Act, 1996. The venue of the arbitration shall be Gurgaon.

11. WAIVER OF BREACH

Any waiver by the Company of a breach of any provision of this letter of appointment shall not operate or be construed as a waiver of any subsequent breach.

12. Employee Personal Information

12.1. The Company understands that privacy of information is important to you. The Company does not sell or otherwise share personally identifiable information except as provided below.

12.2. You consent to the processing and use of your Personal Data held by the Company for legal, personnel, administrative and/or management purposes. You further consent to the transfer of your Personal Data to other members of the UnitedHealth Group and to other third parties including those who provide products or services to the Company (such as benefit providers, 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.

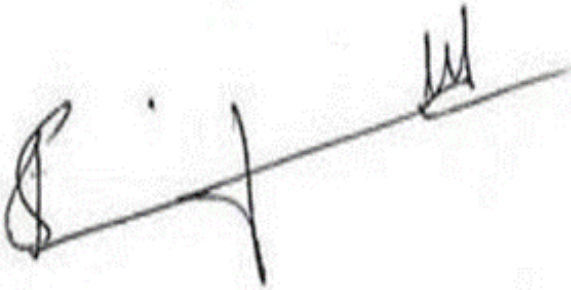
12.3. You further consent to your Personal Data being stored on a central database in the USA or wherever it may be located in the future, which is accessible by persons from the UnitedHealth Group and other third parties mentioned above in a number of different countries or territories, including countries 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 black ink, appearing to be 'S. J. W.', is written over a horizontal line. The signature is stylized and somewhat cursive.

Read Over and Acknowledged

I have personally read the contents of this letter of appointment carefully and fully understood every word of it and its meaning and have accepted the obligations which it imposes upon me without reservation. I have signed these terms and conditions contained herein voluntarily and have provided my express consent accordingly.

Candidate Full Name:

Date:

5th June 2023

To

Darshan H R
 S/o Rajanna H M,
 Behind Annapurna Theatre,
 Kadur Taluk, Venkateshwara Nagara,
 Kadur, Chikkamagalur, Karnataka 577548
 Email: darshanhrdarshanhr549@gmail.com
 Phone: 7353607943

Employment Offer from Akshayakalpa (Agreement)

Congratulations and welcome aboard Akshayakalpa Farms and Foods Pvt. Ltd. (from now on referred to as "Akshayakalpa" or the "Company"). We are delighted to have you in our inspiring team!

We are offering you the position of 'Assistant QA & QC' with Akshayakalpa. You will be on Probation for three (3) months. At the end of three (3) months, the Company may confirm your employment or extend your Probation. If there is no written confirmation of employment post-completion of the three (3) months of Probation, your probation period is assumed to be extended by three (3) more months.

The Company clarifies explicitly that during Probation or during employment (that is post probation confirmation of your employment explicitly), the Company can choose to discontinue your services without serving a notice period and without any salary in lieu thereof for reasons including but not limited to gross misconduct, unauthorized absence, or unsatisfactory performance.

During the Probation, either party can terminate this contract/agreement without any notice period.

You will be working out of Kodihally until further notice or such other location that the Company may communicate to you from time to time. Our office timings are 9 hours a day from Monday to Saturday with one (1) hour break.

Details of all the policies will be shared during the induction post joining the Company.

Your annual Cost to the Company (CTC) is Rs. 257419.00 (Two Lakhs Fifty Seven Thousand Four Hundred and Nineteen Rupees only), all-inclusive. The detail of your earnings is as mentioned below:

#	Particulars	Per Month (INR)	Per Annum (INR)
1.	Basic Pay + Variable Dearness Allowance (VDA)	13414	160968
2.	House Rent Allowance	4586	55032
	Gross	18000	216000
3.	ESI Employer	585	7020
4.	Provident Fund	1610	19316
5.	Gratuity	645	7739

August 25, 2022

LETTER OF APPOINTMENT

Ms. Deeksha B P
Athur Village & Post Via Pollibetta,
Gonikoppal, Kodagu, Karnataka -571213

Dear Ms. Deeksha B P,

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

1. COMMENCEMENT OF EMPLOYMENT

- 1.1 You are employed by the Company in the position of **Scientific Analyst** subject to the terms and conditions set forth in this Appointment Letter ("**Letter**"). Your employment with the Company shall commence from **September 01, 2022** and be valid until terminated in accordance with the terms set forth in this Letter (the "**Employment Period**").
- 1.2 Your appointment with the Company is subject to satisfactory verification of your certificates and testimonials. In the event that such verification reveals any discrepancy in the statement(s) made in your application to the Company, your services are liable to be terminated forthwith without any notice or compensation. Your employment in the Company is also contingent upon your ability to work for the Company without any restriction/s, i.e., you are not bound by any non-compete obligations or any other restrictive clauses with any of your previous employers.
- 1.3 For joining purposes, you shall report to HR Manager of the Company.



MOLECULAR CONNECTIONS PVT. LTD.

Heritage Building, #59/2 Kaderanahalli, 100 Feet Road, Banashankari 2nd Stage, Bangalore – 560 070.

Ph.: 080 2669 0145 | Email: info@molecularconnections.com | www.molecularconnections.com

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



2. SALARY, BONUSES, ETC.

- 2.1 You will be remunerated for your services as detailed in **Annexure A** appended to this Letter in accordance with Company's customary payroll procedures. The remuneration shall be reviewed from time to time at the discretion of the Company.
- 2.2 The compensation package will be subject to the usual deductions for tax as required under applicable laws.
- 2.3 The compensation package will be subject to adjustment pursuant to the Company's employee compensation policies in effect from time to time, as may be relevant under applicable law.
- 2.4 The compensation package set forth in Section 2.1 includes compensation for all services rendered under this Letter.
- 2.5 As a regular employee of the Company, you will be eligible to participate in regular health insurance and other employee benefit plans in accordance with the policies established and maintained by the Company from time to time.

3. DUTIES AND OTHER ACTIVITIES

- 3.1 You shall, in all respects, carry out and use your best endeavors in carrying out the objectives of the Company and protect its interest in all things to the best of your ability and judgment and devote all your time and attention to the business of the Company.
- 3.2 You are not allowed to undertake other work or business-related activities, except with the prior written consent of the Company, irrespective of whether you receive financial compensation for these activities.

4. PLACE OF WORK

- 4.1 Your place of work will be at the Company's office in **Bangalore**. The Company may, after giving you reasonable notice, transfer or assign your services to any place of business of the Company or to any of its parent company, subsidiary, group company, strategic partner/customer, etc. where it may presently be operating, or which may subsequently be acquired or established, in any part of India or abroad.



- 4.2 The Company may also require you to complete certain duties or assign your services to any associate company, branch office, subsidiary or other companies, concerns, organizations, or firms with whom the Company may make any such arrangement or enter into an agreement. You may also be required to work at any client premises based in India or overseas, as deemed fit by the Company.

5. RULES AND REGULATIONS

- 5.1 In addition to the terms and conditions of employment specifically stated herein, you undertake to be governed by the rules, regulations and such other practices, systems, procedures and policies framed, amended, modified or omitted by the Company from time to time.
- 5.2 Your employment shall also be governed by statutory laws enacted by Central or State Government or local authorities, as may be applicable, from time to time.

6. COMPLIANCE WITH APPLICABLE LAWS

- 6.1 You agree to comply with all applicable laws, regulations, and governmental orders of India, now or hereafter in effect, relating to your employment with the Company.
- 6.2 Without limiting the generality of the foregoing, you represent and warrant that you have not, and shall not at any time during your employment with the Company, pay, give, or offer or promise to pay or give, any money or any other thing of value, directly or indirectly, to, or for the benefit of: (i) any government official, political party, candidate for political office, or public international organization; or (ii) any other person, firm, corporation or other entity, with knowledge that some or all of that money or other thing of value will be paid, given, offered or promised to a government official, political party, candidate for political office, or public international organization, for the purpose of obtaining or retaining any business, or to obtain another unfair advantage, in connection with the Company's business
- 6.3 By signing this Letter of Appointment, you consent to the terms and conditions of the Company Policy, as maybe modified by the Company from time to time at its sole discretion.



7. TERMINATION OF EMPLOYMENT

- 7.1 At any time during your probation period, the Company may terminate your employment by giving a prior written notice of 30 (thirty) days or salary in lieu thereof.
- 7.2 Upon confirmation of your employment with the Company, the Company may terminate your employment by giving at least three (3) months prior notice in writing or payment in lieu of such notice. In the event you desire to terminate your employment with the Company, you shall have to give a prior written notice of three (3) months to the Company. Company reserves right not to accept Notice amount money in lieu of notice period due to business reasons.
- 7.3 In case you do not serve the complete notice period as required by the Company, then the Company will be under no obligation to issue the relieving documents to you or undertake any other relieving formalities.
- 7.4 Your employment with the company may be terminated by the Company without notice or payment in lieu thereof, in case of breach or non-compliance of the terms, conditions or stipulations contained in this Letter, which would be construed as misconduct, or if you are found guilty of any negligence or other misconduct in connection with or affecting the business or affairs of the Company. Termination of your employment for the reasons stated herein would be without prejudice to:
- 7.4.1 The Company's right to claim the actual damages it has suffered on account of such breach; and
- 7.4.2 Any other relief to which the Company may be entitled under contract, law or equity.
- 7.5 **Misconduct will include without limitation:**
- 7.5.1 Habitual absence from service without prior notice in writing and/ or without sufficient cause;

- 7.5.2 Absence from service without prior notice in writing or without sufficient cause for a period of seven (7) days or more and not rejoining service despite reminder(s) from the Company;
 - 7.5.3 Participating in and/ or abetting the conduct of a strike in contravention of any law;
 - 7.5.4 Causing damage to the reputation or property of the Company;
 - 7.5.5 Breach or non-observance of the terms, conditions or stipulations contained in this Letter;
 - 7.5.6 Breach of the confidentiality/secretcy provisions set out in the Non Disclosure of Confidential Information and Invention Assignment Agreement.
 - 7.5.7 Any criminal or illegal activity breaking laws or any conviction by a court of law
- 7.6 On termination of your employment, the Company shall not have any further liability towards you other than remuneration, allowances and perquisites that have accrued prior to the effective date of termination of employment.
- 7.7 Immediately upon termination of your employment, you shall return to the Company, all property/ies of the Company heretofore provided to you by the Company, or otherwise in your custody, possession or control.
- 7.8 Notwithstanding any provision of this Letter to the contrary, no termination of your employment for any reason whatsoever, shall in any manner operate to terminate, limit or otherwise affect the Company's ownership of any of the rights, properties, privileges granted to the Company hereunder or under any other agreement executed between you and the Company.
- 7.9 On termination of your employment for any reason whatsoever, you shall fully cooperate and provide all assistance as may be necessary or reasonably required by the Company for handing over your job responsibilities and functions to your successor in a manner that ensures continuity in the administration of the Company's affairs.



7.10 You shall not solicit or take away, directly or indirectly for any reason, any person, entity or business that was, at any time during your employment or at the time of your termination, a customer or prospective customer of the Company or any of its subsidiaries or affiliates.

7.11 You shall not solicit or take away or attempt to solicit or take away, directly or indirectly, any employee of the Company or its subsidiaries or affiliates, either for your own purposes or for any other person or entity.

8. GOVERNING LAW AND JURISDICTION

This Letter is governed by and construed in accordance with the laws of India and will be subject to exclusive jurisdiction to the Courts at Bangalore.

9. CONFIDENTIALITY

As an employee of the Company, you will have access to certain confidential information of the Company and you may, during the course of your employment, develop certain information or inventions that will be the property of the Company. To protect the interests of the Company, you will be required to sign the Company's standard "**Non Disclosure of Confidential Information and Invention Assignment Agreement**" as a condition of your employment. The Company hereby instructs and directs you not to bring with you any confidential or proprietary material of any former employer or to violate any other obligations you may have towards any former employer.

During your employment with the Company, you agree to not engage in any employment, business or activity that is in any way competitive with the business or proposed business of the Company. You will disclose to the Company in writing any other gainful employment, business or activity that you are currently associated with or participating in that competes with the business of the Company. You will not assist any other person or organization in competing with the Company or in preparing to engage in competition with the business or proposed business of the Company.

You represent by signing this Letter and/ or the Company's Non Disclosure of Confidential Information and Invention Assignment Agreement and commencement of your employment with the Company, that you will not be violating any agreement currently in place between yourself and current or past employers.



We hope that you will accept our offer to join the Company on the terms of this Letter. You may indicate your agreement with these terms and accept this offer by signing and dating the enclosed duplicate original of this Letter and returning the signed copy to the Company. Your employment is contingent on successful completion of background and reference checks and starting work with the Company.

10. NON SOLICITATION AND NON COMPETITION

During the term of your employment and for a period of three (3) years immediately thereafter, you agree not to solicit any employee, consultant, customer, vendor or independent contractor of the Company for yourself or on behalf of any other business enterprise, nor shall you induce any employee, consultant, customer, vendor or independent contractor associated with the Company to terminate or breach an employment, contractual or other relationship with the Company.

11. INDEMNIFICATION

You agree to indemnify the Company and its affiliates/subsidiaries, officers, agents, representatives for any losses or damages sustained by the Company and its affiliates/subsidiaries, officers, agents, representatives, which is caused by or related to your employment in the Company or any breach of any of the provisions contained in this Letter and/ or any other formal agreement executed between you and the Company.

12. GENERAL

This Letter and your employment are personal to you and you cannot assign, subcontract or transfer your obligations hereunder to any other person or entity. However, the Company may assign this Letter, in part or whole, upon written notice to you.

No delay or failure by the Company to exercise any of its powers, rights or remedies under these terms of Employment shall operate as a waiver of such powers, rights or remedies.



If any provision of this Letter is held by any competent authority to be invalid or unenforceable, the validity of other provisions and the remainder of this Letter shall not be affected.

You shall not make any announcement concerning the Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.

This Letter and the Non-Disclosure of Confidential Information and Invention Assignment Agreement, are the exclusive and entire understanding between the Company and you relating to the subject matter hereof, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.

Yours Sincerely,
For Molecular Connections Private Limited

Jignesh Bhate

Name : Jignesh Bhate
Title : Chief Executive Officer

I have read and hereby accept the terms and conditions of this Letter of Appointment:



Signature:

Name of the Employee:

Employee Code:

Date:

ANNEXURE - A (TOTAL COMPENSATION & BENEFITS)

NAME	Ms. Deeksha B P		
EMP CODE			
DESIGNATION	Scientific Analyst		
GRADE	7		
LEVEL	2		
EFFECTIVE DATE	September 01, 2022		
	SALARY COMPONENTS	MONTHLY	ANNUAL
A.	FIXED COMPONENTS		
	Basic + DA	15000	180000
	M_Bonus	3000	36000
B.	RETIREMENT BENEFITS		
	PF (Employer contribution)	1800	21600
	Gratuity Contribution	722	8664
C.	OTHER BENEFITS		
	ESIC (Employer contribution)	585	7020
	MONTHLY CTC (A+B+C)	21107	
	ANNUAL CTC (A+B+C)		253284

Your compensation has been structured to facilitate better tax planning and increased savings for you during the financial year. Further, additional employee benefits that you would be eligible for (which are not appearing in the above structure) are explained below:

(i) Food subsidy:

The Company would pay for subsidizing the food @ 50% of the cost to be paid by you, if you are availing the lunch supplied at the office cafeteria.

Your Total Maximum Earnings and Cost to the Company = INR 259884/- per annum.
[Annual Gross + Total Benefits]

Signed By: *Jignesh Bhate*

Date: August 25, 2022

Please Note: MC has tie-up only with ICICI and HDFC banks for the salary disbursement for its employees. So, you are expected to open an account with any of these bank's branch if not having one and notify us with the account details along with a proof of copy of passbook or cheque leaf within 15 days of your joining MC.

[Signature]

M.S. Mythili

DigiSigner Document ID: 0c821807-9817-49bd-8228-f051cd279ab2

Signer

Email: mythili@molecularconnections.com
IP Address: 122.172.80.2

Email: jignesh@molecularconnections.com
IP Address: 14.99.187.2

Email: jignesh@molecularconnections.com
IP Address: 14.99.187.2

Email: deekshakotian1999@gmail.com
IP Address: 2401:4900:4e5c:177f:ce63:b488:935b:9503

Email: deekshakotian1999@gmail.com
IP Address: 2401:4900:4e5c:177f:ce63:b488:935b:9503

Email: deekshakotian1999@gmail.com
IP Address: 2401:4900:4e5c:177f:ce63:b488:935b:9503

Email: deekshakotian1999@gmail.com
IP Address: 2401:4900:4e5c:177f:ce63:b488:935b:9503

Email: deekshakotian1999@gmail.com
IP Address: 2401:4900:4e5c:177f:ce63:b488:935b:9503

Email: deekshakotian1999@gmail.com
IP Address: 2401:4900:4e5c:177f:ce63:b488:935b:9503

Signature

M.S. Mythili

Jignesh Bhate

Jignesh Bhate



Email: deekshakotian1999@gmail.com
IP Address: 2401:4900:4e5c:177f:ce63:b488:935b:9503



Email: deekshakotian1999@gmail.com
IP Address: 2401:4900:4e5c:177f:ce63:b488:935b:9503



Email: deekshakotian1999@gmail.com
IP Address: 2401:4900:4e5c:177f:ce63:b488:935b:9503



Email: deekshakotian1999@gmail.com
IP Address: 2401:4900:4e5c:177f:ce63:b488:935b:9503



Event	User	Time	IP Address
Upload document	hrteam@molecularconnections.com	25/08/22 02:46:53 EDT	103.237.56.114
Open document	hrteam@molecularconnections.com	25/08/22 05:08:17 EDT	103.237.56.114
Close document	hrteam@molecularconnections.com	25/08/22 05:09:12 EDT	103.237.56.114
Send for signing	hrteam@molecularconnections.com	25/08/22 05:09:19 EDT	103.237.56.114
Open document	mythili@molecularconnections.com	26/08/22 01:39:41 EDT	122.172.80.2
Sign document	mythili@molecularconnections.com	26/08/22 01:39:55 EDT	122.172.80.2
Close document	mythili@molecularconnections.com	26/08/22 01:39:55 EDT	122.172.80.2
Open document	jignesh@molecularconnections.com	26/08/22 01:53:40 EDT	14.99.187.2
Sign document	jignesh@molecularconnections.com	26/08/22 01:54:02 EDT	14.99.187.2
Close document	jignesh@molecularconnections.com	26/08/22 01:54:02 EDT	14.99.187.2
Open document	deekshakotian1999@gmail.com	26/08/22 02:43:05 EDT	2401:4900:4bce:6798:6afb:ee90:b0ff:ac1b
Open document	deekshakotian1999@gmail.com	26/08/22 05:19:39 EDT	2401:4900:4bce:6798:c1b5:3472:64ef:64ac
Open document	deekshakotian1999@gmail.com	26/08/22 08:30:53 EDT	2401:4900:4bce:6798:8265:787c:ac49:450e
Open document	deekshakotian1999@gmail.com	27/08/22 01:12:22 EDT	2401:4900:4e5c:177f:ce63:b488:935b:9503
Sign document	deekshakotian1999@gmail.com	27/08/22 01:14:06 EDT	2401:4900:4e5c:177f:ce63:b488:935b:9503
Close document	deekshakotian1999@gmail.com	27/08/22 01:14:06 EDT	2401:4900:4e5c:177f:ce63:b488:935b:9503

PROVISIONAL ADMISSION OFFER LETTER - 2023 - M088675

Inbox



JSSU Online... 11/09/2023

to me



Dear Manasa Priya Dvsk,

Greetings from JSS Academy of Higher Education & Research, Mysuru.

Request reference to your application for admission to Ph.D (Full Time) for the admission year 2023.

After verification of all testimonials uploaded at JSS AHER admission portal, we are here by informing you that you have been provisionally allotted a seat in Ph.D (Full Time) for the admission year 2023.

Allotment of seat is provisional and is subject to fulfilment of eligibility criteria set forth by JSS AHER & its constituent Colleges.

For confirmation of seat allotted, you are required to make the prescribed fee payment through JSS AHER portal (<https://jssuni.edu.in/jssa/her/jssa/her-admissions/admissions-home.aspx>) within **7 days** from the date of allotment. **The payment link will be active for 7 days only from the date of allotment. Please act fast and Initiate Payment of Fees.**

Any query related to fee payment, please call **+91 9980841859 / 0821-2548416**

With Warm Regards,
Admission Team,
JSS Academy of Higher Education and Research,
Mysuru-570015



Dear Inchara,

Thank you for your interest in applying for the position of Clinical Admin Coordinator at Optum, a UnitedHealth Group Company. Before we proceed with the next step; request you to navigate through our career website to complete and confirm the accuracy of your personal information. It is important that this information is correct as it will be our reference while creating your contract of employment. Specifically, please ensure the following details are complete and accurate:

August 25, 2022

LETTER OF APPOINTMENT

Ms. Megha P
#213, Ambedkar street
Gundlupet, Gundlupet post- 571111

Dear Ms. Megha P,

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

1. COMMENCEMENT OF EMPLOYMENT

- 1.1 You are employed by the Company in the position of **Scientific Analyst** subject to the terms and conditions set forth in this Appointment Letter ("**Letter**"). Your employment with the Company shall commence from **September 01, 2022** and be valid until terminated in accordance with the terms set forth in this Letter (the "**Employment Period**").
- 1.2 Your appointment with the Company is subject to satisfactory verification of your certificates and testimonials. In the event that such verification reveals any discrepancy in the statement(s) made in your application to the Company, your services are liable to be terminated forthwith without any notice or compensation. Your employment in the Company is also contingent upon your ability to work for the Company without any restriction/s, i.e., you are not bound by any non-compete obligations or any other restrictive clauses with any of your previous employers.
- 1.3 For joining purposes, you shall report to HR Manager of the Company.



MOLECULAR CONNECTIONS PVT. LTD.

Heritage Building, #59/2 Kaderanahalli, 100 Feet Road, Banashankari 2nd Stage, Bangalore – 560 070.
Ph.: 080 2669 0145 | Email: info@molecularconnections.com | www.molecularconnections.com

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

Megha P.

2. SALARY, BONUSES, ETC.

- 2.1 You will be remunerated for your services as detailed in **Annexure A** appended to this Letter in accordance with Company's customary payroll procedures. The remuneration shall be reviewed from time to time at the discretion of the Company.
- 2.2 The compensation package will be subject to the usual deductions for tax as required under applicable laws.
- 2.3 The compensation package will be subject to adjustment pursuant to the Company's employee compensation policies in effect from time to time, as may be relevant under applicable law.
- 2.4 The compensation package set forth in Section 2.1 includes compensation for all services rendered under this Letter.
- 2.5 As a regular employee of the Company, you will be eligible to participate in regular health insurance and other employee benefit plans in accordance with the policies established and maintained by the Company from time to time.

3. DUTIES AND OTHER ACTIVITIES

- 3.1 You shall, in all respects, carry out and use your best endeavors in carrying out the objectives of the Company and protect its interest in all things to the best of your ability and judgment and devote all your time and attention to the business of the Company.
- 3.2 You are not allowed to undertake other work or business-related activities, except with the prior written consent of the Company, irrespective of whether you receive financial compensation for these activities.

4. PLACE OF WORK

- 4.1 Your place of work will be at the Company's office in **Bangalore**. The Company may, after giving you reasonable notice, transfer or assign your services to any place of business of the Company or to any of its parent company, subsidiary, group company, strategic partner/customer, etc. where it may presently be operating, or which may subsequently be acquired or established, in any part of India or abroad.

Megha P.

- 4.2 The Company may also require you to complete certain duties or assign your services to any associate company, branch office, subsidiary or other companies, concerns, organizations, or firms with whom the Company may make any such arrangement or enter into an agreement. You may also be required to work at any client premises based in India or overseas, as deemed fit by the Company.

5. RULES AND REGULATIONS

- 5.1 In addition to the terms and conditions of employment specifically stated herein, you undertake to be governed by the rules, regulations and such other practices, systems, procedures and policies framed, amended, modified or omitted by the Company from time to time.
- 5.2 Your employment shall also be governed by statutory laws enacted by Central or State Government or local authorities, as may be applicable, from time to time.

6. COMPLIANCE WITH APPLICABLE LAWS

- 6.1 You agree to comply with all applicable laws, regulations, and governmental orders of India, now or hereafter in effect, relating to your employment with the Company.
- 6.2 Without limiting the generality of the foregoing, you represent and warrant that you have not, and shall not at any time during your employment with the Company, pay, give, or offer or promise to pay or give, any money or any other thing of value, directly or indirectly, to, or for the benefit of: (i) any government official, political party, candidate for political office, or public international organization; or (ii) any other person, firm, corporation or other entity, with knowledge that some or all of that money or other thing of value will be paid, given, offered or promised to a government official, political party, candidate for political office, or public international organization, for the purpose of obtaining or retaining any business, or to obtain another unfair advantage, in connection with the Company's business
- 6.3 By signing this Letter of Appointment, you consent to the terms and conditions of the Company Policy, as maybe modified by the Company from time to time at its sole discretion.

Meyla P.

7. TERMINATION OF EMPLOYMENT

- 7.1 At any time during your probation period, the Company may terminate your employment by giving a prior written notice of 30 (thirty) days or salary in lieu thereof.
- 7.2 Upon confirmation of your employment with the Company, the Company may terminate your employment by giving at least three (3) months prior notice in writing or payment in lieu of such notice. In the event you desire to terminate your employment with the Company, you shall have to give a prior written notice of three (3) months to the Company. Company reserves right not to accept Notice amount money in lieu of notice period due to business reasons.
- 7.3 In case you do not serve the complete notice period as required by the Company, then the Company will be under no obligation to issue the relieving documents to you or undertake any other relieving formalities.
- 7.4 Your employment with the company may be terminated by the Company without notice or payment in lieu thereof, in case of breach or non-compliance of the terms, conditions or stipulations contained in this Letter, which would be construed as misconduct, or if you are found guilty of any negligence or other misconduct in connection with or affecting the business or affairs of the Company. Termination of your employment for the reasons stated herein would be without prejudice to:
- 7.4.1 The Company's right to claim the actual damages it has suffered on account of such breach; and
- 7.4.2 Any other relief to which the Company may be entitled under contract, law or equity.
- 7.5 **Misconduct will include without limitation:**
- 7.5.1 Habitual absence from service without prior notice in writing and/ or without sufficient cause;

Megh P.

- 7.5.2 Absence from service without prior notice in writing or without sufficient cause for a period of seven (7) days or more and not rejoining service despite reminder(s) from the Company;
- 7.5.3 Participating in and/ or abetting the conduct of a strike in contravention of any law;
- 7.5.4 Causing damage to the reputation or property of the Company;
- 7.5.5 Breach or non-observance of the terms, conditions or stipulations contained in this Letter;
- 7.5.6 Breach of the confidentiality/secretcy provisions set out in the Non Disclosure of Confidential Information and Invention Assignment Agreement.
- 7.5.7 Any criminal or illegal activity breaking laws or any conviction by a court of law
- 7.6 On termination of your employment, the Company shall not have any further liability towards you other than remuneration, allowances and perquisites that have accrued prior to the effective date of termination of employment.
- 7.7 Immediately upon termination of your employment, you shall return to the Company, all property/ies of the Company heretofore provided to you by the Company, or otherwise in your custody, possession or control.
- 7.8 Notwithstanding any provision of this Letter to the contrary, no termination of your employment for any reason whatsoever, shall in any manner operate to terminate, limit or otherwise affect the Company's ownership of any of the rights, properties, privileges granted to the Company hereunder or under any other agreement executed between you and the Company.
- 7.9 On termination of your employment for any reason whatsoever, you shall fully cooperate and provide all assistance as may be necessary or reasonably required by the Company for handing over your job responsibilities and functions to your successor in a manner that ensures continuity in the administration of the Company's affairs.

Megh P.

7.10 You shall not solicit or take away, directly or indirectly for any reason, any person, entity or business that was, at any time during your employment or at the time of your termination, a customer or prospective customer of the Company or any of its subsidiaries or affiliates.

7.11 You shall not solicit or take away or attempt to solicit or take away, directly or indirectly, any employee of the Company or its subsidiaries or affiliates, either for your own purposes or for any other person or entity.

8. GOVERNING LAW AND JURISDICTION

This Letter is governed by and construed in accordance with the laws of India and will be subject to exclusive jurisdiction to the Courts at Bangalore.

9. CONFIDENTIALITY

As an employee of the Company, you will have access to certain confidential information of the Company and you may, during the course of your employment, develop certain information or inventions that will be the property of the Company. To protect the interests of the Company, you will be required to sign the Company's standard "**Non Disclosure of Confidential Information and Invention Assignment Agreement**" as a condition of your employment. The Company hereby instructs and directs you not to bring with you any confidential or proprietary material of any former employer or to violate any other obligations you may have towards any former employer.

During your employment with the Company, you agree to not engage in any employment, business or activity that is in any way competitive with the business or proposed business of the Company. You will disclose to the Company in writing any other gainful employment, business or activity that you are currently associated with or participating in that competes with the business of the Company. You will not assist any other person or organization in competing with the Company or in preparing to engage in competition with the business or proposed business of the Company.

You represent by signing this Letter and/ or the Company's Non Disclosure of Confidential Information and Invention Assignment Agreement and commencement of your employment with the Company, that you will not be violating any agreement currently in place between yourself and current or past employers.

Megha P.

We hope that you will accept our offer to join the Company on the terms of this Letter. You may indicate your agreement with these terms and accept this offer by signing and dating the enclosed duplicate original of this Letter and returning the signed copy to the Company. Your employment is contingent on successful completion of background and reference checks and starting work with the Company.

10. NON SOLICITATION AND NON COMPETITION

During the term of your employment and for a period of three (3) years immediately thereafter, you agree not to solicit any employee, consultant, customer, vendor or independent contractor of the Company for yourself or on behalf of any other business enterprise, nor shall you induce any employee, consultant, customer, vendor or independent contractor associated with the Company to terminate or breach an employment, contractual or other relationship with the Company.

11. INDEMNIFICATION

You agree to indemnify the Company and its affiliates/subsidiaries, officers, agents, representatives for any losses or damages sustained by the Company and its affiliates/subsidiaries, officers, agents, representatives, which is caused by or related to your employment in the Company or any breach of any of the provisions contained in this Letter and/ or any other formal agreement executed between you and the Company.

12. GENERAL

This Letter and your employment are personal to you and you cannot assign, subcontract or transfer your obligations hereunder to any other person or entity. However, the Company may assign this Letter, in part or whole, upon written notice to you.

No delay or failure by the Company to exercise any of its powers, rights or remedies under these terms of Employment shall operate as a waiver of such powers, rights or remedies.

Meghan P.

If any provision of this Letter is held by any competent authority to be invalid or unenforceable, the validity of other provisions and the remainder of this Letter shall not be affected.

You shall not make any announcement concerning the Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.

This Letter and the Non-Disclosure of Confidential Information and Invention Assignment Agreement, are the exclusive and entire understanding between the Company and you relating to the subject matter hereof, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.

Yours Sincerely,
For Molecular Connections Private Limited

Jignesh Bhate

Name : Jignesh Bhate
Title : Chief Executive Officer

I have read and hereby accept the terms and conditions of this Letter of Appointment:

Megha P.

Signature:

Name of the Employee:

Employee Code:

Date:

ANNEXURE - A (TOTAL COMPENSATION & BENEFITS)

NAME	Ms. Megha P		
EMP CODE			
DESIGNATION	Scientific Analyst		
GRADE	7		
LEVEL	2		
EFFECTIVE DATE	September 01, 2022		
	SALARY COMPONENTS	MONTHLY	ANNUAL
A.	FIXED COMPONENTS		
	Basic + DA	15000	180000
	M Bonus	3000	36000
B.	RETIREMENT BENEFITS		
	PF (Employer contribution)	1800	21600
	Gratuity Contribution	722	8664
C.	OTHER BENEFITS		
	ESIC (Employer contribution)	585	7020
	MONTHLY CTC (A+B+C)	21107	
	ANNUAL CTC (A+B+C)		253284

Your compensation has been structured to facilitate better tax planning and increased savings for you during the financial year. Further, additional employee benefits that you would be eligible for (which are not appearing in the above structure) are explained below:

(i) Food subsidy:

The Company would pay for subsidizing the food @ 50% of the cost to be paid by you, if you are availing the lunch supplied at the office cafeteria.

Your Total Maximum Earnings and Cost to the Company = INR 259884/- per annum.
[Annual Gross + Total Benefits]

Signed By: *Jignesh Bhat*

Date: August 25, 2022

Please Note: MC has tie-up only with ICICI and HDFC banks for the salary disbursement for its employees. So, you are expected to open an account with any of these bank's branch if not having one and notify us with the account details along with a proof of copy of passbook or cheque leaf within 15 days of your joining MC.

Megha P. M.S. Mythili

DigiSigner Document ID: d87facad-3f9f-4903-8b0a-14fcb8bfebf5

Signer

Signature

Email: mythili@molecularconnections.com
IP Address: 27.59.50.124

M.S. Mythili

Email: jignesh@molecularconnections.com
IP Address: 103.31.215.138

Jignesh Bhate

Email: jignesh@molecularconnections.com
IP Address: 103.31.215.138

Jignesh Bhate

Email: meghap1507@gmail.com
IP Address: 2409:4071:e93:89f6:178c:f171:9f40:255c

Megha P.

Email: meghap1507@gmail.com
IP Address: 2409:4071:e93:89f6:178c:f171:9f40:255c

Megha P.

Email: meghap1507@gmail.com
IP Address: 2409:4071:e93:89f6:178c:f171:9f40:255c

Megha P.

Email: meghap1507@gmail.com
IP Address: 2409:4071:e93:89f6:178c:f171:9f40:255c

Megha P.

Email: meghap1507@gmail.com
IP Address: 2409:4071:e93:89f6:178c:f171:9f40:255c

Megha P.

Email: meghap1507@gmail.com
IP Address: 2409:4071:e93:89f6:178c:f171:9f40:255c

Megha P.

Email: meghap1507@gmail.com
IP Address: 2409:4071:e93:89f6:178c:f171:9f40:255c

Megha P.

Email: meghap1507@gmail.com
IP Address: 2409:4071:e93:89f6:178c:f171:9f40:255c

Megha P.

Email: meghap1507@gmail.com
IP Address: 2409:4071:e93:89f6:178c:f171:9f40:255c

Megha P.

Email: meghap1507@gmail.com
IP Address: 2409:4071:e93:89f6:178c:f171:9f40:255c

Megha P.

Event	User	Time	IP Address
Upload document	hrteam@molecularconnections.com	8/26/22 5:16:43 AM EDT	103.70.188.180
Open document	hrteam@molecularconnections.com	8/26/22 5:29:41 AM EDT	103.70.188.180
Close document	hrteam@molecularconnections.com	8/26/22 5:30:30 AM EDT	103.70.188.180
Send for signing	hrteam@molecularconnections.com	8/26/22 5:30:47 AM EDT	103.70.188.180
Open document	mythili@molecularconnections.com	8/26/22 6:10:05 AM EDT	27.59.50.124
Sign document	mythili@molecularconnections.com	8/26/22 6:10:30 AM EDT	27.59.50.124
Close document	mythili@molecularconnections.com	8/26/22 6:10:30 AM EDT	27.59.50.124
Open document	jignesh@molecularconnections.com	8/26/22 6:14:24 AM EDT	103.31.215.138
Sign document	jignesh@molecularconnections.com	8/26/22 6:15:08 AM EDT	103.31.215.138
Close document	jignesh@molecularconnections.com	8/26/22 6:15:08 AM EDT	103.31.215.138
Open document	meghap1507@gmail.com	8/26/22 6:30:05 AM EDT	2409:4071:e93:89f6:178c:f171:9f40:255c
Sign document	meghap1507@gmail.com	8/26/22 6:32:39 AM EDT	2409:4071:e93:89f6:178c:f171:9f40:255c
Close document	meghap1507@gmail.com	8/26/22 6:32:39 AM EDT	2409:4071:e93:89f6:178c:f171:9f40:255c



January 24, 2023

Pramitha G
Sampemane, Haniya post, Karanagiri, Hosanagara
Shimoga Karnataka
577418

Dear Pramitha,

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

EMPLOYMENT

We are pleased to extend this offer to you basis the selection process administered. Your effective date of joining shall be no later than **January 30, 2023**. Your employment with the Company shall be subject to the timely submission of the following listed mandatory documents for background verification purposes, to be submitted prior to or latest by your Start Date. Successful pre and/or post–employment background checks, accuracy of the testimonials and information provided by you and your being free from any contractual restrictions preventing you from accepting this offer or starting work with us on the above–mentioned date, are required for your employment with the Company:

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

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

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

PROBATION

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

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

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

PLACE OF POSTING

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

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

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

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

PERFORMANCE OF DUTIES

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

COMPENSATION

As compensation for services to be rendered, you shall be paid an annual Fixed salary of **Rs.350,000.00, (Rupees three lakh fifty thousand only)**. Your cost to the Company (CTC) shall be **Rs.407,320.00, (Rupees four lakh seven thousand three hundred twenty only)** per annum. A detailed compensation structure is provided along with this letter of appointment.

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

REWARDING RESULTS PLAN

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

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

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

TERMINATION OF EMPLOYMENT

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

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

employment is terminated in accordance with condition 7.6 of the Appendix 3 to this letter of appointment.

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

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

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

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

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

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

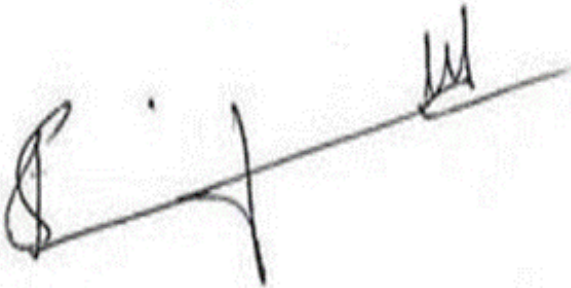
Congratulations and welcome to **XLHealth Corporation India Pvt. Ltd.** On your first day of employment, please report to our office located at **Bangalore** at 8.30 AM along with the documents as mentioned in the Appendix '2'. Should there be a change in your start date, it is mandatory that the same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

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

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

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

For XLHealth Corporation India Private Limited



Shivaprasad Mundakana
Director–People Team

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

ACKNOWLEDGEMENT:

Pramitha G

Date: _____

Appendix 1

Employees shall be entitled to health, personal accident and life insurance benefits as per the Company's policy (over and above CTC)

- i. Gratuity shall be paid as per the Gratuity Act (over and above CTC)
- ii. Employees shall be eligible for provident fund as per the Employees Provident Fund and Miscellaneous Provisions Act, 1952
- iii. Employees shall be eligible for Employees State Insurance as per the Employees State Insurance Act, 1948
- iv. No payment under the Rewarding Results Plan/ bonus is guaranteed, and is subject to attainment of corporate and business unit's financial performance thresholds as well as individual performance ratings attained for the year as per the Company discretion.
- v. Take home salary shall be net of provident fund & income tax deductions depending on your savings under various schemes. Also, the monthly take home shall be impacted depending on the reimbursements claims every month.
- vi. Leave travel allowance (LTA) shall be payable once in a year as governed by the internal policy of the Company.

Appendix 2

Please come prepared with the following required documents (photocopies & originals) on your first day of joining:

Highest Degree Certificate OR Highest Qualification Marksheet

PAN CARD – In case you do not have PAN CARD, please apply for a PAN CARD and submit a copy of 'Acknowledgement of PAN CARD Application'

Date of Birth Proof – Class Xth Certificate

6 passport size photographs

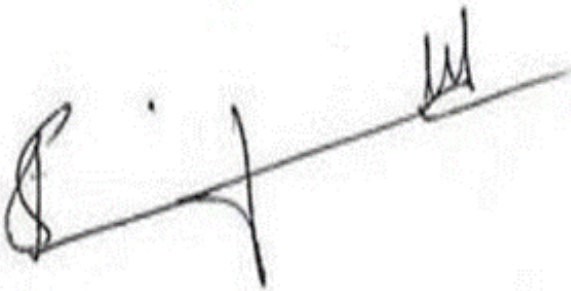
Relieving letter / Experience letter for your immediate last employment Incase the relieving letter has not been issued as yet, kindly carry a copy of your resignation acceptance

Copy of UAN CARD or FORM 11 (downloaded from EPFO portal) This is applicable for the employees with prior work experience, if UAN has been issued by the previous employer

Copy of AADHAAR CARD – In case you do not have AADHAAR, please apply for AADHAAR and submit a copy of 'Acknowledgement of AADHAAR Application'

Cancelled Cheque Leaf if monthly fixed salary is INR 21000 or less.

Your employment with the Company shall be subject to submission of the above documents and required joining forms within 45 (forty five) days of your joining. The Company reserves the right to terminate your employment, in the event the above documents and forms are not submitted within the time stated above.

A handwritten signature in black ink is written over a horizontal line. The signature is stylized and appears to be 'S. H. W.'. Below the line, there are some faint, illegible markings.

Appendix 3

STANDARD TERMS AND CONDITIONS OF EMPLOYMENT

This appendix containing the Standard Terms and Conditions of employment is attached to the letter of appointment and shall be deemed to be an integral part thereof. Your employment is conditional upon your acceptance of the standard terms and conditions detailed herein.

1. CONFIDENTIALITY

1.1 The term "Confidential Information" shall include all information, whether written or oral, that is not known by, or not generally available to, the public/outside at large and that concerns the business, activities, financial affairs, trade secrets, technology of the Company or otherwise relates to the Company, in any manner whatsoever, its employees, its customers, their clients, suppliers and other businesses or entities, with whom the Company does business, which may come to your knowledge or possession during the tenure of your employment with the Company. You shall hold such Confidential Information in trust and confidence and not disclose or divulge such Confidential Information to any other person or entity or use any such Confidential Information for your own benefit or benefit of any other party, unless so authorized by the Company or required to be so disclosed or divulged in the course of the proper execution of your duties. You agree to sign the 'Confidentiality Agreement' in this regard, the terms of which shall form an inalienable part of this letter of appointment.

1.2 You undertake not to make copies or duplicates of any tangible Confidential Information or other sensitive property or materials of the Company, including but not limited to keys, access cards, diskettes, programs, photographs or such other proprietary information relating to the Company's business.

1.3 You shall keep strictly confidential, details of your salary and the employment benefits provided to you within and outside the Company.

1.4 You agree and confirm that the terms and conditions of this Section 1 shall survive the termination or discontinuation of your Services with the Company.

2. NON-SOLICITATION

You shall not, during the term of your employment and for a period of twelve (12) months immediately following any termination of such employment (regardless of whether such termination is voluntary or involuntary), directly or indirectly, individually or on behalf of any other person, firm, corporation or other entity, (a) interfere with the Company's continuing relationships with its other employees, (b) disparage the Company with such other employees, (c) attempt to induce such other employees to leave their employment with the Company, (d) interfere with the Company's continuing relationships with its suppliers or customers, (e) disparage the Company with suppliers or customers, (f) sell, attempt to sell or solicit the sale of products competitive with those of the Company to the Company's customers, or (g) take any action to discourage or divert any suppliers or customers from doing business with the Company.

3. NON-COMPETITION

(3.1) You agree that some restrictions on your activities during and after your employment are necessary to protect the goodwill and other legitimate interests of the Company. During your employment you agree not to engage yourself for any outside business competitive with the Company. During the employment and for a period of 1 (one) year after your employment terminates/expires (the "Restriction Period") with the Company, you undertake not to compete, directly or indirectly, with the Company in the Territory described below, whether as an employee, consultant, agent, partner, owner, investor, or otherwise. Specifically, but without limiting the foregoing, you agree not to engage in any manner in any activity that is directly or indirectly competitive or potentially competitive with the business of the Company as conducted or under consideration at any time during your employment. For purposes of this provision, the business of the Company shall include all services & products offered by the Company in any manner or under development, and your undertaking shall encompass all items, products, and services that may be used in substitution for the products. You acknowledge that the Company's business is global in scope and therefore the "Territory" referred to above shall include the entire world.

(3.2) Notification Requirement. Until 6 (six) months after the period set forth in section 3.1 (a), you undertake to notify the Company in 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 letters 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, register 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, **One Month's** 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 of the Appendix 3 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.

7.5 The Company reserves the right during any period of notice to exclude you from the premises of the Company, or to require you to carry out specified duties at premises other than those referred to in section 3 of the letter of appointment, or to carry out no duties, and to instruct you not to communicate with clients, employees, agents or representatives of the Company until your employment has been terminated, provided that you shall continue to be paid and to enjoy normal contractual benefits during any such period, except in the case of suspension. You shall not be entitled to engage in any other employment, work or business

during this notice period.

7.6 In addition to all the rights of the Company provided for in this agreement or in any other policies/regulations of the Company or under law, the Company may terminate your employment forthwith in any of the following circumstances:

- (i) Breach by you of any of the terms of this letter of appointment;
- (ii) Breach of any clauses of the Company's regulations/policies as referenced in section 6 hereinabove;
- (iii) Unauthorized absence beyond a period of seven consecutive days;
- (iv) Inability to perform your duties beyond a period of thirty (30) days, whether on medical grounds or on any other grounds;
- (v) Physical or mental incapacitation to perform your duties;
- (vi) Any misrepresentation by you to the Company, whether made orally or in writing and whether expressly or by conduct, and whether at the time of appointment or prior or subsequent thereto;
- (vii) Commission of any act detrimental to the interests of the Company;
- (viii) Commission of any act of moral turpitude;
- (ix) Misconduct;
- (x) Commission of an act of insolvency;
- (xi) Conviction in any court of law for the commission of any crime; or
- (xii) Your performance is continuously measured as below expectation.

Notwithstanding anything contained in section 7.1, the Company reserves the right to terminate your employment without giving any notice period or pay in lieu thereof if you are in breach of the sub-clauses of clause 7.6 hereinabove.

8. REPRESENTATION

You represent and warrant that you are not bound by or subject to any court order, agreement, arrangement or undertaking (including but without limitation any non-competition or non-solicitation undertakings) or any other disability of any nature which may in any way restrict or prohibit you from entering into this letter of appointment or from performing your duties and providing services under this agreement of employment on the terms and condition contained herein.

9. INTERPRETATION-

If any of the provisions of this letter of employment shall, for any reason, be held to be invalid, illegal or unenforceable in any respect, such invalidity, illegality or un-enforceability shall not affect any other provisions of this letter of appointment, and this letter of appointment shall be construed as if such invalid, illegal or unenforceable provision has never been contained in this letter of employment. If, moreover, any one or more of the provisions contained in this letter of appointment shall for any reason be held to be excessively broad as to duration, activity or subject, it shall be construed by limiting and reducing it, so as to be enforceable to the extent compatible with the applicable law as it shall the appear.

10. DISPUTES

All disputes or differences whatsoever arising between the Company and you out of or relating to the construction, meaning and operation or effect of this letter of appointment or the breach thereof shall be settled by a Senior Officer of the Company and the decision made in pursuance thereof shall be binding on you and the Company. The Arbitration shall be subject to and in accordance with the Arbitration and Conciliation Act, 1996. The venue of the arbitration shall be Gurgaon.

11. WAIVER OF BREACH

Any waiver by the Company of a breach of any provision of this letter of appointment shall not operate or be construed as a waiver of any subsequent breach.

12. Employee Personal Information

12.1. The Company understands that privacy of information is important to you. The Company does not sell or otherwise share personally identifiable information except as provided below.

12.2. You consent to the processing and use of your Personal Data held by the Company for legal, personnel, administrative and/or management purposes. You further consent to the transfer of your Personal Data to other members of the UnitedHealth Group and to other third parties including those who provide products or services to the Company (such as benefit providers, 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.

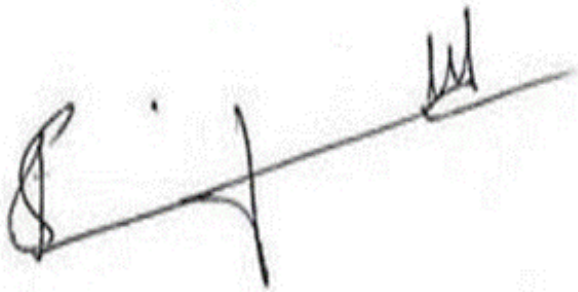
12.3. You further consent to your Personal Data being stored on a central database in the USA or wherever it may be located in the future, which is accessible by persons from the UnitedHealth Group and other third parties mentioned above in a number of different countries or territories, including countries 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 black ink, appearing to be 'S. J. W.', is written over a horizontal line. The signature is stylized and somewhat cursive.

Read Over and Acknowledged

I have personally read the contents of this letter of appointment carefully and fully understood every word of it and its meaning and have accepted the obligations which it imposes upon me without reservation. I have signed these terms and conditions contained herein voluntarily and have provided my express consent accordingly.

Candidate Full Name:

Date:



dfrlhrd@gmail.com 23/2/2022

to me ^



From DIRECTOR DFRL • dfrlhrd@gmail.com

To rakeshradhakrishnan5421@gmail.com

Date 23 Feb 2022, 5:33 pm



Standard encryption (TLS).

[See security details](#)

pls find attachment



acceptance mail.docx



Principal
JSS College
Mysore

Sir

With reference to your letter, it is hereby informed that Director, DFRL, Mysore has permitted the following students for project work at DFRL, Mysore. In this context it is informed that the students must strictly follow the following guidelines during the project tenure at DFRL, Mysore

Mr. Rakesh

1. Raw materials, special and costly chemicals required for the study shall be brought by the student(s) or provided by their parent University/Institute.
2. The scientist of DFRL, Mysore who guides the student is the main guide and reserves all rights related to project work. No interference from the University is entertained.
3. DFRL, Mysore does not provide any accommodation and it is the responsibility of the students to arrange their accommodation on their own. DFRL, Mysore does not have any role in this aspect.
4. DFRL, Mysore does not provide any financial assistance under any circumstances.
5. Students are NOT permitted to photocopy or print any material at DFRL, Mysore. Library facility at DFRL is limited for reference only.
6. If any loss or damages is done by the students to the properties of DFRL, Mysore. The parent Institute/University College should bear the financial aspects to replace/re-built/repair.
7. DFRL is not responsible for any injury/loss/damage that may occur to the students during the tenure of their project work at DFRL, Mysore.
8. If the progress is not satisfactory. The concerned student(s) may be advised by DFRL, Mysore to discontinue the project work and send back without any advance intimation.
9. During the tenure of training at DFRL, Mysore. If the student is forced to indulge in any kind of misbehaviour, dishonesty activities and any antisocial activities, the student is liable for disciplinary action and the project work will be terminated without any advance intimation.
10. The students are governed by rules and regulations of DFRL, (DRDO), Mysore when they are in the campus of DFRL, Mysore.
11. The student should not be involved directly or indirectly in any R&D work related to DFRL, Mysore projects / programmes.
12. Carrying mobile phone/pen drive / portable hard disk/laptop inside DFRL campus is strictly prohibited.
13. The students should come in formal dress to DFRL as per MHRD/UGC guidelines
14. You are requested to bring RT-PCR negative report and two vaccinated certificates (hard copies and soft copies) while reporting to DFRL, Mysore. For any clarification contact 0821-2579321 (HRD)

Head (HRD)
DFRL, Mysore

फोन / PHONE : 91-0821-2579430
फैक्स / FAX : 91-0821-247 3468
E-mail : director@dfrl.drdo.in



An ISO 22000 : 2005
ISO 9001-2015 Certified Lab

सूक्ष्म जीव विज्ञान विभाग
Department of Food Microbiology

भारत सरकार, रक्षा मंत्रालय
GOVERNMENT OF INDIA, MINISTRY OF DEFENCE
रक्षा अनुसंधान तथा विकास संगठन
DEFENCE RESEARCH & DEVELOPMENT ORGANISATION
रक्षा खाद्य अनुसंधान प्रयोगशाला
DEFENCE FOOD RESEARCH LABORATORY
सिद्धार्थ नगर, मैसूरु / SIDDARTHANAGAR, MYSURU - 570 011.
कर्नाटक, भारत / KARNATAKA, INDIA

सभी पत्रचार निदेशक, डी एफ आर एल
मैसूरु के नाम से भेजें
All correspondence should be addressed to
Director, D F R L , Mysuru

Letter of Reference

This is to certify that **Mr. Rakesh. R**, who served as a Junior Research Associate at Food Microbiology Division, Defence Food Research Laboratory (DFRL-DRDO). As a Junior Research Associate, he demonstrated remarkable work ethics and constantly delivered a high-quality outcomes. He proficiently worked in the specialized fields of Life Science i.e., Cell Signalling (expressions of oxidative stress & inflammatory cytokines), Molecular Biology (gene profiling; mRNA expression), Immunology (nuclear factor kappa B {NF-kB} p65 {Rel A} Translocation), Bio-informatics (primer design; 3-D BLAST; sequence, function & structure analysis) and Product Formulations (postbiotic-fusions; postbiotic fortifier).

At a personal level, Mr. Rakesh is a disciplined, determined, and industrious student with an impressive and pleasant personality. His analytical mind and good interpretation abilities will greatly facilitate work at your institute. Good inter-personal skills with curious mind-set to learn new things are his core strengths.

He is highly motivated and determined about working in life-science field. Bearing his impressive background and calibre in mind, I strongly, without hesitation recommend Mr. Rakesh R at your esteemed organization.

 4/12/2023

Dr. Jagannath. A
Scientist 'F'
Division of Microbiology,
Defence Food Research
Laboratory,
Mysore- 570011, India
Email: jagannath.a.dfri@gov.in

Since 1994.....



**Labland
Biotech
Private Limited**

+91 821 2582 682

+91 821 2581 148

+91 805 0006 777

#12, Hootagalli, Mysuru 570 018

info@lablandbiotechs.com

www.lablandbiotechs.com

OFFER LETTER

LBL/2023-24/ADM8A-20

January 03, 2024

Ms. Roja L.

#138, 1st Floor, 3rd Cross

Siddalingeshwara Layout

1st stage, JP Nagar

Mysore 570 031

Mob: 73494 02632/ 90080 85769

Dear Ms. Roja L.

Sub: Job Offer Letter

Ref: Your training with us for in-house recruitment

Good day to you.

We are happy that you have successfully completed our training program in **Business Management of Plant Tissue Culture** for in-house recruitment.

We are glad to offer you a job in **Labland Biotech Private Limited** with effect from January 04, 2024.

The terms of appointment are as follows:

1. You will undergo a Probationary period of two years from the date of joining.
2. Probationary period includes six months of training period.
3. Your consolidated salary will be Rs. 20,000/- per month (cost to the Company) subject to the statutory & other deductions.
4. You can avail Casual Leaves (CL) of 12 days per year which cannot be taken in advance. CL has to be availed by the end of each month. Unavailed CL cannot be carried forward, but is eligible for payment in the same month.
5. You will receive your salary by the 10th of the subsequent month.
6. You will be regularized after six months of training based on the Screening Committee's Report, after which you will be eligible for PF & ESI benefits, wherever applicable.
7. You will sign the Joining Letter along with the Rules & Regulations of Service document, while joining for duty.
8. If you return a signed copy of this letter it is considered that you are accepting the job offer.

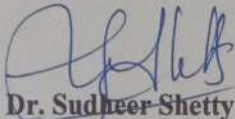
We look forward to meeting you on your joining date. We wish you all the best.

Thanking you.

With best regards.

Yours sincerely

For **Labland Biotech Private Limited**


Dr. Sudheer Shetty

Chairman

Labland Biotech Private Limited, Mysore





21-December-2022

Dear **Ruchita**,

With reference to your application and subsequent interview with us, we are pleased to offer you the position of **Market Research Analyst** in our Company. You shall be based out of **Pune** location.

This offer is subject to the following:

1. Your written undertaking to join, not later than **02-January-2023**;
2. Submission of all your required certificates and documents;
3. Satisfactory completion of reference checks.

You shall be on a probation period for initial 3 (Three) months from the date of your joining and the employment shall be confirmed thereafter depending upon Your performance in the initial 3 (Three) months.

A formal Appointment/Employment Letter shall be issued to you on the date of Your joining. You are requested to submit copies of the following documents at the time of your joining (please carry the original documents for verification at the time of joining).

1. Address proof (Aadhar card or Driving License);
2. Work experience certificates of all the past employments (if applicable);
3. Resignation letter duly signed & accepted by your last employer (if applicable);
4. Educational certificates – 10th, 12th, Graduation & Post-Graduation.
5. Last drawn salary pay slip (if applicable);
6. Two passport size photographs (white background);
7. PAN card;
8. Bank Proof (Cancelled Cheque/Passbook Front Page).

You are being offered the above position based on authenticity of the information, preliminary documents (if any) provided/submitted by you about your education, experience etc. This offer letter can be withdrawn/terminated at any point in time (without any legal liability on the Company), if the information provided by you is/are found to be untrue/false.

Please return the duplicate copy of this Offer Letter, duly signed, in token of your having accepted the same.

Sincerely,
Human Resources
GRG Health

Accepted by
Ms. Ruchitha Choudary K



Salary Annexure

Annexure A COMPENSATION DETAILS		
Name	Ms. Ruchitha Choudary K	
Designation	Market Research Analyst	
Effective Date	02-January-2023	
Monthly CTC (Fixed)	24,167 (Before Tax)	
Annual CTC (Fixed)	2,90,000 (Before Tax)	
	Monthly (Rs.)	Annual (Rs.)
Basic	15,000	1,80,000
HRA (50% of Basic)	7,500	90,000
Other Allowance	1,667	20,000
Total Compensation	24,167	2,90,000
Annual Variable	-	40,000
Total Annual CTC	24,167	3,30,000
Deduction		
State wise - PT	200/300	2,500
Net Compensation	23,967	3,27,500

*There shall be PT (Profession tax) deduction of INR 200 (Two Hundred Only) per month and in the month February it shall be INR 300 (Three Hundred Only) such deduction shall be applicable from April, 2022 onwards. Your total PT deduction annually shall amount to INR 2500 (Twenty-Five Hundred Only).

*PT Deduction shall not be applicable for Gurgaon location employees.

PF Applicability Rule:

1. If an Employee is having Basic salary less than Rs. 15000/-p.m then PF deduction is mandatory as per PF Rules.
2. If an Employee is having PF UAN no. then PF deduction is mandatory as per PF Rules.

(Note: Performance Variable Pay component is based on your performance and KRA percentage. This comes under a Bi-Monthly Performance review Process. It shall be paid according to your performance score and Bi- Monthly review with Your supervisor).

Salary details are to be kept confidential and shall not be disclosed to anyone under any circumstances to anybody except to the designated officials
I have understood the above distribution of salary.

Ms. Ruchitha Choudary K



Additional Terms of employment:

1. Your employment with the Company shall commence from the date of Your joining in the Company, if You do not join within a months' time or within the communicated time post acceptance of this offer letter by You, we shall revoke this offer.
2. You shall be governed by the rules and regulations as applicable to the employees of the Company, including revisions in such rules as may be affected from time to time. You shall be an employee of the Company and shall devote your professional energies towards the conduct of Your duties during Your employment with the Company.
3. It's a 24*7 work environment, however normal working days are Monday to Friday.
4. In case if the You are unable to join due to notice period limitations, You must inform the Company for the buyout (can be discussed mutually).
5. You shall not disclose any information to anyone including but not limited to Company's customers, prospective customers, people or entities outside the Company or to any Company's employee which is confidential or trade secret under your previous employment contract or disclosure of which is in violation of any law or third-party intellectual property rights. If You disclose any such information, You shall be solely liable at Your own cost and You agree to hold harmless the Company from and against any claims, actions, suits, demands, damages, claims for fees, costs, charges and expenses.
6. The matters pertaining to terms and conditions of your employment including your remuneration are strictly confidential between You and the Company and should be treated as such. You should maintain the confidentiality of information, which would come to your knowledge during execution of your duties and responsibilities. You shall maintain utmost secrecy of the affairs or works of the Company and should not divulge any information of the Company by any mode of communication to any other person or organization during Your employment with the Company or thereafter.
7. For Company initiated relocation request (If communicated & agreed by employer), relocation reimbursement shall be fully covered by the Company, in case of separation due to any default from Your end, including but not limited to neglect of duties, misconduct/misdemeanor or any other reason owing to breach of Your employment agreement within Twelve (12) months You shall fully return the amount of relocation reimbursement offered to You by the Company.

**Employee Benefits:**

- Medclaim benefits to employee and their dependents (Spouse & Up to 2 children);
- Company Uber account facility;
- Flexible leave policy (as per company standard leave policy);
- Free medical E-Consultation through Tattvan E-Clinics.

GROWMAN GROUP

REF/HR-015/2022-2023

Date: 30/06/2023

To

**Ms. Sahana C N ,
Dhanalaxmi Nilaya,
Kasaba Hobli,
Sathyamangala,
HASSAN – 573 201**

Sub: Letter of Intent

Dear Sahana,

Congratulations and Welcome to **STAR HI HERBS!**

With reference to your application and subsequent round of discussions you had with us, we are pleased to issue you the letter of intent offering you employment in our organization as “**Trainee Chemist – R & D**” on the terms and conditions mutually discussed and agreed. As agreed, we are pleased to offer you annual CTC of **INR 1,82,025/-** (Rupees One Lac Eighty Two Thousand Twenty Five only).

You will report for duty at **our Hassan Unit on or before 01/07/2023** & will be reporting to **Dr SADASHIVA C T, General Manger, R & D.**

Please note that the contract of employment governing all the terms and conditions will be issued to you on joining the services of the company.

You are advised to submit the photocopy of the following documents and provide the originals for verification at the time of joining

1. Relieving Letter from your previous Employer
2. Experience certificate's.
3. Educational Certificate's / Mark Sheets.
4. Passport size Photograph (3 copies).
5. Reference letters from two of your referees.

.....2/....

: 2 :

6. Date of Birth Proof Certificate.
7. Copy of your PAN Card
8. Copy of Aadhar Card

Please sign the duplicate of the letter of intent as token of your acceptance of our Letter of Intent.

Yours sincerely,

For **STAT HI HERBS PVT LTD.**



FIROZ HUSSAIN H M
Managing Director




VIJAYA S
Manager – HR & Admin


Received and Accepted

Name: _____

Signature: _____

STAR HI HERBS PVT LTD	
Name	SAHANA C V
Position	Trainee, Chemist
Department	R & D
Location	Hassan
	CTC Proposed Rs.
Basic	13,161.60
HRA	0.00
Conveyance Allowance	0.00
Personal Allowance	0.00
Medical	0.00
Gross per Month (a)	13,161.60
Provident Fund	1,579.40
ESIC	427.75
CTC per Month (b)	15,168.75
CTC per annum (c)	1,82,025.00


FIROZ HUSSAIN H M
 Managing Director


VIJAYA S
 Manager – HR & Admin

Note: Bonus & Gratuity as applicable



July 26, 2023

Sonu Aras R
Vijaya Nagar Bangarpet
Kolar Karnataka
563114

Dear Sonu,

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

EMPLOYMENT

We are pleased to extend this offer to you basis the selection process administered. Your effective date of joining shall be no later than **July 31, 2023**. Your employment with the Company shall be subject to the timely submission of the following listed mandatory documents for background verification purposes, to be submitted prior to or latest by your Start Date. Successful pre and/or post-employment background checks, accuracy of the testimonials and information provided by you and your being free from any contractual restrictions preventing you from accepting this offer or starting work with us on the above-mentioned date, are required for your employment with the Company:

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

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

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

PROBATION

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

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

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

PLACE OF POSTING

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

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

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

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

PERFORMANCE OF DUTIES

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

COMPENSATION

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

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

REWARDING RESULTS PLAN

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

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

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

TERMINATION OF EMPLOYMENT

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

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

employment is terminated in accordance with condition 7.6 of the Appendix 3 to this letter of appointment.

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

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

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

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

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

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

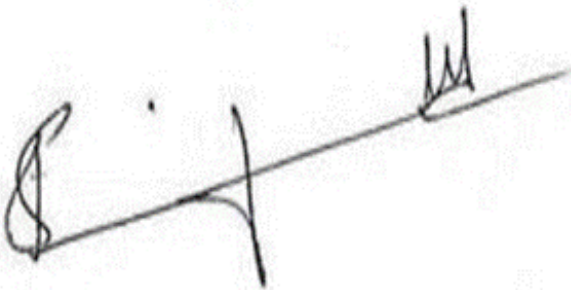
Congratulations and welcome to **XLHealth Corporation India Pvt. Ltd.** On your first day of employment, please report to our office located at **Bangalore** at 8.30 AM along with the documents as mentioned in the Appendix '2'. Should there be a change in your start date, it is mandatory that the same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

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

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

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

For XLHealth Corporation India Private Limited



Shivaprasad Mundakana
Director-People Team

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

ACKNOWLEDGEMENT:

Sonu Aras R

Date: _____

Appendix 1

Employees shall be entitled to health, personal accident and life insurance benefits as per the Company's policy (over and above CTC)

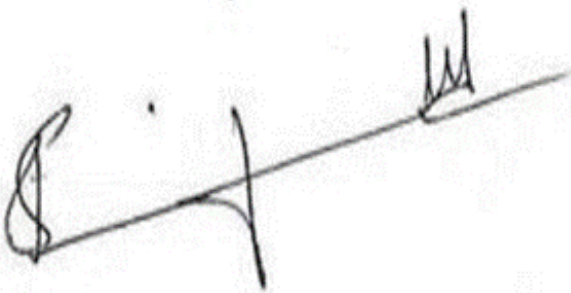
- i. Gratuity shall be paid as per the Gratuity Act (over and above CTC)
- ii. Employees shall be eligible for provident fund as per the Employees Provident Fund and Miscellaneous Provisions Act, 1952
- iii. Employees shall be eligible for Employees State Insurance as per the Employees State Insurance Act, 1948
- iv. No payment under the Rewarding Results Plan/ bonus is guaranteed, and is subject to attainment of corporate and business unit's financial performance thresholds as well as individual performance ratings attained for the year as per the Company discretion.
- v. Take home salary shall be net of provident fund & income tax deductions depending on your savings under various schemes. Also, the monthly take home shall be impacted depending on the reimbursements claims every month.
- vi. Leave travel allowance (LTA) shall be payable once in a year as governed by the internal policy of the Company.

Appendix 2

Please come prepared with the following required documents (photocopies & originals) on your first day of joining:

- Highest Degree Certificate OR Highest Qualification Marksheet
- PAN CARD - In case you do not have PAN CARD, please apply for a PAN CARD and submit a copy of 'Acknowledgement of PAN CARD Application'
- Date of Birth Proof - Class Xth Certificate
- 6 passport size photographs
- Relieving letter / Experience letter for your immediate last employment – In case the relieving letter has not been issued as yet, kindly carry a copy of your resignation acceptance
- Copy of UAN CARD or FORM 11 (downloaded from EPFO portal) – This is applicable for the employees with prior work experience, if UAN has been issued by the previous employer
- Copy of AADHAAR CARD - In case you do not have AADHAAR, please apply for AADHAAR and submit a copy of 'Acknowledgement of AADHAAR Application'
- Cancelled Cheque Leaf if monthly fixed salary is INR 21000 or less.

Your employment with the Company shall be subject to submission of the above documents and required joining forms within 45 (forty five) days of your joining. The Company reserves the right to terminate your employment, in the event the above documents and forms are not submitted within the time stated above.

A handwritten signature in black ink, appearing to be 'S. H. W.', written over a horizontal line. The signature is stylized and somewhat cursive.

Appendix 3

STANDARD TERMS AND CONDITIONS OF EMPLOYMENT

This appendix containing the Standard Terms and Conditions of employment is attached to the letter of appointment and shall be deemed to be an integral part thereof. Your employment is conditional upon your acceptance of the standard terms and conditions detailed herein.

1. CONFIDENTIALITY

1.1 The term "Confidential Information" shall include all information, whether written or oral, that is not known by, or not generally available to, the public/outside at large and that concerns the business, activities, financial affairs, trade secrets, technology of the Company or otherwise relates to the Company, in any manner whatsoever, its employees, its customers, their clients, suppliers and other businesses or entities, with whom the Company does business, which may come to your knowledge or possession during the tenure of your employment with the Company. You shall hold such Confidential Information in trust and confidence and not disclose or divulge such Confidential Information to any other person or entity or use any such Confidential Information for your own benefit or benefit of any other party, unless so authorized by the Company or required to be so disclosed or divulged in the course of the proper execution of your duties. You agree to sign the 'Confidentiality Agreement' in this regard, the terms of which shall form an inalienable part of this letter of appointment.

1.2 You undertake not to make copies or duplicates of any tangible Confidential Information or other sensitive property or materials of the Company, including but not limited to keys, access cards, diskettes, programs, photographs or such other proprietary information relating to the Company's business.

1.3 You shall keep strictly confidential, details of your salary and the employment benefits provided to you within and outside the Company.

1.4 You agree and confirm that the terms and conditions of this Section 1 shall survive the termination or discontinuation of your Services with the Company.

2. NON-SOLICITATION

You shall not, during the term of your employment and for a period of twelve (12) months immediately following any termination of such employment (regardless of whether such termination is voluntary or involuntary), directly or indirectly, individually or on behalf of any other person, firm, corporation or other entity, (a) interfere with the Company's continuing relationships with its other employees, (b) disparage the Company with such other employees, (c) attempt to induce such other employees to leave their employment with the Company, (d) interfere with the Company's continuing relationships with its suppliers or customers, (e) disparage the Company with suppliers or customers, (f) sell, attempt to sell or solicit the sale of products competitive with those of the Company to the Company's customers, or (g) take any action to discourage or divert any suppliers or customers from doing business with the Company.

3. NON-COMPETITION

(3.1) You agree that some restrictions on your activities during and after your employment are necessary to protect the goodwill and other legitimate interests of the Company. During your employment you agree not to engage yourself for any outside business competitive with the Company. During the employment and for a period of 1 (one) year after your employment terminates/expires (the "Restriction Period") with the Company, you undertake not to compete, directly or indirectly, with the Company in the Territory described below, whether as an employee, consultant, agent, partner, owner, investor, or otherwise. Specifically, but without limiting the foregoing, you agree not to engage in any activity that is directly or indirectly competitive or potentially competitive with the business of the Company as conducted or under consideration at any time during your employment. For purposes of this provision, the business of the Company shall include all services & products offered by the Company in any manner or under development, and your undertaking shall encompass all items, products, and services that may be used in substitution for the products. You acknowledge that the Company's business is global in scope and therefore the "Territory" referred to above shall include the entire world.

(3.2) Notification Requirement. Until 6 (six) months after the period set forth in section 3.1 (a), you undertake to notify the Company in 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 letters 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, register 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, **One Month's** 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 of the Appendix 3 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.

7.5 The Company reserves the right during any period of notice to exclude you from the premises of the Company, or to require you to carry out specified duties at premises other than those referred to in section 3 of the letter of appointment, or to carry out no duties, and to instruct you not to communicate with clients, employees, agents or representatives of the Company until your employment has been terminated, provided that you shall continue to be paid and to enjoy normal contractual benefits during any such period, except in the case of suspension. You shall not be entitled to engage in any other employment, work or business

during this notice period.

7.6 In addition to all the rights of the Company provided for in this agreement or in any other policies/regulations of the Company or under law, the Company may terminate your employment forthwith in any of the following circumstances:

- (i) Breach by you of any of the terms of this letter of appointment;
- (ii) Breach of any clauses of the Company's regulations/policies as referenced in section 6 hereinabove;
- (iii) Unauthorized absence beyond a period of seven consecutive days;
- (iv) Inability to perform your duties beyond a period of thirty (30) days, whether on medical grounds or on any other grounds;
- (v) Physical or mental incapacitation to perform your duties;
- (vi) Any misrepresentation by you to the Company, whether made orally or in writing and whether expressly or by conduct, and whether at the time of appointment or prior or subsequent thereto;
- (vii) Commission of any act detrimental to the interests of the Company;
- (viii) Commission of any act of moral turpitude;
- (ix) Misconduct;
- (x) Commission of an act of insolvency;
- (xi) Conviction in any court of law for the commission of any crime; or
- (xii) Your performance is continuously measured as below expectation.

Notwithstanding anything contained in section 7.1, the Company reserves the right to terminate your employment without giving any notice period or pay in lieu thereof if you are in breach of the sub-clauses of clause 7.6 hereinabove.

8. REPRESENTATION

You represent and warrant that you are not bound by or subject to any court order, agreement, arrangement or undertaking (including but without limitation any non-competition or non-solicitation undertakings) or any other disability of any nature which may in any way restrict or prohibit you from entering into this letter of appointment or from performing your duties and providing services under this agreement of employment on the terms and condition contained herein.

9. INTERPRETATION-

If any of the provisions of this letter of employment shall, for any reason, be held to be invalid, illegal or unenforceable in any respect, such invalidity, illegality or un-enforceability shall not affect any other provisions of this letter of appointment, and this letter of appointment shall be construed as if such invalid, illegal or unenforceable provision has never been contained in this letter of employment. If, moreover, any one or more of the provisions contained in this letter of appointment shall for any reason be held to be excessively broad as to duration, activity or subject, it shall be construed by limiting and reducing it, so as to be enforceable to the extent compatible with the applicable law as it shall the appear.

10. DISPUTES

All disputes or differences whatsoever arising between the Company and you out of or relating to the construction, meaning and operation or effect of this letter of appointment or the breach thereof shall be settled by a Senior Officer of the Company and the decision made in pursuance thereof shall be binding on you and the Company. The Arbitration shall be subject to and in accordance with the Arbitration and Conciliation Act, 1996. The venue of the arbitration shall be Gurgaon.

11. WAIVER OF BREACH

Any waiver by the Company of a breach of any provision of this letter of appointment shall not operate or be construed as a waiver of any subsequent breach.

12. Employee Personal Information

12.1. The Company understands that privacy of information is important to you. The Company does not sell or otherwise share personally identifiable information except as provided below.

12.2. You consent to the processing and use of your Personal Data held by the Company for legal, personnel, administrative and/or management purposes. You further consent to the transfer of your Personal Data to other members of the UnitedHealth Group and to other third parties including those who provide products or services to the Company (such as benefit providers, 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.

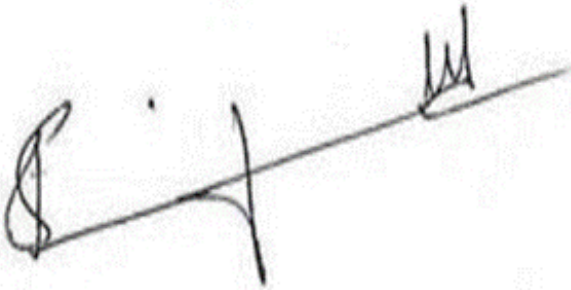
12.3. You further consent to your Personal Data being stored on a central database in the USA or wherever it may be located in the future, which is accessible by persons from the UnitedHealth Group and other third parties mentioned above in a number of different countries or territories, including countries 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 black ink, appearing to be 'S. J. W.', is written over a horizontal line. The signature is stylized and somewhat cursive.

Read Over and Acknowledged

I have personally read the contents of this letter of appointment carefully and fully understood every word of it and its meaning and have accepted the obligations which it imposes upon me without reservation. I have signed these terms and conditions contained herein voluntarily and have provided my express consent accordingly.

Candidate Full Name:

Date:

OFFER LETTER

LBL/2023-24/ADM8A-21
January 05, 2024

Ms. Sona
2076, 13th Cross, 1st Main
Behind Kirloskar Factory, Amrutheshwara Nagar
Belavadi, Mysuru 570 018
Mob: 9591 957952

Dear Ms. Sona

Sub: Job Offer Letter
Ref: Your training with us for in-house recruitment

Good day to you.

We are happy that you have successfully completed our training program in **Business Management of Plant Tissue Culture** for in-house recruitment.

We are glad to offer you a job in **Labland Biotech Private Limited** with effect from January 05, 2024.

The terms of appointment are as follows:

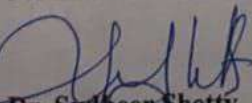
1. You will undergo a Probationary period of two years from the date of joining.
2. Probationary period includes six months of training period.
3. Your consolidated salary will be Rs. 20,000/- per month (cost to the Company) subject to the statutory & other deductions.
4. You can avail Casual Leaves (CL) of 12 days per year which cannot be taken in advance. CL has to be availed by the end of each month. Unavailed CL cannot be carried forward, but is eligible for payment in the same month.
5. You will receive your salary by the 10th of the subsequent month.
6. You will be regularized after six months of training based on the Screening Committee's Report, after which you will be eligible for PF & ESI benefits, wherever applicable.
7. You will sign the Joining Letter along with the Rules & Regulations of Service document, while joining for duty.
8. If you return a signed copy of this letter it is considered that you are accepting the job offer.

We look forward to meeting you on your joining date. We wish you all the best.

Thanking you.

With best regards.

Yours sincerely
For **Labland Biotech Private Limited**


Dr. Sudheer Shetty
Chairman

Labland Biotech Private Limited, Mysore



Ref: LBPL/HR/OF/22-23/0129

Date: 30-12-2022

To,

**Ms. Supreetha S
Sagara,
Shimoga****Sub: Offer Letter**Dear **Supreetha S,**

With reference to your application and the subsequent interview you had with us, we are pleased to offer you the position of '**Scientific Trainee**' on the following terms.

1. You will commence your duties with Laurus Bio Pvt Ltd not later than **2nd January 2023**. In case you fail to report for duty on this date unless otherwise agreed in written the offer shall stand automatically withdrawn.
2. You will be currently based at Bangalore subject to relocation based on needs of the company.
3. Your annual CTC would be 3,30,000 PA and Appointment letter and CTC breakup will be handed over to you on the date of joining.
4. You will be on probation for a period of 3 months from the date of your joining.
5. If found necessary your probation period may be extended at the discretion of the management or may be dispensed with earlier. Unless confirmed in writing you will be deemed as probationer even after the expiry of the probation period.
6. You shall execute Service Contract & NDA (Non-Disclosure Agreement) as per the rules of the company, which will be made available to you on joining.
7. You will have the responsibility for efficient, satisfactory and economical operation in the area of responsibility that may be assigned to you from time to time.

Please carry the documents according to the attached check list and confirm your acceptance.
Looking forward to your long and fruitful association with the company, and thanking you,

For Laurus Bio Pvt Ltd



Vinuta Chetan
Group Manager – HR

**LAURUS BIO PRIVATE LIMITED** (Formerly known as Richcore Lifesciences Pvt. Ltd.)Plot. No. 204 & 237, Bommasandra Jigani Link Road, K.I.A.D.B. Industrial Area, Bangalore Rural District, Karnataka - 560105. India.
T : +91 - 8110 - 419777 F : +91 - 080 - 2783 9574 W : www.laurus.bio E : info@laurus.bio CIN : U02423KA2005PTC036770

Sushma Ganapati Gaonkar Ganapati Gaonkar Gaonkar
Haliyal Taluk, Uttara Kannada District, Karnataka State

Dear Sushma Ganapati Gaonkar Ganapati Gaonkar Gaonkar,

We are pleased to offer you an appointment in our organisation as **Quality Officer** in the **Officer Grade III** grade.

Your base location would be **TIRUNELVELI**.

You would be paid a total annual CTC of **Rs.371,000/-**. Allowances and perquisites as applicable to your Grade along with the detailed break up of your remuneration is enclosed herewith for your reference.

Your date of joining will be on or before **01st February 2023**. Your employment at **Britannia Industries Limited** is subject to medical fitness and employment check background verification.

Your letter of appointment including the applicable terms will be issued to you on your joining. At time of joining, kindly submit copies of your birth certificate, educational certificates, your last drawn salary particulars, relieving letter from your earlier Company and 3 passport size photographs.

We look forward to a mutually rewarding association.

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

Yours faithfully,

For **BRITANNIA INDUSTRIES LIMITED**

Ritesh Rana

RITESH RANA
VICE PRESIDENT - HR

Cc : Personal file

Accepted

Signature *Sushma*

Date 22-01-23

This is an electronically generated letter

Total Gross Cost(TGC)		26124.5	313494
Others			
Annual Performance Bonus	Performance Linked Variable Pay is as per Company's Policy which may entail changes from time to time.	3333.33	40000
Group Term Life & Accident Insurance Premium	This is a premium paid by the Company to its Employees under Group Mediclaim (GMC), GTL (Group Term Life Insurance) & Group Personal Accident (GPA)	833.83	10006
Medical Insurance Domiciliary cover	This amount can be claimed through the insurance on incurrence of the same. This will be as per the terms and conditions of the Insurance policy	625	7500
Total		4792.17	57506
Total Cost to Company(TCTC)		30916.67	371000

Note:

"Please note that your appointment is subject to positive reference checks provided by yourself and Britannia Industries Limited internal investigating agency. These checks are carried out pre and post joining. In case the same is not your favour at any point of your tenure with us (pre and post joining), the organisation reserves the rights to revoke your employment with us."

This is an electronically generated letter

Sushma Ganapati Gaonkar Ganapati Gaonkar Gaonkar
Quality Officer
Officer Grade III

Details of Remuneration		Monthly (in Rs.)	Annual (in Rs.)
Cash Salary			
Basic Salary	46% of Total Gross Component	12017.27	144207.24
House Rent Allowance	54% of Basic	6489.33	77871.91
Personal Allowance	Balancing Figure	0	0
Conveyance Allowance	NA	0	0
Children's Education Allowance	Allowance gives a tax benefit of Rs. 200 per month	200	2400
Children's Hostel Allowance	Allowance gives a tax benefit of Rs. 600 per month	600	7200
Special Payment/Bonus	Statutory Bonus payment mandated by Law	3047.8	36573.61
Total		22354.4	268252.76
Cash Benefits			
Domiciliary Medical	NA	0	0
Meal Voucher	Is given to Employees as a Food Voucher	0	0
Leave Travel Assistance	Travel expenditure actually incurred as supported by Vouchers with minimum 4 days of Privilege Leave taken is eligible for Tax Benefit under the IT Act. The balance allowance is treated as cash and taxed	1750	21000
Total		1750	21000
Retirement Benefits			
Employer's Contribution to PF	Employer Contribution is 12% of Basic Per Month. The Employee contributes 12% of Basic Per Month to the PF A/c. This contribution is made by deducting the amount from monthly salary.	1442.07	17304.87
Employer's Contribution to ESIC	3.25% of Gross CTC (defined as per the ESIC eligibility)	0	0
Gratuity	4.81% of Basic Salary It will be Gratuity as per Payment of Gratuity Act.	578.03	6936.37
Total		2020.1	24241.24

This is an electronically generated letter



February 28, 2023

Sushmanjali K P
2/60 2nd main road Srirangapatna
Mandya Karnataka
571438

Dear Sushmanjali,

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

EMPLOYMENT

We are pleased to extend this offer to you basis the selection process administered. Your effective date of joining shall be no later than **March 3, 2023**. Your employment with the Company shall be subject to the timely submission of the following listed mandatory documents for background verification purposes, to be submitted prior to or latest by your Start Date. Successful pre and/or post-employment background checks, accuracy of the testimonials and information provided by you and your being free from any contractual restrictions preventing you from accepting this offer or starting work with us on the above-mentioned date, are required for your employment with the Company:

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

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

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

PROBATION

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

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

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

PLACE OF POSTING

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

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

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

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

PERFORMANCE OF DUTIES

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

COMPENSATION

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

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

REWARDING RESULTS PLAN

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

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

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

TERMINATION OF EMPLOYMENT

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

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

employment is terminated in accordance with condition 7.6 of the Appendix 3 to this letter of appointment.

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

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

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

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

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

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

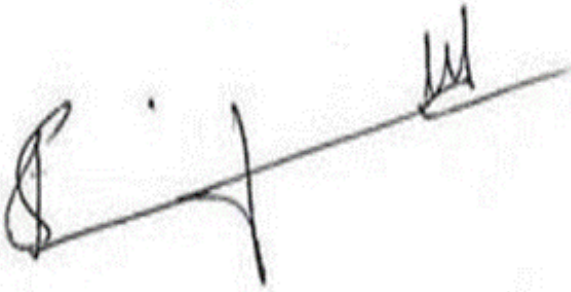
Congratulations and welcome to **XLHealth Corporation India Pvt. Ltd.** On your first day of employment, please report to our office located at **Bangalore** at 8.30 AM along with the documents as mentioned in the Appendix '2'. Should there be a change in your start date, it is mandatory that the same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

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

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

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

For XLHealth Corporation India Private Limited



Shivaprasad Mundakana
Director–People Team

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

ACKNOWLEDGEMENT:

Sushmanjali K P

Date: _____

Appendix 1

Employees shall be entitled to health, personal accident and life insurance benefits as per the Company's policy (over and above CTC)

- i. Gratuity shall be paid as per the Gratuity Act (over and above CTC)
- ii. Employees shall be eligible for provident fund as per the Employees Provident Fund and Miscellaneous Provisions Act, 1952
- iii. Employees shall be eligible for Employees State Insurance as per the Employees State Insurance Act, 1948
- iv. No payment under the Rewarding Results Plan/ bonus is guaranteed, and is subject to attainment of corporate and business unit's financial performance thresholds as well as individual performance ratings attained for the year as per the Company discretion.
- v. Take home salary shall be net of provident fund & income tax deductions depending on your savings under various schemes. Also, the monthly take home shall be impacted depending on the reimbursements claims every month.
- vi. Leave travel allowance (LTA) shall be payable once in a year as governed by the internal policy of the Company.

Appendix 2

Please come prepared with the following required documents (photocopies & originals) on your first day of joining:

Highest Degree Certificate OR Highest Qualification Marksheet

PAN CARD – In case you do not have PAN CARD, please apply for a PAN CARD and submit a copy of 'Acknowledgement of PAN CARD Application'

Date of Birth Proof – Class Xth Certificate

6 passport size photographs

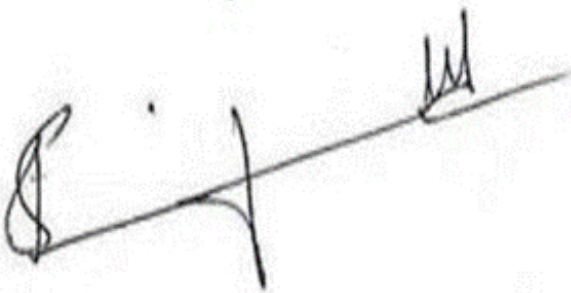
Relieving letter / Experience letter for your immediate last employment Incase the relieving letter has not been issued as yet, kindly carry a copy of your resignation acceptance

Copy of UAN CARD or FORM 11 (downloaded from EPFO portal) This is applicable for the employees with prior work experience, if UAN has been issued by the previous employer

Copy of AADHAAR CARD – In case you do not have AADHAAR, please apply for AADHAAR and submit a copy of 'Acknowledgement of AADHAAR Application'

Cancelled Cheque Leaf if monthly fixed salary is INR 21000 or less.

Your employment with the Company shall be subject to submission of the above documents and required joining forms within 45 (forty five) days of your joining. The Company reserves the right to terminate your employment, in the event the above documents and forms are not submitted within the time stated above.

A handwritten signature in black ink, appearing to be 'S. H. W.', written over a horizontal line. The signature is stylized and somewhat cursive.

Appendix 3

STANDARD TERMS AND CONDITIONS OF EMPLOYMENT

This appendix containing the Standard Terms and Conditions of employment is attached to the letter of appointment and shall be deemed to be an integral part thereof. Your employment is conditional upon your acceptance of the standard terms and conditions detailed herein.

1. CONFIDENTIALITY

1.1 The term "Confidential Information" shall include all information, whether written or oral, that is not known by, or not generally available to, the public/outside at large and that concerns the business, activities, financial affairs, trade secrets, technology of the Company or otherwise relates to the Company, in any manner whatsoever, its employees, its customers, their clients, suppliers and other businesses or entities, with whom the Company does business, which may come to your knowledge or possession during the tenure of your employment with the Company. You shall hold such Confidential Information in trust and confidence and not disclose or divulge such Confidential Information to any other person or entity or use any such Confidential Information for your own benefit or benefit of any other party, unless so authorized by the Company or required to be so disclosed or divulged in the course of the proper execution of your duties. You agree to sign the 'Confidentiality Agreement' in this regard, the terms of which shall form an inalienable part of this letter of appointment.

1.2 You undertake not to make copies or duplicates of any tangible Confidential Information or other sensitive property or materials of the Company, including but not limited to keys, access cards, diskettes, programs, photographs or such other proprietary information relating to the Company's business.

1.3 You shall keep strictly confidential, details of your salary and the employment benefits provided to you within and outside the Company.

1.4 You agree and confirm that the terms and conditions of this Section 1 shall survive the termination or discontinuation of your Services with the Company.

2. NON-SOLICITATION

You shall not, during the term of your employment and for a period of twelve (12) months immediately following any termination of such employment (regardless of whether such termination is voluntary or involuntary), directly or indirectly, individually or on behalf of any other person, firm, corporation or other entity, (a) interfere with the Company's continuing relationships with its other employees, (b) disparage the Company with such other employees, (c) attempt to induce such other employees to leave their employment with the Company, (d) interfere with the Company's continuing relationships with its suppliers or customers, (e) disparage the Company with suppliers or customers, (f) sell, attempt to sell or solicit the sale of products competitive with those of the Company to the Company's customers, or (g) take any action to discourage or divert any suppliers or customers from doing business with the Company.

3. NON-COMPETITION

(3.1) You agree that some restrictions on your activities during and after your employment are necessary to protect the goodwill and other legitimate interests of the Company. During your employment you agree not to engage yourself for any outside business competitive with the Company. During the employment and for a period of 1 (one) year after your employment terminates/expires (the "Restriction Period") with the Company, you undertake not to compete, directly or indirectly, with the Company in the Territory described below, whether as an employee, consultant, agent, partner, owner, investor, or otherwise. Specifically, but without limiting the foregoing, you agree not to engage in any manner in any activity that is directly or indirectly competitive or potentially competitive with the business of the Company as conducted or under consideration at any time during your employment. For purposes of this provision, the business of the Company shall include all services & products offered by the Company in any manner or under development, and your undertaking shall encompass all items, products, and services that may be used in substitution for the products. You acknowledge that the Company's business is global in scope and therefore the "Territory" referred to above shall include the entire world.

(3.2) Notification Requirement. Until 6 (six) months after the period set forth in section 3.1 (a), you undertake to notify the Company in 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 letters 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, register 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, **One Month's** 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 of the Appendix 3 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.

7.5 The Company reserves the right during any period of notice to exclude you from the premises of the Company, or to require you to carry out specified duties at premises other than those referred to in section 3 of the letter of appointment, or to carry out no duties, and to instruct you not to communicate with clients, employees, agents or representatives of the Company until your employment has been terminated, provided that you shall continue to be paid and to enjoy normal contractual benefits during any such period, except in the case of suspension. You shall not be entitled to engage in any other employment, work or business

during this notice period.

7.6 In addition to all the rights of the Company provided for in this agreement or in any other policies/regulations of the Company or under law, the Company may terminate your employment forthwith in any of the following circumstances:

- (i) Breach by you of any of the terms of this letter of appointment;
- (ii) Breach of any clauses of the Company's regulations/policies as referenced in section 6 hereinabove;
- (iii) Unauthorized absence beyond a period of seven consecutive days;
- (iv) Inability to perform your duties beyond a period of thirty (30) days, whether on medical grounds or on any other grounds;
- (v) Physical or mental incapacitation to perform your duties;
- (vi) Any misrepresentation by you to the Company, whether made orally or in writing and whether expressly or by conduct, and whether at the time of appointment or prior or subsequent thereto;
- (vii) Commission of any act detrimental to the interests of the Company;
- (viii) Commission of any act of moral turpitude;
- (ix) Misconduct;
- (x) Commission of an act of insolvency;
- (xi) Conviction in any court of law for the commission of any crime; or
- (xii) Your performance is continuously measured as below expectation.

Notwithstanding anything contained in section 7.1, the Company reserves the right to terminate your employment without giving any notice period or pay in lieu thereof if you are in breach of the sub-clauses of clause 7.6 hereinabove.

8. REPRESENTATION

You represent and warrant that you are not bound by or subject to any court order, agreement, arrangement or undertaking (including but without limitation any non-competition or non-solicitation undertakings) or any other disability of any nature which may in any way restrict or prohibit you from entering into this letter of appointment or from performing your duties and providing services under this agreement of employment on the terms and condition contained herein.

9. INTERPRETATION-

If any of the provisions of this letter of employment shall, for any reason, be held to be invalid, illegal or unenforceable in any respect, such invalidity, illegality or un-enforceability shall not affect any other provisions of this letter of appointment, and this letter of appointment shall be construed as if such invalid, illegal or unenforceable provision has never been contained in this letter of employment. If, moreover, any one or more of the provisions contained in this letter of appointment shall for any reason be held to be excessively broad as to duration, activity or subject, it shall be construed by limiting and reducing it, so as to be enforceable to the extent compatible with the applicable law as it shall the appear.

10. DISPUTES

All disputes or differences whatsoever arising between the Company and you out of or relating to the construction, meaning and operation or effect of this letter of appointment or the breach thereof shall be settled by a Senior Officer of the Company and the decision made in pursuance thereof shall be binding on you and the Company. The Arbitration shall be subject to and in accordance with the Arbitration and Conciliation Act, 1996. The venue of the arbitration shall be Gurgaon.

11. WAIVER OF BREACH

Any waiver by the Company of a breach of any provision of this letter of appointment shall not operate or be construed as a waiver of any subsequent breach.

12. Employee Personal Information

12.1. The Company understands that privacy of information is important to you. The Company does not sell or otherwise share personally identifiable information except as provided below.

12.2. You consent to the processing and use of your Personal Data held by the Company for legal, personnel, administrative and/or management purposes. You further consent to the transfer of your Personal Data to other members of the UnitedHealth Group and to other third parties including those who provide products or services to the Company (such as benefit providers, 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.

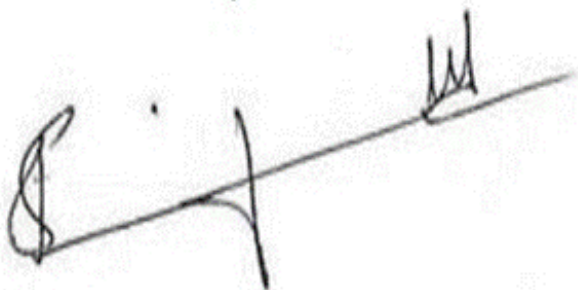
12.3. You further consent to your Personal Data being stored on a central database in the USA or wherever it may be located in the future, which is accessible by persons from the UnitedHealth Group and other third parties mentioned above in a number of different countries or territories, including countries 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 black ink, appearing to be 'S. J. W.', is written over a horizontal line. The signature is stylized and somewhat cursive.

Read Over and Acknowledged

I have personally read the contents of this letter of appointment carefully and fully understood every word of it and its meaning and have accepted the obligations which it imposes upon me without reservation. I have signed these terms and conditions contained herein voluntarily and have provided my express consent accordingly.

Candidate Full Name:

Date:

**BE YOURSELF,
MAKE A DIFFERENCE.**

accenture

24-Jan-2023

C7560829



**For Accenture use only*

Swapna KC
Nakshatra ladies PG in electronic phase II, Bengaluru, 560100 560100

Dear **Swapna**,

Based on our recent discussions with you, we are pleased to extend you an offer to join Accenture Solutions Private Ltd (hereinafter referred to as 'the Company') in **Bengaluru**. This letter will officially confirm your annual total earning potential and terms of your employment.

Job Profile- Clinical Data Management Associate
Management Level- 12
Sublevel - 3
Job Family Group-Business Process Delivery
Business Deal-India Life Sciences R&D

Your annual total cash compensation will be **INR 339880** and will be structured as per the attached Annexure 1 ' Compensation Details. This will continue to be applicable until further communication on the same. Your annual total earning potential includes:

-Annual fixed compensation of **INR 293000/-**; this includes allowances and statutory benefits and will be structured in accordance with the Company's compensation guidelines. The said amount includes employer's contribution to Provident Fund, as applicable.

-Variable Bonus: You will be eligible to participate in the FY23 Individual Performance Bonus (IPB) Programme. Your indicative pay-out can range from **0%** to **16%** of the prorated fixed pay in the Fiscal Year, subject to the overall terms and conditions of the IPB, including but not limited to your individual performance achievements and the Company's performance. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the IPB programme guidelines. The IPB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

On joining you may undergo a training program to acquire the knowledge to enable you to successfully perform to the expectations of the position for which you are being considered for employment. This offer and your employment with the Company are contingent upon you successfully completing the training program as per the satisfaction of the Company. Failing which, the Company may, in its sole discretion, elect to terminate or suspend your employment immediately.

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

Your employment with the Company will be governed by the attached Annexure 2 ' Terms of Employment. You are required to carefully read and understand these Terms of Employment as a part of accepting this offer. As further detailed in the Terms of Employment, this offer and your employment with the Company is subject to satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

To indicate your acceptance of this offer and employment with Accenture, please submit a copy of this letter and all relevant Annexures with your signature on each page. In addition, please provide all the documentation identified in Annexure 4 ' Documentation.

At Accenture, the health and well-being of our people, our clients and the community is our top priority. Before onboarding, we encourage you to take both doses of the COVID-19 vaccine.

You will be expected to work from the office in the location tagged to your role. In the current circumstances you may be allowed to work from home temporarily based on your assigned project. This offer is contingent to the above mentioned agreement.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with the Company are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, the Company may, in its sole discretion, elect to terminate or suspend your employment immediately.

This offer is contingent on us working together to determine an appropriate start date for your employment. The terms of this letter and this offer are valid for seven (7) days from the date of this letter. If we do not receive the above requested documents from you before the expiration of this period or after receiving your acceptance of this offer if you do not join the Company on a mutually agreed date of joining, or if, we are unable to set an alternative date, the terms of this letter and this offer will be deemed to have been rejected by you, unless otherwise communicated to you by the company in writing.

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration and in the employee application form (EAF) is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information & documentation provided by you at the registration stage. You understand and acknowledge that this offer & your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You may also be during your course of employment required by the company to provide documentation and information from time to time, you shall provide the same within the timelines prescribed by the company. Non furnishing of mandatory document/s within the specified time shall result in termination of employment.

Swapna, we look forward to hearing from you regarding your decision to join our team. In the meantime, please do not hesitate to call **viswateja.potturi** at **9581247153** should you have anything you would like to discuss further.

We believe you have a successful career ahead of you and look forward to your joining us.
Yours sincerely,



Jal
Managing Director - Accenture Operations in India & Sri Lanka

ACKNOWLEDGED AND AGREED:

Date:

Candidate's signature _____

ANNEXURE 1

Your compensation is as mentioned below:

Total Cash Compensation		
	Annual(INR)	
(A) Annual Fixed Compensation*	INR 293000	
(B) Variable Bonus earning potential	Min.	Max.
	0%	16%
Annual Total earning potential (A+B)	Min. INR 293000	Max. INR 339880

(C)#Additional Benefits	
Gratuity for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic)	INR 4900
Notional Insurance Premium paid by Company	INR 14200

(D)##Additional Discretionary WFH Benefits/Reimbursements	
One-time WFH Assistance reimbursement	INR 18,000/-
Annual Internet reimbursement	INR 12,000/- (capped at INR 1,000/- per month)

(E)Optional opportunity to participate in the Employee Share Purchase Plan	
Employee Share Purchase plan – to purchase Accenture plc Class A ordinary shares at 15% discount on the fair market value	INR 4300 (discount opportunity with an optional investment of 10% of gross pay and no change in share price)

**Annual Fixed Compensation includes employer"s contribution to Provident Fund, as applicable.

Note: For International Worker Only*

As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the Government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

*As defined by applicable law from time to time.

If you are currently eligible to receive Statutory Bonus, such amounts will be calculated on an annual figure and paid (as per prevailing law) to you on a monthly basis every year. Please note that your variable pay/variable bonus is inclusive of the Statutory Bonus amounts if payable to you. Such Statutory Bonus will be accordingly adjusted against variable pay. Excess variable pay, if any, post adjustment of Statutory Bonus will be paid as per Company evaluation process applicable to your management level as per company payroll cycle.

Benefits applicable for current Company financial year:

In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:

Insurance policy	Coverage for	Coverage amount	Premium paid by
Medical	Self, Spouse/partner (if you identify yourself as lesbian, gay, bisexual and transgender) & 2 Dependent children	INR 3,00,000/- per annum	Company
Personal Accident	Self	Up to 3 times of annual fixed compensation	Company
Life	Self	Equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000	Company
Future Service Liability	Self	Up to INR 20,00,000/-	Company
Employee Deposit Linked Insurance (EDLI)	Self	INR 705,000/- (If you contribute towards Employee Provident Fund)	Company

1. Medical Insurance for self, spouse and 2 dependent children up to INR 3,00,000 per annum. This plans allows for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.

a) You have the option of availing Accenture negotiated rates to cover your parents, parents-in-law and siblings up to INR 10,00,000 & any additional child up to INR **5,00,000** under a separate Insurance plan. You also can avail optional Top-Up and/or Critical Illness Policy for yourself and your dependents (spouse and 2 children) up to INR 10,00,000. The entire premium for this will have to be borne by you. These plans allow for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.

b) For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:

- 10% of such claims for self, spouse and 2 dependent children
- 20% of such claims for parents, parent's in-law, siblings, and additional children under the separate Insurance plan.

2. Personal Accident coverage for self, up to three times your annual fixed compensation.

a) You have the option of availing Supplemental Accident cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000.

a) You have the option of availing Supplemental Life cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

4. #C) Gratuity amount shown above is an indicative approximation of your annual eligibility, and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of gratuity Act, 1972 (as may be amended from time to time), payable as per the Company policy on your exit

#(C) Notional Insurance Premium is an approximation based on individual factors which may include age, level and fixed pay depending on the insurance. Please note that there could hence be a slight difference in the actual premium amount borne by Accenture for your insurance coverage. The premium amount is directly paid by Accenture to the Insurance companies tied up with and will not be paid to you individually. Applicable only for current FY and can be withdrawn at any time at company's discretion

##(D) Reimbursements would be approved as per the policies' terms & conditions. Kindly refer to those before initiating a purchase. The reimbursement amounts are subject to company policy and discretion and maybe updated/reviewed/withdrawn at any time basis company discretion.

5. You will also be eligible for the Employee Stock Purchase Plan, which will provide a 15% Discounted Rate on ACN Stock traded on NYSE.

- Employee Stock Purchase Plan (ESPP): The Employee Share Purchase Plan gives the employee an opportunity to purchase Class A common shares in Accenture Limited at a discount through payroll contributions. By participating in this plan, an employee can develop his / her ownership in Accenture and increase his/ her stake in Accenture's success.

6. Accenture provides you with access to the Employee Assistance Program (EAP) at no cost. EAP helps you and your immediate family members deal with work-life stressors, family issues, financial concerns, relationship problems, and even drug or legal concerns. The EAP services cover up to 5 in-person visits, short-term counseling, confidential access to assessments, referrals and follow-up service

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the above benefits & guidelines.

GST Clause:

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

General Tax:

All compensation will be paid to you after deduction of tax at source, in accordance with applicable law. You will be solely liable for your personal tax liabilities, as per applicable law, both in India and abroad.

ANNEXURE 3

DECLARATION

I hereby represent and warrant that as of my effective start date of employment with Accenture Solutions Private Ltd (hereinafter referred to as 'the Company'), I will have: (a) terminated my employment with any current/previous employer and any other employment or contractor relationships; and (b) satisfactorily performed and completed all my obligations which apply/applied to me vis-à-vis any current/previous employer and any other employment or contractor relationships.

I hereby represent and warrant that I have not, during the course of any current/previous employer and any other employment or contractor relationships, entered into or agreed to any arrangement which may restrict, prohibit or debar or conflict, or be inconsistent with my acceptance of the offer made by the Company or employment with the Company, including, but not limited to, any time-bound non-compete agreement, restrictive employment agreement or other restrictive terms.

I hereby represent and warrant that I shall not bring into the Company premises (or use in any manner) any third party documents (regardless of media) or materials (including but not limited to trade secrets) with myself to the Company, including any such documents or materials from my previous employer. To the extent I feel that my employment at the Company would require me to bring any third party documents or materials to the Company, I shall not bring any such documents or materials unless I have taken all permissions/approvals from the third parties before accepting the offer from the Company. I further represent and warrant that I have not and will not inappropriately disclose or misuse any confidential information obtained from and/or in connection with any current/previous employer and any other employment or contractor relationships. I agree and acknowledge that a breach of this provision shall entitle the Company to terminate my services with immediate effect.

ACKNOWLEDGED AND AGREED:

[Insert full legal name]

Date:

ANNEXURE 4

REQUIRED DOCUMENTATION

1. Two passport size copies of your recent photograph
2. Copy of highest education certificates
3. Copy of any mark sheets (Last semester mandatory)
4. Relieving Letters from previous employer
5. Documents in support of your age (10th/12th Marksheet/ Passport Copy etc)
6. If you are ESIC Eligible as per your Compensation Plan (copy of ESIC card or Form 1 Declaration).
7. Copy of Aadhaar Card - We request you to provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC, labour welfare fund and others. Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and which are bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications. Do note that the provision of Aadhar details and seeding Aadhar with UAN as well as completing KYC requirements of EPFO is necessary and if you are unable to do so this may delay submission of your PF contributions to the regulators.

Date: 21st July 2023
Place: Bangalore

Offer Letter

Dear **Swaraj**,

This has reference to your application and the subsequent interviews with us. We are pleased to offer you the position of **Scientist I**.

We are confident that you will find your time with the Company both personally and professionally rewarding, and that you will make a substantial contribution to the growth and success of the Company and its business.

Basic terms and conditions of your employment have been briefly outlined hereinbelow in this Letter and will be elaborated in the Employment Agreement to be executed by you, pursuant to your confirmation and joining:

Date of Joining: 1st August 2023

Position: Scientist I

Location: Bangalore

Gross Salary: Please refer to Annexure A attached herewith. All payments to you under the terms of employment are subject to deduction at source under the applicable Income Tax laws in India and any other enactment's that may be in force from time to time.

In addition to annexure A, you will be granted an option to purchase shares of the Company (the "option").

You will vest in 25% of the option shares after 12 months of continuous service, and the balance will vest in equal monthly instalments over the next 36 months of continuous service, as described in the applicable stock option agreement. The purchase price per share of the Option will be equal to the fair market value per share of the Company's Common Stock on the date the option is granted, as determined by the Company's Board of Directors in good faith compliance with applicable guidance in order to avoid having the Option be treated as deferred compensation under section 409A of the Internal Revenue Code of 1986, as amended.

Your employment with the Company shall be governed by this Letter, the Employment Agreement, and the employment policies formulated by the Company, subject to amendments from time to time. The employment policies of the Company are applicable to all employees of the Company,

irrespective of the position and terms of their employment. We encourage all employees to be well versed with the policies and the rules and regulations set therein. Every employee shall retire from the service of the Organization on the day which he/ she attains the age of 60 years. Any

PERFECT DAY INDIA PRIVATE LIMITED

Email: hq@perfectdayindia.com
Website: <https://perfectday.com>

CIN: U73100KA2019PTC130106
Telephone: +919632056517/518

October 23, 2022

Ms. Swetha Jagadeesh
"Shyba Villa"
Thottada, Kannur
Kerala 670007

Cell: +91-8138806961
E-mail: swetha1320@gmail.com

Dear Swetha,

Mynvax is a pre-clinical stage vaccine biotechnology developing recombinant vaccines for influenza and COVID19. Our R&D laboratories are currently located at Basavanagudi, Bangalore.

Based on the discussion we have had with you; we are pleased to appoint you as a Research Associate in our R&D Group. As a Research Associate, you will be involved in protein expression, purification and quantitation by ELISA and other bio-analytical techniques.

Your reporting manager will be Dr. Suman Pandey, Senior Scientist and your current place of work shall be our laboratories at Bangalore.

Your compensation during the probationary period shall be as follows:

Salary Head		Monthly Salary (Rs.)	Annual Compensation (Rs.)
1	Basic	15,000	1,80,000
2	HRA	5,000	60,000
3	Other allowance	10,000	1,20,000
4	Travelling allowance	2,500	30,000
5	Medical allowance	2,500	30,000
Total:		35,000	4,20,000

In addition, you will be covered under the Company's provident fund and group medical insurance schemes. Medical insurance will cover your dependent family members (spouse and dependent children).

Salary, net of taxes shall be paid within 5 working days of the month, in arrears. Within 30 days of joining Mynvax, you should provide a medical fitness certificate issued by a Registered Medical Practitioner advised by Mynvax. Your employment will be subject to receipt of a satisfactory medical certificate.

You will be on probation for a period of 1 (one) year from the date of your joining. The confirmation of your services shall be based on an assessment of your performance any time during this probationary period provided you pick-up the required skills and meet the expectation of your reporting Manager.

If you are in acceptance of this offer letter, please sign as indicated below and return a copy of this letter to us for our records.

Yours Truly

For Mynvax Private Limited

A handwritten signature in blue ink, which appears to be 'Gautham Nadig', is written over a circular blue stamp. The stamp contains the text 'MYNVAX PRIVATE LIMITED' around the perimeter and a small star at the bottom.

Gautham Nadig, Ph. D.
Authorized Signatory / Executive Director

I accept the offer letter and I shall join on or before 7 November 2022

Name: Swetha Jagadeesh

Signature: _____

Date: _____



July 24, 2023

Usha S T
Near New bus stand, Devamma Badavane Channapatana
Hassan Karnataka
573201

Dear Usha,

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

EMPLOYMENT

We are pleased to extend this offer to you basis the selection process administered. Your effective date of joining shall be no later than **July 31, 2023**. Your employment with the Company shall be subject to the timely submission of the following listed mandatory documents for background verification purposes, to be submitted prior to or latest by your Start Date. Successful pre and/or post-employment background checks, accuracy of the testimonials and information provided by you and your being free from any contractual restrictions preventing you from accepting this offer or starting work with us on the above-mentioned date, are required for your employment with the Company:

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

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

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

PROBATION

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

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

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

PLACE OF POSTING

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

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

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

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

PERFORMANCE OF DUTIES

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

COMPENSATION

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

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

REWARDING RESULTS PLAN

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

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

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

TERMINATION OF EMPLOYMENT

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

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

employment is terminated in accordance with condition 7.6 of the Appendix 3 to this letter of appointment.

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

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

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

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

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

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

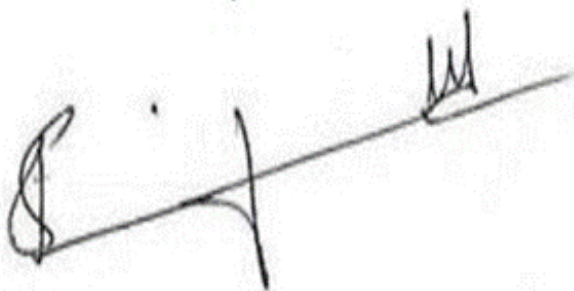
Congratulations and welcome to **XLHealth Corporation India Pvt. Ltd.** On your first day of employment, please report to our office located at **Bangalore** at 8.30 AM along with the documents as mentioned in the Appendix '2'. Should there be a change in your start date, it is mandatory that the same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

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

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

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

For XLHealth Corporation India Private Limited



Shivaprasad Mundakana
Director-People Team

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

ACKNOWLEDGEMENT:

Usha S T

Date: _____

Appendix 1

Employees shall be entitled to health, personal accident and life insurance benefits as per the Company's policy (over and above CTC)

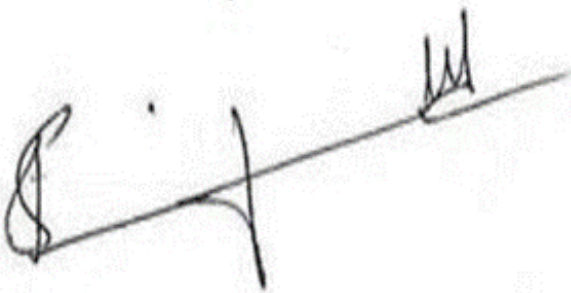
- i. Gratuity shall be paid as per the Gratuity Act (over and above CTC)
- ii. Employees shall be eligible for provident fund as per the Employees Provident Fund and Miscellaneous Provisions Act, 1952
- iii. Employees shall be eligible for Employees State Insurance as per the Employees State Insurance Act, 1948
- iv. No payment under the Rewarding Results Plan/ bonus is guaranteed, and is subject to attainment of corporate and business unit's financial performance thresholds as well as individual performance ratings attained for the year as per the Company discretion.
- v. Take home salary shall be net of provident fund & income tax deductions depending on your savings under various schemes. Also, the monthly take home shall be impacted depending on the reimbursements claims every month.
- vi. Leave travel allowance (LTA) shall be payable once in a year as governed by the internal policy of the Company.

Appendix 2

Please come prepared with the following required documents (photocopies & originals) on your first day of joining:

- Highest Degree Certificate OR Highest Qualification Marksheet
- PAN CARD - In case you do not have PAN CARD, please apply for a PAN CARD and submit a copy of 'Acknowledgement of PAN CARD Application'
- Date of Birth Proof - Class Xth Certificate
- 6 passport size photographs
- Relieving letter / Experience letter for your immediate last employment – In case the relieving letter has not been issued as yet, kindly carry a copy of your resignation acceptance
- Copy of UAN CARD or FORM 11 (downloaded from EPFO portal) – This is applicable for the employees with prior work experience, if UAN has been issued by the previous employer
- Copy of AADHAAR CARD - In case you do not have AADHAAR, please apply for AADHAAR and submit a copy of 'Acknowledgement of AADHAAR Application'
- Cancelled Cheque Leaf if monthly fixed salary is INR 21000 or less.

Your employment with the Company shall be subject to submission of the above documents and required joining forms within 45 (forty five) days of your joining. The Company reserves the right to terminate your employment, in the event the above documents and forms are not submitted within the time stated above.

A handwritten signature in black ink, appearing to be 'S. H. W.', written over a horizontal line.

Appendix 3

STANDARD TERMS AND CONDITIONS OF EMPLOYMENT

This appendix containing the Standard Terms and Conditions of employment is attached to the letter of appointment and shall be deemed to be an integral part thereof. Your employment is conditional upon your acceptance of the standard terms and conditions detailed herein.

1. CONFIDENTIALITY

1.1 The term "Confidential Information" shall include all information, whether written or oral, that is not known by, or not generally available to, the public/outside at large and that concerns the business, activities, financial affairs, trade secrets, technology of the Company or otherwise relates to the Company, in any manner whatsoever, its employees, its customers, their clients, suppliers and other businesses or entities, with whom the Company does business, which may come to your knowledge or possession during the tenure of your employment with the Company. You shall hold such Confidential Information in trust and confidence and not disclose or divulge such Confidential Information to any other person or entity or use any such Confidential Information for your own benefit or benefit of any other party, unless so authorized by the Company or required to be so disclosed or divulged in the course of the proper execution of your duties. You agree to sign the 'Confidentiality Agreement' in this regard, the terms of which shall form an inalienable part of this letter of appointment.

1.2 You undertake not to make copies or duplicates of any tangible Confidential Information or other sensitive property or materials of the Company, including but not limited to keys, access cards, diskettes, programs, photographs or such other proprietary information relating to the Company's business.

1.3 You shall keep strictly confidential, details of your salary and the employment benefits provided to you within and outside the Company.

1.4 You agree and confirm that the terms and conditions of this Section 1 shall survive the termination or discontinuation of your Services with the Company.

2. NON-SOLICITATION

You shall not, during the term of your employment and for a period of twelve (12) months immediately following any termination of such employment (regardless of whether such termination is voluntary or involuntary), directly or indirectly, individually or on behalf of any other person, firm, corporation or other entity, (a) interfere with the Company's continuing relationships with its other employees, (b) disparage the Company with such other employees, (c) attempt to induce such other employees to leave their employment with the Company, (d) interfere with the Company's continuing relationships with its suppliers or customers, (e) disparage the Company with suppliers or customers, (f) sell, attempt to sell or solicit the sale of products competitive with those of the Company to the Company's customers, or (g) take any action to discourage or divert any suppliers or customers from doing business with the Company.

3. NON-COMPETITION

(3.1) You agree that some restrictions on your activities during and after your employment are necessary to protect the goodwill and other legitimate interests of the Company. During your employment you agree not to engage yourself for any outside business competitive with the Company. During the employment and for a period of 1 (one) year after your employment terminates/expires (the "Restriction Period") with the Company, you undertake not to compete, directly or indirectly, with the Company in the Territory described below, whether as an employee, consultant, agent, partner, owner, investor, or otherwise. Specifically, but without limiting the foregoing, you agree not to engage in any activity that is directly or indirectly competitive or potentially competitive with the business of the Company as conducted or under consideration at any time during your employment. For purposes of this provision, the business of the Company shall include all services & products offered by the Company in any manner or under development, and your undertaking shall encompass all items, products, and services that may be used in substitution for the products. You acknowledge that the Company's business is global in scope and therefore the "Territory" referred to above shall include the entire world.

(3.2) Notification Requirement. Until 6 (six) months after the period set forth in section 3.1 (a), you undertake to notify the Company in 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 letters 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, register 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, **One Month's** 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 of the Appendix 3 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.

7.5 The Company reserves the right during any period of notice to exclude you from the premises of the Company, or to require you to carry out specified duties at premises other than those referred to in section 3 of the letter of appointment, or to carry out no duties, and to instruct you not to communicate with clients, employees, agents or representatives of the Company until your employment has been terminated, provided that you shall continue to be paid and to enjoy normal contractual benefits during any such period, except in the case of suspension. You shall not be entitled to engage in any other employment, work or business

during this notice period.

7.6 In addition to all the rights of the Company provided for in this agreement or in any other policies/regulations of the Company or under law, the Company may terminate your employment forthwith in any of the following circumstances:

- (i) Breach by you of any of the terms of this letter of appointment;
- (ii) Breach of any clauses of the Company's regulations/policies as referenced in section 6 hereinabove;
- (iii) Unauthorized absence beyond a period of seven consecutive days;
- (iv) Inability to perform your duties beyond a period of thirty (30) days, whether on medical grounds or on any other grounds;
- (v) Physical or mental incapacitation to perform your duties;
- (vi) Any misrepresentation by you to the Company, whether made orally or in writing and whether expressly or by conduct, and whether at the time of appointment or prior or subsequent thereto;
- (vii) Commission of any act detrimental to the interests of the Company;
- (viii) Commission of any act of moral turpitude;
- (ix) Misconduct;
- (x) Commission of an act of insolvency;
- (xi) Conviction in any court of law for the commission of any crime; or
- (xii) Your performance is continuously measured as below expectation.

Notwithstanding anything contained in section 7.1, the Company reserves the right to terminate your employment without giving any notice period or pay in lieu thereof if you are in breach of the sub-clauses of clause 7.6 hereinabove.

8. REPRESENTATION

You represent and warrant that you are not bound by or subject to any court order, agreement, arrangement or undertaking (including but without limitation any non-competition or non-solicitation undertakings) or any other disability of any nature which may in any way restrict or prohibit you from entering into this letter of appointment or from performing your duties and providing services under this agreement of employment on the terms and condition contained herein.

9. INTERPRETATION-

If any of the provisions of this letter of employment shall, for any reason, be held to be invalid, illegal or unenforceable in any respect, such invalidity, illegality or un-enforceability shall not affect any other provisions of this letter of appointment, and this letter of appointment shall be construed as if such invalid, illegal or unenforceable provision has never been contained in this letter of employment. If, moreover, any one or more of the provisions contained in this letter of appointment shall for any reason be held to be excessively broad as to duration, activity or subject, it shall be construed by limiting and reducing it, so as to be enforceable to the extent compatible with the applicable law as it shall the appear.

10. DISPUTES

All disputes or differences whatsoever arising between the Company and you out of or relating to the construction, meaning and operation or effect of this letter of appointment or the breach thereof shall be settled by a Senior Officer of the Company and the decision made in pursuance thereof shall be binding on you and the Company. The Arbitration shall be subject to and in accordance with the Arbitration and Conciliation Act, 1996. The venue of the arbitration shall be Gurgaon.

11. WAIVER OF BREACH

Any waiver by the Company of a breach of any provision of this letter of appointment shall not operate or be construed as a waiver of any subsequent breach.

12. Employee Personal Information

12.1. The Company understands that privacy of information is important to you. The Company does not sell or otherwise share personally identifiable information except as provided below.

12.2. You consent to the processing and use of your Personal Data held by the Company for legal, personnel, administrative and/or management purposes. You further consent to the transfer of your Personal Data to other members of the UnitedHealth Group and to other third parties including those who provide products or services to the Company (such as benefit providers, 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.

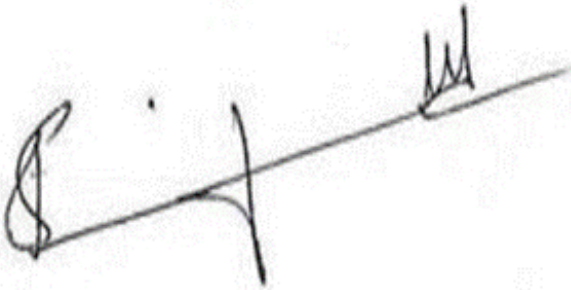
12.3. You further consent to your Personal Data being stored on a central database in the USA or wherever it may be located in the future, which is accessible by persons from the UnitedHealth Group and other third parties mentioned above in a number of different countries or territories, including countries 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 black ink, appearing to be 'S. J. W.', is written over a horizontal line. The signature is stylized and somewhat cursive.

Read Over and Acknowledged

I have personally read the contents of this letter of appointment carefully and fully understood every word of it and its meaning and have accepted the obligations which it imposes upon me without reservation. I have signed these terms and conditions contained herein voluntarily and have provided my express consent accordingly.

Candidate Full Name:

Date:

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

From: Vishwanath. N. Kumar <vishwanath.kumar@magicbusindia.org>

Date: Mon, 12 Jun 2023 at 11:52

Subject: shortlisted candidates list

To: jss college <jssplacement2022@gmail.com>

dear sir,

please find the attachment .

THANKING YOU :
MAGIC BUS INDIA FOUNDATION
PLACEMENT OFFICER MYSORE
VISHWANATH N.KUMAR
MOB : 8431488818

3	Candidates Selection List_HGS,Mysore						
4	NAME OF THE CANDIDATES	CONTACT	JOB ROLE	CTC	STATUS	JOINING DATE	SOURCED BY
5	Annie Roy A J	9986584447	Trainee Process Consultant	15000	JOINED	5/9/2022	Magic Bus India Foundation
6	Anushree N	6360121208	Trainee Process Consultant	15000	JOINED	5/9/2022	Magic Bus India Foundation
7	Aparna M	7899979467	Trainee Process Consultant	15000	JOINED	5/9/2022	Magic Bus India Foundation
8	Bharath K	9902963025	Trainee Process Consultant	15000	JOINED	5/9/2022	Magic Bus India Foundation
9	Bhavana B H	944119988	Trainee Process Consultant	15000	JOINED	5/9/2022	Magic Bus India Foundation
10	Channamma S	748373762	Trainee Process Consultant	15000	JOINED	5/9/2022	Magic Bus India Foundation
11	Darshanik M S	9606570689	Trainee Process Consultant	15000	JOINED	5/9/2022	Magic Bus India Foundation
12	Divya P	963284458	Trainee Process Consultant	15000	JOINED	5/9/2022	Magic Bus India Foundation
13	Gouthami A N	8310905976	Trainee Process Consultant	15000	JOINED	5/9/2022	Magic Bus India Foundation
14	Harshitha R	8970187174	Trainee Process Consultant	15000	JOINED	5/9/2022	Magic Bus India Foundation
15	John Sagayaraj S	8151842188	Trainee Process Consultant	15000	JOINED	5/9/2022	Magic Bus India Foundation
16	Krusha Ballavar A	8296539838	Trainee Process Consultant	15000	JOINED	5/9/2022	Magic Bus India Foundation
17	Madalambika P	9535175497	Trainee Process Consultant	15000	JOINED	5/9/2022	Magic Bus India Foundation
18	Madan Raj M	9448544329	Trainee Process Consultant	15000	JOINED	5/9/2022	Magic Bus India Foundation
19	Manoj L	8884801616	Trainee Process Consultant	15000	JOINED	5/9/2022	Magic Bus India Foundation
20	Meghana C	7829715822	Trainee Process Consultant	15000	JOINED	5/9/2022	Magic Bus India Foundation
21	Milan P sanals	9972252602	Trainee Process Consultant	15000	JOINED	5/9/2022	Magic Bus India Foundation
22	Preema Anusha C	8095980364	Trainee Process Consultant	15000	JOINED	5/9/2022	Magic Bus India Foundation
23	Rajath K S	9739254438	Trainee Process Consultant	15000	JOINED	5/9/2022	Magic Bus India Foundation
24	Rashmi R	9845909434	Trainee Process Consultant	15000	JOINED	5/9/2022	Magic Bus India Foundation
25	Ravichandran D	8123648394	Trainee Process Consultant	15000	JOINED	5/9/2022	Magic Bus India Foundation
26	Shambavi H	636197465	Trainee Process Consultant	15000	JOINED	5/9/2022	Magic Bus India Foundation
27	Shazmeen Seher khan	9740992513	Trainee Process Consultant	15000	JOINED	5/9/2022	Magic Bus India Foundation
28	Shilpa S	9606596225	Trainee Process Consultant	15000	JOINED	5/9/2022	Magic Bus India Foundation
29	Shivkumar G N	7026956075	Trainee Process Consultant	15000	JOINED	5/9/2022	Magic Bus India Foundation
30	Shivmurthy M	741008044	Trainee Process Consultant	15000	JOINED	5/9/2022	Magic Bus India Foundation
31	Shwetha H	8861877539	Trainee Process Consultant	15000	JOINED	5/9/2022	Magic Bus India Foundation
32	Supritha N G	9353032582	Trainee Process Consultant	15000	JOINED	5/9/2022	Magic Bus India Foundation
33	Syeda Sadiya	9900716541	Trainee Process Consultant	15000	JOINED	5/9/2022	Magic Bus India Foundation
34	Syed Khalid	9686054582	Trainee Process Consultant	15000	JOINED	5/9/2022	Magic Bus India Foundation
35	Thamanna Afreen	7892082190	Trainee Process Consultant	15000	JOINED	5/9/2022	Magic Bus India Foundation
36	Vijayalakshmi D	9880232435	Trainee Process Consultant	15000	JOINED	5/9/2022	Magic Bus India Foundation
37	Vishwas D R	720470603	Trainee Process Consultant	15000	JOINED	5/9/2022	Magic Bus India Foundation
38	Vishwas N	8296070267	Trainee Process Consultant	15000	JOINED	5/9/2022	Magic Bus India Foundation
39	Shameel Khan	8892724776	Trainee Process Consultant	15000	JOINED	5/9/2022	Magic Bus India Foundation
40	Anand S	7619471947	Trainee Process Consultant	15000	JOINED	9-23-2022	Magic Bus India Foundation
41	Kiran R	7026187644	Trainee Process Consultant	15000	JOINED	9-23-2022	Magic Bus India Foundation
42	Kiran Kumar A Y	8722536067	Trainee Process Consultant	15000	JOINED	9-23-2022	Magic Bus India Foundation
43	Sudeep C P	6362767936	Trainee Process Consultant	15000	JOINED	9-23-2022	Magic Bus India Foundation
44	Kiran Kumar C D	7353170193	Trainee Process Consultant	15000	JOINED	9-23-2022	Magic Bus India Foundation
45	Yuvaraja P	7348909384	Trainee Process Consultant	15000	JOINED	9-23-2022	Magic Bus India Foundation
46	Pradeep Kumar M	7019585241	Trainee Process Consultant	15000	JOINED	9-23-2022	Magic Bus India Foundation
47	Prasanna V	7795773103	Trainee Process Consultant	15000	JOINED	9-23-2022	Magic Bus India Foundation
48	Prajwal	959193745	Trainee Process Consultant	15000	JOINED	9-23-2022	Magic Bus India Foundation
49	Sahas	9611991816	Trainee Process Consultant	15000	JOINED	9-23-2022	Magic Bus India Foundation
50	Gowtham H V	7411394953	Trainee Process Consultant	15000	JOINED	9-23-2022	Magic Bus India Foundation
51	Mohammed Shaik Fardeen	9066727637	Trainee Process Consultant	15000	JOINED	9-23-2022	Magic Bus India Foundation
52	Ambika P	8073041165	Trainee Process Consultant	15000	JOINED	9-23-2022	Magic Bus India Foundation
53	Charan Kumar S S	8217627543	Trainee Process Consultant	15000	JOINED	9-23-2022	Magic Bus India Foundation
54	Syed Matheeb	9916509503	Trainee Process Consultant	15000	JOINED	9-23-2022	Magic Bus India Foundation