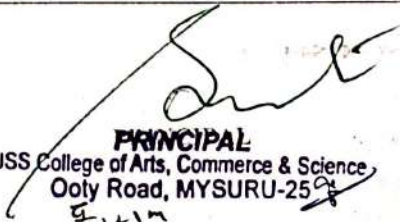


JSS COLLEGE OF ARTS, COMMERCE AND SCIENCE

Ooty Road, Mysore--570 025

(0821-2548236): 2548380 Fax:0821-2548238 :: jssautonomous@gmail.com :: Website:www.jsscacs.org

TRANSFER CERTIFICATE

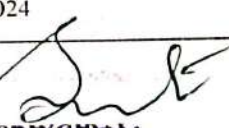
ADM NO	552/2020-21	MEDIUM	ENGLISH	TC NO	1056	YEAR	2020-21
1	Name of the Student (As per the Admission Register)			SHASHIDHAR			
2	Name of the Father / Guardian			SHIVASHANKAR GOWDA			
3	Male / Female			MALE			
4	Date of Birth (As per the Admission Register)			In figures: 05.08.1999			
				In words: Five - Eight- Nineteen Ninety Nine			
5	Nationality/ Religion / Group / Caste			INDIAN /GM/HY/KA/VEERASHAIVALINGAYATH			
6	a. Date of Admission to the College			05.02.2021			
	b. Date of Leaving the College			31.07.2023			
7	Class in which the student was studying at the time of leaving the college			I & II YEAR M.Sc MATHEMATICS			
8	Subjects Studied			II YEAR M.Sc MATHEMATICS			
9	a. Whether Qualified for Promotion to the next higher class?			QUALIFIED			
	b. Examination Passed			Exam:II M.Sc MATHEMATICS			
10	Year & Month			Year & Month: - MARCH 2023			
11	Character and Conduct			SATISFACTORY			
12	Date on which the application for the TC was Received:			Dated: 01.2.2024			
13	College Receipt / Challan No. & date			DUM1944468 / 02.2.2024			
Seal Date : 02.02.2024				 PRINCIPAL JSS College of Arts, Commerce & Science Ooty Road, MYSURU-25			

JSS COLLEGE OF ARTS, COMMERCE AND SCIENCE

Ooty Road, Mysore-570 025

(0821-2548236): 2548380 Fax:0821-2548238 :: jssautonomous@gmail.com :: Website:www.jsscacs.org

TRANSFER CERTIFICATE

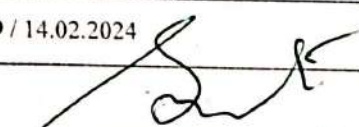
ADM NO	2204/2020-21	MEDIUM	ENGLISH	TC NO	1061	YEAR	2020-21
1	Name of the Student (As per the Admission Register)			SNEHA MB ✓			
2	Name of the Father / Guardian			BASAVANNA ✓			
3	Male / Female			FEMALE			
4	Date of Birth (As per the Admission Register)			In figures: 17.04.1999 ✓			
				In words: Seventeen - Four - Nineteen Ninety Nine			
5	Nationality/ Religion / Group / Caste			INDIAN / 3B / VEERASHAIVA LINGAYATH ✓			
6	a. Date of Admission to the College			15.01.2021			
	b. Date of Leaving the College			31.07.2022			
7	Class in which the student was studying at the time of leaving the college			I & II YEAR M.Sc MATHEMATICS ✓			
8	Subjects Studied			II YEAR M.Sc MATHEMATICS			
9	a. Whether Qualified for Promotion to the next higher class?			QUALIFIED			
	b. Examination Passed			Exam:II M.Sc MATHEMATICS			
10	Year & Month			Year & Month: - JULY 2022			
11	Character and Conduct			SATISFACTORY			
12	Date on which the application for the TC was Received:			Dated: 03.2.2024			
13	College Receipt / Challan No. & date			DUM2431613/12.02.2024			
Seal Date : 13.02.2024				 PRINCIPAL JSS College of Arts, Commerce & Science Ooty Road, MYSURU-25 ✓			

JSS COLLEGE OF ARTS, COMMERCE AND SCIENCE

Ooty Road, Mysore-570 025

(0821-2548236): 2548380 Fax:0821-2548238 :: jssautonomous@gmail.com :: Website:www.jsscacs.org

TRANSFER CERTIFICATE

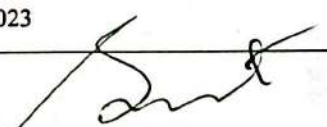
ADM NO	2250/2020-21	MEDIUM	ENGLISH	TC NO	1066	YEAR	2020-21
1	Name of the Student (As per the Admission Register)			CHAITHRA M ✓			
2	Name of the Father / Guardian			MAHADEVNAIK ✓			
3	Male / Female			FEMALE			
4	Date of Birth (As per the Admission Register)			In figures: 18.05.1999			
				In words: Eighteen - Five - Nineteen Ninety Nine			
5	Nationality/ Religion / Group / Caste			INDIAN / ST / NAYAKA			
6	a. Date of Admission to the College			16.01.2021			
	b. Date of Leaving the College			31.07.2022			
7	Class in which the student was studying at the time of leaving the college			I & II YEAR M.Sc MATHEMATICS			
8	Subjects Studied			II YEAR M.Sc MATHEMATICS			
9	a. Whether Qualified for Promotion to the next higher class?			FAIL			
	b. Examination Passed			Exam:II M.Sc MATHEMATICS			
10	Year & Month			Year & Month: - FAIL			
11	Character and Conduct			SATISFACTORY			
12	Date on which the application for the TC was Received:			Dated: 14.2.2024			
13	College Receipt / Challan No. & date			DUM2501479 / 14.02.2024			
Seal Date : 14.02.2024				 PRINCIPAL JSS College of Arts, Commerce & Science Ooty Road, MYSURU-25			

JSS COLLEGE OF ARTS, COMMERCE AND SCIENCE

Ooty Road, Mysore-570 025

(0821-2548236): 2548380 Fax:0821-2548238 :: jssautonomous@gmail.com :: Website:www.jsscacs.org

TRANSFER CERTIFICATE

ADM NO	2241/2020-21	MEDIUM	ENGLISH	TC NO	1093	YEAR	2020-21
1	Name of the Student (As per the Admission Register)			MEGHANA U P			
2	Name of the Father / Guardian			PUTTARAJU			
3	Male / Female			FEMALE			
4	Date of Birth (As per the Admission Register)			In figures: 06.10.1999			
				In words: Six - Ten - Nineteen Ninety Nine			
5	Nationality/ Religion / Group / Caste			INDIAN / 3A / VOKKALIGA			
6	a. Date of Admission to the College			16.01.2021			
	b. Date of Leaving the College			31.09.2022			
7	Class in which the student was studying at the time of leaving the college			I & II YEAR M.Sc BIOCHEMISTRY			
8	Subjects Studied			II YEAR M.Sc BIOCHEMISTRY			
9	a. Whether Qualified for Promotion to the next higher class?			QUALIFIED			
	b. Examination Passed			Exam:II M.Sc BIOCHEMISTRY			
10	Year & Month			Year & Month: - JULY 2022			
11	Character and Conduct			SATISFACTORY			
12	Date on which the application for the TC was Received:			Dated: 30.12.2023			
13	College Receipt / Challan No. & date			1498/30.12.2023			
Seal Date : 11.03.2024				 PRINCIPAL JSS College of Arts, Commerce & Science Ooty Road, MYSURU-25			

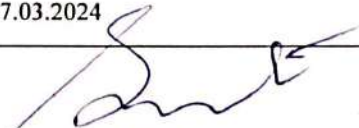
PRINCIPAL
JSS College of Arts, Commerce & Science
Ooty Road, MYSURU-25

P/C
12/3/24


JSS COLLEGE OF ARTS, COMMERCE AND SCIENCE

Ooty Road, Mysore-570 025
(0821-2548236): 2548380 Fax:0821-2548238 :: jssautonomous@gmail.com :: Website:www.jsscacs.org

TRANSFER CERTIFICATE

ADM NO	2244/2020-21	MEDIUM	ENGLISH	TC NO	1098	YEAR	2020-21
1	Name of the Student (As per the Admission Register)			KUSHALAVALLIN			
2	Name of the Father / Guardian			NAGARAJU D			
3	Male / Female			FEMALE			
4	Date of Birth (As per the Admission Register)			In figures: 02.10.1999			
				In words: Two - Ten - Nineteen Ninety Nine			
5	Nationality/ Religion / Group / Caste			INDIAN / SC / ADIKARNATAKA			
6	a. Date of Admission to the College			16.01.2021			
	b. Date of Leaving the College			31.09.2022			
7	Class in which the student was studying at the time of leaving the college			I & II YEAR M.Sc BOTANY			
8	Subjects Studied			II YEAR M.Sc BOTANY			
9	a. Whether Qualified for Promotion to the next higher class?			QUALIFIED			
	b. Examination Passed			Exam:II M.Sc BOTANY			
10	Year & Month			Year & Month: - JULY 2022			
11	Character and Conduct			SATISFACTORY			
12	Date on which the application for the TC was Received:			Dated: 07.03.2024			
13	College Receipt / Challan No. & date			406701093829/07.03.2024			
Seal Date : 13.03.2024				 PRINCIPAL JSS College of Arts, Commerce & Science Ooty Road, MYSURU-2501			

13/3/24



Millennium

Chemi PHARMA (MYSORE) Pvt. Ltd.

MCPMPL/HR/06062022/22-23
06th June 2022

SUSHMITHA M R
D/o Ranganath Mysore,
#75, 11th Main,
15th Cross, E Block,
J P Nagar,
Mysore South,
Mysore - 570018.

[Signature]
Thru' HOD

Dear Sushmitha M R,

With reference to your earlier Letter Ref.: MCPMPL/LET/06122021/21-22 dated: 06/12/2021 you have been working with us as "Trainee Chemist - Quality Assurance" on probation. Now, we are pleased to confirm your services as "Chemist - Quality Assurance" with effect from 06/06/2022 on the following terms and conditions:

1. This confirmation is made on the basis of your service on probation period.
2. Your Gross salary as under.

Sl No	Salary Structure	PM	PA
1	Basic +DA	8500.00	102000.00
2	HRA	3600.00	43200.00
3	Conveyance Allowance	1700.00	20400.00
4	Special Allowance	1600.00	19200.00
5	Other Allowance	1600.00	19200.00
Gross Salary		17000.00	204000.00

3. Your next increment will fall due on 01.01.2023.
4. You shall retire from the services of the company on attaining the age of 58 years. In your employment particulars, you have mentioned your date of birth as 27/06/1997 which will be treated as final for the determination of your retirement from the services of the company
5. If you remain absent from duty for eight successive days without the prior permission of the management, or overstay the sanctioned leave without first getting it sanctioned, your services shall automatically come to an end and you shall be deemed to have abandoned your employment on your own accord and that your name shall be struck off from the rolls of the Company.
6. Your service shall be liable to be terminated on grounds of serious neglect or dereliction of duty, breach of rules and regulation or conduct prejudicial to the interest of the company without any notice. If you desire to leave service, you shall be required to give one month's prior notice or one month payment in lieu thereof and in addition seek prior sanction of your resignation from the

:-1:-

49, MYSORE-BELAGOLA INDUSTRIAL AREA, METAGALLI, MYSORE-570016, KARNATAKA-INDIA
Telephone : 91-821-2582032/045 Fax : 91-821-4252045 e-mail : info@millenniumchemipharma.com website : www.millenniumchemipharma.com

ECC:AAACN 9844QQX001 TIN:29860361931 CIN:U24117KA1997PTC022652

GSTIN : 29AAACN9844Q1Z1



Dear Kruthika V Babu,

Congratulations! Paramount Nutritions India Pvt Ltd is excited to call you our company as Quality chemist.

We'll focus on wrapping up a few more formalities, including the successful completion of your (background check, drug screening, reference check, etc.), and aim to get you settled into your new role by 19.08.2019

Keep reading to learn more about this opportunity and—hopefully—answer any lingering questions you may have.

Paramount Nutritions India Pvt Ltd will start you out at 15000/- per MONTH initially.

As the Quality chemist , you'll report to quality manager. Please keep in mind, this employment offer is in no way a legally binding contract. As an at-will employee, both you and Paramount Nutritions India Pvt Ltd are able to terminate employment for any reason at any time.

Paramount Nutritions India Pvt Ltd looks forward to bringing you on board! If you have any questions, please feel free to reach out at any time and we'll be more than happy to help you.

Best,

For,

AUTHORISED SIGNATURE

Candidate Signature:

DATE:



2019-21

Date: 20 Dec 2021

Mr Thejas S R
s/o Ramesh S K #195 Siddayana
koppalu Kothali Hobli yeliyur post 571402 Mandya T/D
Karnataka 571402

Employee No: 2289801
Dear Mr Thejas S R

Appointment Letter

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

1. Your contract will commence from 20 Dec 2021 and expire on 19 Dec 2022 during which you will render services with Stelis Biopharma Pvt Ltd. at their premises subject to the terms and conditions of the engagement letter executed by you on 20 Dec 2021 and in accordance to the instructions received by you from us or any other authorized person and will be bound by our rules and regulations.
2. You hereby agree to be liable for the following terms and conditions:
 - i. Fully perform the services, in a professional manner, at the Client's location until the completion of the term of the work assignment.
 - ii. During the term of the work assignment, render services exclusively to the Client and such performance shall not be inconsistent with any obligation you may have to other third parties.
 - iii. Not engage in any conduct which is detrimental to the interest of the Client or TeamLease.
 - iv. Not receive any payments of any nature directly or indirectly from the Client unless agreed to by TeamLease.
 - v. Neither directly nor indirectly offers you for employment with the Client or its affiliates during the period of the work assignment without prior permission of TeamLease.
 - vi. Extend all cooperation to the Client's employees, consultants, representatives, etc. and do all such things as may be necessary and comply with all terms of the Appointment letter so as to effectively undertake the work.
 - vii. Report and be present at the designated location during the working hours mentioned herein and abide by the rules and regulations as required by the Client.
 - viii. Comply with the safety, health and other rules and regulations of TeamLease and the TeamLease Client that you have been made aware of.
 - ix. During the course of your contract, you can be transferred to a location within the territory of India as and when required by TeamLease for executing the services provided herein.
3. Should you be selected to perform the Work Assignment, the nature of your relationship with TeamLease will be that of a Contract of Service for a fixed period. By executing this letter of engagement neither do we offer you employment with TeamLease nor do you become an employee of TeamLease. Upon expiry or termination of the Work Assignment, your employment with TeamLease shall stand terminated forthwith.
4. Except for expiry of a Work Assignment due to completion/expiry of the same or in respect of a Work Assignment of one week or a lesser period of time, either party may terminate this Work Assignment Letter by issuing 30 days notice in writing or payment thereof.
5. Termination of this letter of engagement shall not affect the obligations of the parties that have been incurred prior to such termination and TeamLease shall promptly settle all your dues after making the applicable deductions.
6. You agree to defend, indemnify and hold TeamLease or the Client harmless from any and all claims, damages, liability, attorneys fees and expenses on account of your failure to satisfy any of your obligations under this work assignment letter or for misconduct or for violation of any law or creation of any legal liability by you.
7. Any dispute between you and TeamLease shall be referred to a sole arbitrator appointed by TeamLease. The arbitration shall be conducted in English language, in accordance with the Arbitration and Conciliation Act 1996, at Bangalore, Karnataka, India. This Engagement Letter shall be governed by the laws of India.
8. Details of your salary breakup will be as per the Annexure attached herein. You hereby authorize TeamLease to

** This is a system generated document. Any unauthorized use, disclosure, dissemination, or copying of this document is strictly prohibited and may be unlawful.

Doc ID: TL/D80DE47E7ED

Salary Annexure

Employee No: 2289801

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

Net Pay Annexure

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

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

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

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



MILLENNIUM

CHEMI PHARMA (MYSORE) PVT. LTD.

MCPMPL/HR/14102022/22-23

14th October 2022

HARSHITHA M
D/o Mohan Kumar M S,
#288, 13th Cross,
18th Main Road, Railway Layout,
Revenue Badavane,
Vijayanagar,
Mysore – 570016.

Dear Harshitha M,

With reference to your application dated: **13/10/2022** and the subsequent interview you had with us, we are pleased to appoint you in the services of our company as "**Trainee Chemist – Quality Assurance**" w.e.f. **14/10/2022** on the following terms and conditions:

1. You will be on Training for a period of Six Months from your date of joining and the training period is liable to be extended for a further period at the sole discretion of the management. On satisfactory completion of the training period you will be confirmed as "**Chemist – Quality Assurance**" in writing. In case no such written order is issued to you on or before the expiry of your probation or on expiry of the extended period of probation as the case may be, your services shall be deemed to have been terminated on expiry of your probation or on expiry of such extended period of probation. If you desire to leave service before your probation period you shall be required to service 7 days of notice period at the sole discretion of the management
2. After your confirmation, your services shall be liable to be terminated on grounds of serious neglect or dereliction of duty, breach of rules and regulation or conduct prejudicial to the interest of the company without any notice. If you desire to leave service, you shall be required to give one month's prior notice or one month payment in lieu thereof and in addition seek prior sanction of your resignation from the undersigned. Your Casual leave and Sick Leave cannot be clubbed with your notice period. You will not be relieved until you resignation is formally accepted, and upon your resignation being accepted you will be responsible for handing over charge of all pending work, papers, files and property of the company in an orderly and systematic manner. In the event of any failure to company with the above, you shall be liable to make good the consequent damage or loss caused of which the Management shall be the sole judge and shall not be entitled to receive any dues, arrears of terminal benefits from the company.
3. You shall receive a gross salary of **Rs. 15,000-00** (Rupees Fifteen Thousand Only) per month.

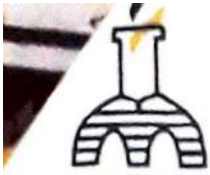
SI No	Salary Structure	PM	PA
1	Basic +DA	7500.00	90000.00
2	HRA	3000.00	36000.00
3	Conveyance Allowance	1500.00	18000.00
4	Special Allowance	1400.00	16800.00
5	Other Allowance	1600.00	19200.00
Gross Salary		15000.00	180000.00

49, MYSORE-BELAGOLA INDUSTRIAL AREA, METAGALLI, MYSORE-570016. KARNATAKA-INDIA

Telephone : 91-821-2582039/045 Fax : 91-821-4252045 e-mail : info@millenniumchemipharma.com website : www.millenniumchemipharma.com

ECC:AAACN 9844QXMO01 TIN:29860361931 CIN:U24117KA1997PTC022652

GSTIN : 29AAACN9844Q1Z1



MILLENNIUM

CHEMI PHARMA (MYSORE) PVT. LTD.

4. If you remain absent from duty for eight successive days without the prior permission of the management, or overstay the sanctioned leave without first getting it sanctioned, your services shall automatically come to an end and you shall be deemed to have abandoned your employment on your own accord and that your name shall be struck off from the rolls of the Company.
5. You shall retire from the services of the company on attaining the age of 58 years. In your employment particulars, you have mentioned your date of birth as 13/10/1998. This will be treated as final for the determination of your retirement from the services of the company.
7. This offer of employment is made on the basis of your application and if any of the particulars given by you are found to be incorrect or false, your services are liable to be terminated, as this will constitute a serious act of misconduct and loss of confidence as well.

If the above terms and conditions are acceptable to you, please sign and return the duplicate copy of this letter, in token of your acceptance.

Thanking you,

For Millennium Chemi Pharma (Mysore) Pvt. Ltd.



K. RAMU
(Managing Director)

I have fully understood the terms and conditions of the above letter offering employment to me. I accept all the terms and conditions as mentioned in this letter.

Dated: 14.10.2022
Place: Mysore.



HARSHITHA M
(Employee's Signature)

HR/DTSS/0467383/February/2022

ARUNKUMAR N

Address: #8, HOSA BADAVANE METAGALLI, MYSORE

City: Mysore

Sub: Fixed Term Appointment

Dear ARUNKUMAR N ,

Welcome to DTSS,

We are pleased to appoint you on "Fixed term Employment" as a "NAPS Trainees Contract Staff" with effect from 15-02-2022 on the following terms and conditions:

1. Duration of Appointment

Your appointment shall be for a fixed term period starting from 15-02-2022 and shall automatically end on 15-02-2023. This employment agreement shall be considered as null and void after the end date; unless the same is extended by the organization by way of a written communication addressed to you. Your fixed term employment with us is subject to the explicit condition of continuation of or shall be co-terminus with the contract with the principal employer at whose site you shall be deployed.

2. Assignment & Place of Posting

Your services are hired for **our Site** Jubilant Generics Limited - NAPS and accordingly, your place of posting shall be at Location Nanjangud where the project is undertaken by the organization. You will be issued a letter containing your job description. You will be required to comply with the policy, rule and regulations and the instructions that may be issued from time to time by the Company.

- 3 You have been appointed on fixed term basis and will not have any right nor have lien on the post you have been appointed for. You will have no claim over regular employment with the Company even if there is a vacancy for the post held by you or otherwise. In case for any unforeseen reason whatsoever, if you continue to work after the aforesaid specified fixed period without any letter of extension, such an event must not be deemed as an event which confers regular or permanent employee status on you. On such discovery of the event by the company your services shall be terminated forthwith without any notice or payment of salary in lieu thereof.
- 4 That during your employment with the Company, you are required to perform your duties efficiently, diligently and to the best of your ability and integrity and generally carry out duties and work as assigned to you from time-to-time. You shall obey and comply with all lawful orders and directions issued by the Company and shall punctually attend to your duties at the place or places where you are deputed or posted.
- 5 This appointment and its continuance till the term lasts is subject to your remaining physically fit. You shall appear before a medical practitioner appointed by the Company for the medical examination from time to time.

6 **Salary** : Your monthly gross salary will be **paid as per the terms agreed**; however, you will receive a detailed break up along with your salary and your performance will be evaluated time to time. You will be entitled to all statutory benefits, in accordance with the provisions of local labour laws. However, you will not be entitled to benefits as would be entitled to the regular employees of the Company. Detailed policies/procedures/rules and regulations governing the monthly/annual allowances, benefits and perquisites, whether existing or adopted in future, will be provided to you and you shall be governed by the same. All the statutory taxes and deduction will be applicable to you under the laws governing your place of posting. Bonus and Leave wages will be paid as per the client agreement. Labour Welfare Fund will be applicable State Wise. All applicable taxes will be borne / paid by you or deducted from your dues as per existing Taxation rules prevailing in India.

7 That if at any time during your service period you are found to have committed misconduct (s) or any willful breach or continuous negligence of the terms of this appointment letter or dereliction of the duties or instructions given to you from time to time, the Company in that case without any notice or any payment in lieu thereof can put an end and determine your present employment. You will be deemed to have brought about such situation by your misconduct, to put an end to your temporary services.

8 **Transfer** : The Management will be within its right to transfer you for work or render your services to any other Unit/Division/ Department or its parent and or Associated Companies in any part of the country, where the Company has an office or branch or site for work either at present or may have at any time in future.

9 **Notice Period & Termination**

"Your services shall stand automatically terminated at the end of the fixed term period specified above. During the period of fixed term appointment your services may be terminated by either of the parties by giving 15 days' notice or 15 days basic salary in lieu of notice without assigning any reason. However, in case of your non-performance or insubordination or commission of any misconduct on your part your services may be terminated without any notice or salary in lieu thereof".

10 **Confidentiality Information**

You shall not divulge to any person any information you get during your employment regarding the operations, trade and business of the organization. Upon termination of your employment, you will immediately surrender to the organization all documents and any other property entrusted to you during the course of your employment.

11 **Past Information & Record**

This appointment is made on the basis of the information given by you and contained in your application. You have also confirmed that you bear good moral character and you have never been involved in any criminal activities. Further you have never been implicated by any court of law for any criminal activities. If it is found to be false, misleading or deliberately concealed, this appointment will be treated as null and void and the management will have the right to terminate your temporary services forthwith without any notice or compensation.

12 **Other Terms & Conditions**

- a) You shall be governed by the "Conditions of Service" of the organization, which are in force and/or are framed from time to time.
- b) You shall, throughout your service with the organization, conduct yourself in a manner befitting a responsible employee of the organization and maintain absolute integrity. Apart from your assignments, you will also be expected to follow all reasonable orders / instructions / directions issued by your Senior Officers from time to time.
- c) In all other cases of termination of employment not limiting to any disciplinary actions taken against you, your contract of employment shall be liable to be terminated without notice or payment in lieu of notice at any time during the period of your contract.
- d) Further, if you remained absent from work for more than eight consecutive days without informing and taking prior sanction of leave, it will be considered that you left the services voluntarily and you are no longer interested in continuing your services with the company and that you have left the employment on your own without giving notice and thereafter this fixed term employment shall stand automatically terminated.

- e) During this fixed term with the Company you shall not take up any other job/assignment in any capacity, whether remunerative or honorary, and/or you shall not engage in any business of whatsoever nature without the permission of the management in writing.
- f) You shall communicate the change, if any, in your permanent/present residential address/telephone/mobile number hereafter immediately, failing which communication sent to you at your notified address shall be deemed to have been received by you.
- g) You completely understand that your services are hired for a specific duration which is assignment / project specific and accordingly, your services shall stand terminated automatically and no specific communication will require to be issued by the Company.
- h) On the expiration of this fixed term contract, you are requested to submit all the assets (Uniform etc, locker keys etc if any given to you at the time of your joining this fixed term employment.
- i) Your continuation in service with the company is subject to your remaining physically and mentally fit. You will submit yourself to medical examination as per the directives of the Management.

If the above terms and conditions are acceptable to you, please sign and return the copy of this document as an acknowledgement of your acceptance. We welcome you to our organization and wish you a satisfying career with us.

For Duster Total Solutions Services Pvt. Ltd.

This letter is computer generated; no signature is required
Authorized Signatory

Declaration by the employee

I have read & understood the terms and conditions mentioned in the Appointment Letter & hereby accept aforesaid letter.

Or

Signature:

Date :

Place :



Dear RAMYA VARSHINI K,

Congratulations! PAGARIYA FOOD PRODUCTS PVT LTD is excited to call you our company as Junior QA officer.

We'll focus on wrapping up a few more formalities, including the successful completion of your (background check, drug screening, reference check, etc.), and aim to get you settled into your new role by 26.08.2019

PAGARIYA FOOD PRODUCTS PVT LTD will start you out at 13000/- per MONTH initially.

As the Junior QA officer, you'll report to quality manager. Please keep in mind, this employment offer is in no way a legally binding contract. As an at-will employee, both you and PAGARIYA FOOD PRODUCTS PVT LTD are able to terminate employment for any reason at any time.

PAGARIYA FOOD PRODUCTS PVT LTD looks forward to bringing you on board! If you have any questions, please feel free to reach out at any time and we'll be more than happy to help you.

Best,

For,

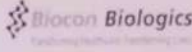
AUTHORISED SIGNATURE

Candidate Signature:

DATE:

**PAGARIYA FOOD PRODUCTS PVT LTD, Pragathi Arcade # 243, 2nd Floor,
3rd Main Road, Chamarajpet - 560018, Bangalore, India**

2019-21

ANNEXURE 1 - DETAILED EMOLUMENTS			
Name - Shantharaju J		 <small>Transforming Healthcare. Transforming Lives.</small>	
Designation - Executive			
Level - 3			
Salary Components	%	Annual (INR)	Monthly (INR)
Basic Salary		196,944	16,412
Ex-gratia / Advance Statutory Bonus		39,389	3,282
FBP ^a		59,120	4,927
Sum		295,452	24,621
Company's contribution to P.F	12% of Basic	23,633	1,969
Company's contribution to Gratuity Fund	4.8% of Basic	9,453	788
Sum		33,087	2,757
TFC		328,539	27,378
Annual Performance Bonus (at target) b	3% of CTC	10,161	847
CTC		338,700	28,225
Saturday Allowance c		10,800	900
Canteen costs (to the company) d		9,000	750
Sum		19,800	1,650
TCC		358,500	29,875
Working Days	Six (6) days a week		
Probation Period	06 months. Subject to revision based on performance.		
Next Salary Review	Salary will be reviewed periodically as per prevailing Company policy and your increments are discretionary and subject to your performance. Employees joining on or before 30th September will be eligible for the salary review effective April of the next financial year. While, those who join later will be eligible in the subsequent financial year.		
Other Benefits (Please refer Annexure 2)	Children's Education Reimbursement Hospitalization Insurance Accident Insurance		
Please Note :			
a	The amount will be allocated up to the limits as given below or up to the amount available for allocation. Subject to change as per company policy without adversely impacting CTC: a) Conveyance: INR 1600 Per month b) House Rent Allowance (HRA): 50% of Basic c) Leave Travel Assistance (LTA): 10% of Basic d) Other Allowances: Balancing figure		
b	Annual Performance Bonus (APB) is payable once a year after the end of the financial year, based on the company's achievement of its Target (Revenue growth and net Profitability). On company meeting target, subject to Management discretion, the amount mentioned above would be payable based on Individual and Company's performance. APB is payable to employees who have been employed for at least 6 months during a financial year and are actively employed as on the date of disbursement (Not Serving Notice).		
c	Saturday Allowance is applicable only to those employees who work on a 6-days-week schedule, and would be discontinued if you are subsequently moved to a 5-days-week schedule.		
d	Highly subsidised cost of food is INR 850 per month, of which INR 750 per month is a CTC component and INR 100 per month is additionally borne by respective employee through monthly payroll deduction		
Conveyance: If the employee chooses to use the company transportation, INR 2000 per month will be deducted from salary, subject to change as per company policy			

CIN : U74999KA2018PTC118056

GSTIN : 29AAICB0937C1ZV

BTC FOODS AND BEVERAGES PRIVATE LIMITED

Sy. No. 129 & 132/3, Thandavapura Village, Chikkayyana Chatra Hobli, Nanjangud Taluk, Mysore - 571 302

e-mail : mysore.btc@gmail.com ☎: 9019323999

Date: 08/02/2022

Mr. Sharath Kumar L
#13, Vishwakrama Colony
Annur HD Kote TQ, Mysore-571114

Subject: Offer letter for the position of "QC Chemist"

Dear Sharath Kumar,

In response to your candidature for the position of "QC Chemist", and the subsequent interviews you had with us, we have pleasure in appointing you for the above said position.

This offer is contingent upon a successful complete employment verification of background check, including a check of your education.

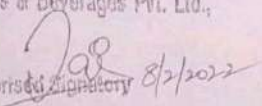
This offer can be rescinded based upon data received in the verification.

You are requested to join on or before **11-02-2022**.

Kindly sign the duplicate copy of this letter in acceptance

For BTC Foods & Beverages Pvt Ltd.

For BTC Foods & Beverages Pvt. Ltd.,


Authorised Signatory

8/2/2022

I accept the above mentioned role

Sharath Kumar L



Ref: HRW: PM: AO:8515: 2D: 2023
27.10.2023

BY SPEED POST

Ms. ANANYA KASHYAP R (REGN. NO.2160056132)
C/O SHRI. RAJAGOPAL
NO 2119 9TH MAIN 6TH CROSS
3RD STAGE SRIRAMPURA
MYSURU-570023
KARNATAKA

Madam,

Please accept our hearty congratulations on your selection for the post of Probationary Officer in Junior Management Grade Scale I in the Bank. We extend a warm welcome to you to join the CANBANK family.

The Appointment Order for joining the Bank on **06.11.2023** is enclosed. Please note to bring all the certificates /documents as stipulated in the offer of appointment at the time of reporting on without fail.

- (1) As per norms, the antecedents of candidates to be appointed in the Officers' Cadre, are to be got verified from the Police Authorities concerned. In view of this, we request you to furnish us your bio-data in the "Attestation Form" duly mentioning the full postal address of the Office of the Superintendent of Police under whose jurisdiction your residence comes, to enable us to call for the required report from the Police Authorities. The Attestation Form, (Three Sets), together with recent passport size photographs affixed thereon may be submitted at the time of reporting for training.
- (2) You are also required to obtain a Medical Certificate of physical fitness as per proforma enclosed (F-1461) from a Govt. Medical Officer not below the rank of an Asst Civil Surgeon. A Declaration Form (F-1462) has to be produced before the Doctor at the time of Medical Examination. The Medical Fitness Certificate and a copy of the Declaration Form shall be submitted at the time of reporting to the Bank, without fail. The Medical Examination has to be got done at your own cost.
- (3) You should submit Disability Certificate issued by a Competent Authority in the format prescribed by Govt. of India (applicable in case of candidates belonging to Persons with Benchmark Disabilities).
- (4) You should submit the Scheduled Caste / Scheduled Tribe Caste Certificate in the prescribed format with the correct name of the Sub Caste, issued by the Competent Authority. If you do not submit the Certificate, as above, you will not be permitted to join the Bank. (Applicable in case of candidates belonging to Scheduled Castes/Scheduled Tribes only).
- (5) You should submit OBC Caste Certificate in the prescribed format (including the creamy layer clause) with the correct name of the Sub Caste, issued by the Competent Authority and the Certificate should be less than one year old. If you do not submit the Certificate, as above, you will not be permitted to join the Bank. (Applicable in case of candidates belonging to Other Backward Classes only).

..2

कर्मिक प्रबंधन अनुभाग	Human Resources Wing	T	+91 80 22538673 / Extn 873
मानव संसाधन विभाग, पदम	Personnel Management Section	F	+91 80 22116924
कार्यालय, 112, जे सी रोड	Head Office	E	hrpm@canarabank.com
बेगलूर - 560002	112, JC Road, Bengaluru - 560 002		www.canarabank.com



Ref: HRW: PM: AO:8515: 2D: 2023

PROCEEDINGS OF THE CHIEF GENERAL MANAGER DATED 16.10.2023

- (1) Ms. ANANYA KASHYAP R is hereby appointed as Probationary Officer in Junior Management Grade Scale I.
- (2) His / Her appointment in the Bank is strictly subject to his / her acceptance of the terms and conditions set out hereunder and his / her being found medically fit for the appointment by a Medical Officer not below the rank of Assistant Civil Surgeon.
- (3) He / She shall undergo the following courses of study and pass all the tests and examinations prescribed therefor:
 - (a) Courses of study at the Staff Training College / Centres of the Bank or outside Institutions / agencies at Bangalore or at any other place as may be prescribed and/ or
 - (b) Practical work at Head Office, a branch or branches / offices of the Bank as may be prescribed from time to time.
- (4) In all matters concerning his / her service in the Bank, he / she shall in all respects be bound by the Regulations contained in the Canara Bank Service Code, Canara Bank (Officers) Service Regulations-1979, Canara Bank Officer Employees' (Conduct) Regulations-1976, Canara Bank Officer Employees' (Discipline & Appeal) Regulations-1976, Canara Bank Officer Employees' (Acceptance of Job in Private Sector Concerns After Retirement) Regulations, 2001, and any amendments & alterations thereof, additions thereto and/or any guidelines issued thereunder from time to time.
- (5) He/She is required to execute a Service Agreement in Form-12 set out in Appendix-I to the "Service Code" of the Bank and govern himself / herself in accordance therewith.
- (6) The period of probation shall be TWO YEARS from the date on which his / her probation period is to commence i.e. from the date of his / her joining the Bank, unless extended in accordance with the Regulations contained in the Service Regulations.
- (7) During the period of probation, he / she shall be paid salary and emoluments, as follows, subject to such variations as prescribed by Canara Bank (Officers) Service Regulations - 1979:

BASIC	DA	CCA	HRA
Rs.36,000.00	As per Index Level	Depending on the place of posting	

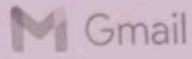
- (8) If he / she is confirmed in the services of the Bank, his / her salary and emoluments will be such as would be set out in the order of confirmation.
- (9) His / Her confirmation in the Bank's services will be subject to satisfactory report regarding his / her character and antecedents from the Police Authorities and non-pendency of any criminal case / prosecution against him/her. His/ Her conviction but released on probation, compounding of offence will also be treated as adverse report. In case of adverse / unsatisfactory Police Report, conviction, pendency of any criminal case / prosecution, his / her services are liable to be terminated without notice.
- (10) During the period of probation, he / she is liable to be shifted to different places to undergo practical training in Branches / Offices of the Bank.

कार्मिक प्रबंधन अनुभाग	Human Resources Wing	T	+91 80 22538873 / Extn 873
मानव संसाधन विभाग, प्रधान	Personnel Management Section	F	+91 80 22116924
कार्यालय, 112, जे सी रोड	Head Office	E	hopm@canarabank.com
बंगलूरु - 560002	112, JC Road, Bengaluru - 560 002		www.canarabank.com

12/15/21, 12:26 PM

2019-21

Gmail - Fwd: Sinchana S K



Latha Raju <drlathabv@gmail.com>

Fwd: Sinchana S K

1 message

Wed, Dec 15, 2021 at 12:19 PM

hajira nafisa <hajiranafisa@gmail.com>
To: drlathabv@gmail.com

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

From: **Sinchana SK** <sinchana6780@gmail.com>
Date: Sun, Nov 21, 2021 at 10:52 AM
Subject: Sinchana S K
To: <hajiranafisa@gmail.com>

Company:- Stelis Biopharma pvt ltd
Designation:- Technical trainee
CTC:- 3.86L/ Annum



JSS MAHAVIDYAPEETHA
JSS COLLEGE OF ARTS, COMMERCE & SCIENCE

(An Autonomous College of University of Mysore)

OOTY ROAD, MYSURU-570 025 KARNATAKA

Re-accredited by NAAC with 'A' grade

Recognised by UGC as "College with Potential for Excellence"

Ph: 0821-2548236 & 2548380. FAX: 0821-2548238 E-mail: jssautonomous@gmail.com Website: JSSCACS.edu.in

Dear Employer,

At the outset, the College would like to place on record its appreciation for employing our alumni in your organization. To bridge gap between industry and academics, ours being an Autonomous College, we will be revising our curriculum as per the market needs. In this regard, we need your valuable feedback to enrich the curriculum. Hence, you are requested to fill the below given feedback form by ticking (✓) the appropriate box which is duly signed (with seal).

Thank you

EMPLOYER FEEDBACK

1. Rate your opinion on the relevancy/ sufficiency of the courses meeting the industry requirements?

Strongly Agree	Agree ✓	Neutral	Disagree	Strongly Disagree
----------------	---------	---------	----------	-------------------

2. Rate the applicability of the tools/activities/case studies presented in the curriculum facilitating more employability skills among graduates.

Strongly Agree	Agree ✓	Neutral	Disagree	Strongly Disagree
----------------	---------	---------	----------	-------------------

3. How effective is the Curriculum in developing analytical and problem-solving skills?

Strongly Agree	Agree ✓	Neutral	Disagree	Strongly Disagree
----------------	---------	---------	----------	-------------------

4. Does the curriculum include value added courses/ soft skill training/ domain specific electives for enhancing constructive learning?

Strongly Agree	Agree	Neutral ✓	Disagree	Strongly Disagree
----------------	-------	-----------	----------	-------------------

5. Rate the scope of the syllabus in enhancing entrepreneurship skills/ lifelong learning/ human values and ethics.

Strongly Agree	Agree	Neutral ✓	Disagree	Strongly Disagree
----------------	-------	-----------	----------	-------------------

6. Curriculum reflects current trends and practices in the respective disciplines.

Strongly Agree	Agree ✓	Neutral	Disagree	Strongly Disagree
----------------	---------	---------	----------	-------------------

7. Does the curriculum effectively cover topics on fundamentals and latest technology?

Strongly Agree	Agree ✓	Neutral	Disagree	Strongly Disagree
----------------	---------	---------	----------	-------------------

8. Rate the proficiency of our graduates to adapt to industry requirements

Strongly Agree	Agree ✓	Neutral	Disagree	Strongly Disagree
----------------	---------	---------	----------	-------------------

9. The curriculum facilitates an overall holistic development of the student.

Strongly Agree	Agree ✓	Neutral	Disagree	Strongly Disagree
----------------	---------	---------	----------	-------------------

Suggest your views on the inclusion of new programmes/ courses/ content in syllabus/ Other comments


 09/01/2014
 Sign and seal of the authority




Dear NISARGA S AITHAL,

Congratulations! PAGARIYA FOOD PRODUCTS PVT LTD is excited to call you our company as Junior QA officer.

We'll focus on wrapping up a few more formalities, including the successful completion of your (background check, drug screening, reference check, etc.), and aim to get you settled into your new role by 26.08.2019

PAGARIYA FOOD PRODUCTS PVT LTD will start you out at 13000/- per MONTH initially.

As the Junior QA officer, you'll report to quality manager. Please keep in mind, this employment offer is in no way a legally binding contract. As an at-will employee, both you and PAGARIYA FOOD PRODUCTS PVT LTD are able to terminate employment for any reason at any time.

PAGARIYA FOOD PRODUCTS PVT LTD looks forward to bringing you on board! If you have any questions, please feel free to reach out at any time and we'll be more than happy to help you.

Best,

For,

AUTHORISED SIGNATURE

Candidate Signature:

DATE:

**PAGARIYA FOOD PRODUCTS PVT LTD, Pragathi Arcade # 243, 2nd Floor,
3rd Main Road, Chamarajpet - 560018, Bangalore, India**



JSS MAHAVIDYAPEETHA
Jagadguru Dr. Sri Shivarathri Rajendra Circle
MYSURU- 570004

SUB: Appointment of Non Teaching Technical Staff for SJCE / JSSSTU, Mysuru.
REF: Interview held on 13th to 17th September 2021

ORDER NO: JSSMVP/TED/EST/2021-22, 1313 Date:23-12-2021

Ms. KAVANA MO is appointed as Instructor in the Department of Biotechnology at SJCE/ JSSSTU, Mysuru, with effect from the date of her reporting to duty subject to the following terms and conditions.

1) **Salary:** Her Salary is fixed as follows:

i. During first two years of service.

1 st Year	2 nd Year
11,000	13,000

ii. After completion of TWO YEARS of satisfactory service, his salary will be fixed in the MVP scale of Rs.17650-450-19000-500-21000-600-24600-700-28800-800-32000+other allowances as per JSSMVP norms.

2) **Provident Fund:** She will be paid Provident Fund as MVP norms.

3) **Probation:** She will be on probation for a period of two years from the date of her reporting to duty. The Management reserves the right to extend the period of probation. The maximum period of probation shall not exceed three years. The completion of probation period will be communicated in writing.

4) **Notice period.** During the period of probation, the service can be terminated by giving one month's notice or one month's salary in lieu of notice. However, after confirmation, the services can be terminated by giving three months notice or three months salary in lieu of notice. In the event of leaving the institution, she shall serve one months' notice during probation period and three months Notice after confirmation or salary in lieu of notice.

5) **Discipline/Rules:** She shall maintain discipline and she shall abide by the service rules laid down by the Institution at all times.

6) **Confidentiality:** She will also be obliged not to divulge to the outsiders any confidential/sensitive information that she may come across during the tenure of his service with the Academy.

7) **Involvement:** Her position with us is a full-time employment and she has to work exclusively for the purpose of the institution. She will not take up any other work for remuneration or advisory capacity in any other trade, business, or any such activity during his employment with us.

Ref: BBIL/HR/LET_OF/7167
Date: 03/17/2022

Mr. Punith Naik
Harnahalii b thandya.

Karnataka - 573122

Dear Punith,

Subject: Letter of offer for employment

Further to the interview you had with us, we are pleased to offer you employment in our organization as EXECUTIVE in BIOSIMILARS PRODUCTION UPSTREAM B1.
Your base location would be: Bangalore

Attached to this email offer are the following:

- a. Annexure 1 - Detailed Emoluments.
- b. Annexure 2 - Key Policies and Benefits.
- c. Annexure 3 - Documents required to be submitted by you on the day of joining.
- d. Terms and Conditions of Employment

You may confirm your acceptance of this offer by responding to this email.

We look forward to your acceptance of offer and request you to join us on 03/21/2022 at 8.30 AM.

You would be issued a detailed appointment letter once you join our organization.

For any queries / concern please reach out to,

Name: ANANTHAKRISHNA B
Email ID: ANANTHAKRISHNA.B101@BIOCON.COM

Please ensure that all declarations are true, failing which the company holds the rights to revoke the offer/ appointment. As a policy a detailed Employee Background Verification is done for all employees who join Biocon Group.

This offer stands withdrawn, in case you do not confirm your acceptance (in writing or through an email) within seven days from the date of this letter. Consequently you will not have any further claim for employment with us.

This offer is subject to your medical fitness as per the rules of the company. Further to your offer acceptance you will be required to complete Pre-employment Medical Check up.

Please Note : On your date of joining , it is mandatory for you to produce an acknowledged copy of your resignation letter or the relieving letter from your last employer.

Thanking You,

Yours faithfully,

For Biocon Biologics Limited ,

AMITAVA SAHA
PRESIDENT- HR



The Akshaya Patra Foundation,

#72, 3rd Floor, 3rd Main Road, 1st & 2nd Stage Yeshwantpur.
Industrial Suburb, Rajajinagar Ward No. 10
Bangalore – 560022

Dear NITHIN N J,

The Akshaya Patra Foundation is delighted to offer you the position of Online QC officer with an anticipated start date of 20-09-2019. As the Online QC officer, you will be responsible for online QC check & Documentation.

You will report directly to QA/QC manager at The Akshaya Patra Foundation.

The starting salary for this position is 17000/- per Month. The Akshaya Patra Foundation offers a comprehensive benefits program, which includes, medical insurance, 401(k), paid time off, etc.

Your employment with The Akshaya Patra Foundation will be on an at-will basis, which means you and the company are free to terminate employment at any time, with or without cause or advance notice. This letter is not a contract indicating employment terms or duration.

Please confirm your acceptance of this offer by signing and returning this letter by 20-09-2019

Sincerely,

For,

AUTHORISED SIGNATURE

Candidate Signature:

Date:

HR/DTSS/0467383/February/2022

ARUNKUMAR N

Address: #8, HOSA BADAVANE METAGALLI, MYSORE

City: Mysore

Sub: Fixed Term Appointment

Dear ARUNKUMAR N ,

Welcome to DTSS,

We are pleased to appoint you on "Fixed term Employment" as a "NAPS Trainees Contract Staff" with effect from 15-02-2022 on the following terms and conditions:

1. Duration of Appointment

Your appointment shall be for a fixed term period starting from 15-02-2022 and shall automatically end on 15-02-2023. This employment agreement shall be considered as null and void after the end date; unless the same is extended by the organization by way of a written communication addressed to you. Your fixed term employment with us is subject to the explicit condition of continuation of or shall be co-terminus with the contract with the principal employer at whose site you shall be deployed.

2. Assignment & Place of Posting

Your services are hired for **our Site** Jubilant Generics Limited - NAPS and accordingly, your place of posting shall be at Location Nanjangud where the project is undertaken by the organization. You will be issued a letter containing your job description. You will be required to comply with the policy, rule and regulations and the instructions that may be issued from time to time by the Company.

- 3 You have been appointed on fixed term basis and will not have any right nor have lien on the post you have been appointed for. You will have no claim over regular employment with the Company even if there is a vacancy for the post held by you or otherwise. In case for any unforeseen reason whatsoever, if you continue to work after the aforesaid specified fixed period without any letter of extension, such an event must not be deemed as an event which confers regular or permanent employee status on you. On such discovery of the event by the company your services shall be terminated forthwith without any notice or payment of salary in lieu thereof.
- 4 That during your employment with the Company, you are required to perform your duties efficiently, diligently and to the best of your ability and integrity and generally carry out duties and work as assigned to you from time-to-time. You shall obey and comply with all lawful orders and directions issued by the Company and shall punctually attend to your duties at the place or places where you are deputed or posted.
- 5 This appointment and its continuance till the term lasts is subject to your remaining physically fit. You shall appear before a medical practitioner appointed by the Company for the medical examination from time to time.

6 **Salary** : Your monthly gross salary will be **paid as per the terms agreed**; however, you will receive a detailed break up along with your salary and your performance will be evaluated time to time. You will be entitled to all statutory benefits, in accordance with the provisions of local labour laws. However, you will not be entitled to benefits as would be entitled to the regular employees of the Company. Detailed policies/procedures/rules and regulations governing the monthly/annual allowances, benefits and perquisites, whether existing or adopted in future, will be provided to you and you shall be governed by the same. All the statutory taxes and deduction will be applicable to you under the laws governing your place of posting. Bonus and Leave wages will be paid as per the client agreement. Labour Welfare Fund will be applicable State Wise. All applicable taxes will be borne / paid by you or deducted from your dues as per existing Taxation rules prevailing in India.

7 That if at any time during your service period you are found to have committed misconduct (s) or any willful breach or continuous negligence of the terms of this appointment letter or dereliction of the duties or instructions given to you from time to time, the Company in that case without any notice or any payment in lieu thereof can put an end and determine your present employment. You will be deemed to have brought about such situation by your misconduct, to put an end to your temporary services.

8 **Transfer** : The Management will be within its right to transfer you for work or render your services to any other Unit/Division/ Department or its parent and or Associated Companies in any part of the country, where the Company has an office or branch or site for work either at present or may have at any time in future.

9 **Notice Period & Termination**

"Your services shall stand automatically terminated at the end of the fixed term period specified above. During the period of fixed term appointment your services may be terminated by either of the parties by giving 15 days' notice or 15 days basic salary in lieu of notice without assigning any reason. However, in case of your non-performance or insubordination or commission of any misconduct on your part your services may be terminated without any notice or salary in lieu thereof".

10 **Confidentiality Information**

You shall not divulge to any person any information you get during your employment regarding the operations, trade and business of the organization. Upon termination of your employment, you will immediately surrender to the organization all documents and any other property entrusted to you during the course of your employment.

11 **Past Information & Record**

This appointment is made on the basis of the information given by you and contained in your application. You have also confirmed that you bear good moral character and you have never been involved in any criminal activities. Further you have never been implicated by any court of law for any criminal activities. If it is found to be false, misleading or deliberately concealed, this appointment will be treated as null and void and the management will have the right to terminate your temporary services forthwith without any notice or compensation.

12 **Other Terms & Conditions**

- a) You shall be governed by the "Conditions of Service" of the organization, which are in force and/or are framed from time to time.
- b) You shall, throughout your service with the organization, conduct yourself in a manner befitting a responsible employee of the organization and maintain absolute integrity. Apart from your assignments, you will also be expected to follow all reasonable orders / instructions / directions issued by your Senior Officers from time to time.
- c) In all other cases of termination of employment not limiting to any disciplinary actions taken against you, your contract of employment shall be liable to be terminated without notice or payment in lieu of notice at any time during the period of your contract.
- d) Further, if you remained absent from work for more than eight consecutive days without informing and taking prior sanction of leave, it will be considered that you left the services voluntarily and you are no longer interested in continuing your services with the company and that you have left the employment on your own without giving notice and thereafter this fixed term employment shall stand automatically terminated.

- e) During this fixed term with the Company you shall not take up any other job/assignment in any capacity, whether remunerative or honorary, and/or you shall not engage in any business of whatsoever nature without the permission of the management in writing.
- f) You shall communicate the change, if any, in your permanent/present residential address/telephone/mobile number hereafter immediately, failing which communication sent to you at your notified address shall be deemed to have been received by you.
- g) You completely understand that your services are hired for a specific duration which is assignment / project specific and accordingly, your services shall stand terminated automatically and no specific communication will require to be issued by the Company.
- h) On the expiration of this fixed term contract, you are requested to submit all the assets (Uniform etc, locker keys etc if any given to you at the time of your joining this fixed term employment.
- i) Your continuation in service with the company is subject to your remaining physically and mentally fit. You will submit yourself to medical examination as per the directives of the Management.

If the above terms and conditions are acceptable to you, please sign and return the copy of this document as an acknowledgement of your acceptance. We welcome you to our organization and wish you a satisfying career with us.

For Duster Total Solutions Services Pvt. Ltd.

This letter is computer generated; no signature is required
Authorized Signatory

Declaration by the employee

I have read & understood the terms and conditions mentioned in the Appointment Letter & hereby accept aforesaid letter.

Or

Signature:

Date :

Place :

Ref: BBILHR/LET_OFR/7167
Date: 03/17/2022

Mr. Punith Naik
Harnahali b thandya

Karnataka - 573122

Dear Punith,

Subject: Letter of offer for employment

Further to the interview you had with us, we are pleased to offer you employment in our organization as EXECUTIVE in BIOSIMILARS PRODUCTION UPSTREAM B1.
Your base location would be: Bangalore

Attached to this email offer are the following:

- a. Annexure 1 - Detailed Emoluments.
- b. Annexure 2 - Key Policies and Benefits.
- c. Annexure 3 - Documents required to be submitted by you on the day of joining.
- d. Terms and Conditions of Employment.

You may confirm your acceptance of this offer by responding to this email.

We look forward to your acceptance of offer and request you to join us on 03/21/2022 at 8.30 AM.

You would be issued a detailed appointment letter once you join our organization.

For any queries / concern please reach out to,

Name: ANANTHAKRISHNA B
Email ID: ANANTHAKRISHNA.B101@BIOCON.COM

Please ensure that all declarations are true, failing which the company holds the rights to revoke the offer/ appointment. As a policy a detailed Employee Background Verification is done for all employees who join Biocon Group.

This offer stands withdrawn, in case you do not confirm your acceptance (in writing or through an email) within seven days from the date of this letter. Consequently you will not have any further claim for employment with us.

This offer is subject to your medical fitness as per the rules of the company. Further to your offer acceptance you will be required to complete Pre-employment Medical Check up.

Please Note : On your date of joining , it is mandatory for you to produce an acknowledged copy of your resignation letter or the relieving letter from your last employer.

Thanking You,

Yours faithfully,
For Biocon Biologics Limited ,

AMITAVA SAHA
PRESIDENT- HR



July 24, 2023

Lavanya B R
Basthihalli village Halebeedu PO
Belur Karnataka
573121

Dear Lavanya,

Further to the recent meetings and discussions with us, we are pleased to offer you employment with XLHealth Corporation India Pvt. Ltd ("**the Company**"), a UnitedHealth Group Company, in the position of (**Associate Medical 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 Medical 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, (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.

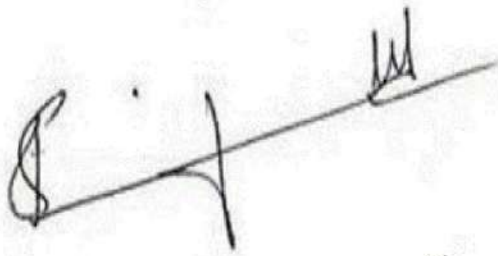
Congratulations and welcome to **XLHealth Corporation India Pvt. Ltd.** On your first day of employment, please report to our office located at **Bangalore** at 8.30 AM along with the documents as mentioned in the Appendix '2'. Should there be a change in your start date, it is mandatory that the same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

Lavanya B 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:

Lavanya B 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)

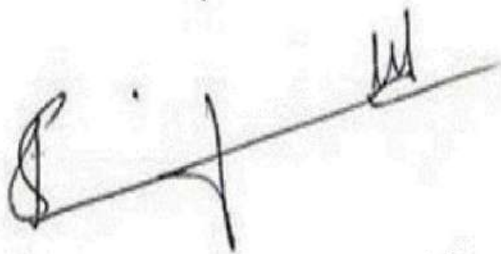
- i. Gratuity shall be paid as per the Gratuity Act (over and above CTC)
- ii. Employees shall be eligible for provident fund as per the Employees Provident Fund and Miscellaneous Provisions Act, 1952
- iii. Employees shall be eligible for Employees State Insurance as per the Employees State Insurance 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. J. 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 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.

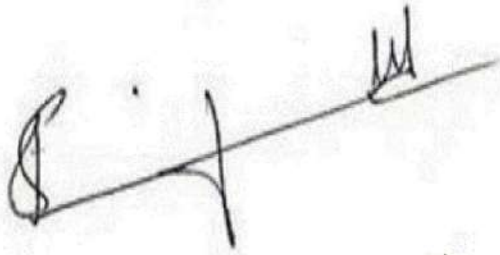
12.3. You further consent to your Personal Data being stored on a central database in the USA or wherever it may be located in the future, which is accessible by persons from the UnitedHealth Group and other third parties mentioned above in a number of different countries or territories, including countries 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:



icmr NIN

आई टी एन आर - राष्ट्रीय पोषण संस्थान
स्वास्थ्य अनुसंधान विभाग, स्वास्थ्य और परिवार
कल्याण विभाग, भारत सरकार
ICMR - National Institute of Nutrition
Department of Health Research, Ministry of Health
and Family Welfare, Government of India

No NIN/Estt-IV/Proj-276/2022/455

RESULTS

Results of the Virtual interview conducted on 7.4.2022 and 8.4.2022 for recruitment of the following posts against Advt.No 39/Projects/2021, dated 21.12.2021 at ICMR-National Institute of Nutrition in the project entitled 'GCRF-Action Against Stunting Hub' funded by UKRI at this Institute is as below:

Name of the post	No of posts and Category	Name of the candidate selected
Project Field Operations Manager	1 Post (UR)	No candidate found suitable

Name of the post	No of posts and Category	Name of the candidate selected
Project Technical Officer	1 Post (UR)	Mrs. G.Vijaya Pushpalatha

Name of the post	No of posts and Category	Name of the candidate selected
Project Field Investigator	3 Posts (UR)	Ms. C. Srisha
		Ms. Ramya Jaidi
		Mr. B. Srikanth
	1 Post (OBC)	Ms. D. Triveni

Name of the post	No of Posts and Category	Name of the candidate selected
Project Research Assistant (Epigenetics)	2 Posts (UR)	Ms. V. Namratha
		Ms. E. Akshatha Bhat
	1 Post (OBC)	Ms. N.G. Praseetha

Contd...

Name of the post	No of Posts and Category	Name of the candidate selected
	1 Post (E.S)	Mr. P. Ranga Swamy

GOMTESHWAR REAL ESTATE PRIVATE LIMITED

8-A, COMMISSIONER LANE, CIVIL LINES, DELHI-110054
CIN: U70200DL2007PTC171624

May 31, 2022

Mr. Chethan Prasad M

Dear Chethan,

With reference to the interview, you have had with us, we are pleased to appoint you as **Assistant Agronomist** in our organization with effect from the 2nd of June 2022, subject to the following terms and conditions. This letter of appointment supersedes all other communications made to you prior to the date of issue of this appointment letter.

1. PLACE OF WORK

Your place of work will be Chikmagalur and nearby areas. However, you may be required to work anywhere in India or overseas if the company so directs based on the exigencies of work. You would also provide your services for the company, its subsidiaries, or associates, as and when required.

2. EMOLUMENTS

Your Gross Annual Salary will be **Rs. 6,00,000/-** per annum.

3. PROBATION

You will be placed on probation for a period of three months from your date of joining. On the successful completion of your probation period, your appointment shall be confirmed.

4. REVIEWS

Performance reviews will be done from time to time. Your increments are discretionary and will be subject to and based on your effective performance and results during the period as also the performance and results of the Company.

5. RESPONSIBILITIES

In view of your office, you will be required to carry out your duties and responsibilities effectively, to achieve the desired results which may include working late hours.

6. LEAVE

Every employee is eligible for leaves as per the prevailing leave policy.

7. NO SIMULTANEOUS EMPLOYMENT

While employed with this company, you will not in any circumstances be permitted to work for any other firm or person, either whole-time or part-time, to own, or in any way be associated with any firm or person as an advisor, director, or partner, whether paid or not, for your services, without prior written permission of the company.

22nd Nov 2023

Offer Letter

Ms. Jyothi Krishna S
Achoose house, Nallurnad post
Mananthavady, Wayanad_ 670645

Dear Ms. Jyothi Krishna S

Hearty congratulations to you on being selected for the post of **Faculty - Biology**. We look forward to your joining us on **04th Dec 2023 at 9.40 am** at No.16/31, 3rd floor, Bull Temple Road, Basavanagudi, Bangalore 560004. On arrival, you may contact Mr. Ajithkumar from HR.

As a member of **BASE Family**, You are committed to deliver outstanding quality and results that exceed expectations. In addition, we expect your personal accountability in all the actions, advice and results that you provide as a representative of BASE. In return, we are committed to providing you with

We are confident you will find this new opportunity both challenging and rewarding.

You will be on probation for six months starting from the date of joining. However, this period can be cut short or extended based on your performance which will be reviewed periodically and confirmation will be based on performance and at discretion of the management.

Verification process is a mandatory requirement in BASE. Hence we request you to kindly bring all your original certificates including 10th Standard marks card, 12th Standard mark card, Degree/PG/Diploma course and the same shall be returned to you at the time of your exit from the organization. If background verification / Reference Check is found to be unsatisfactory and any misrepresentation of facts, our offer will be automatically withdraw.





21/09/2023

Kavana N L
#356, Gurukar Devvana Street
Fort Mohalla Mysore
570004

Dear Kavana,

Welcome to IQVIA™

On behalf of IQVIA, The Human Data Science Company™, we are pleased to extend an offer of employment for you to join our global team.

By accepting this offer, you will join a diverse team of 55,000+ employees in 100+ countries who share a passion to help clients drive healthcare forward. Discover new paths to success as you share stories of unparalleled data, transformative technology, advanced analytics, and domain expertise coming together to solve complex problems. Join IQVIA and be the catalyst for the future of human science.

Your designation will be (Lab Cent Project Coordinator 1 - 110). You will be based in Bangalore, India (INBGL1, 42.5, Omega). Included is information about our offer of employment for your review, including details about salary, vacation time and health benefits.

Please note that this offer is subject to the outcome of the Background Verification on your candidature. At any point, in the event we find that any supporting documentation and/or information provided in connection with this offer letter is found to be false or misrepresented, the company reserves the right to revoke this offer of employment and terminate the appointment on an immediate basis.

ANNUAL GROSS PAY (AGP) - ₹333,600.00

PROVIDENT FUND - 28800

FIXED COST TO COMPANY (1+2) - 362,400

ANNUAL INCENTIVE PAY TARGET* - 26688

TOTAL COST TO COMPANY (3+4) - 389,088

ANNUAL INCENTIVE PAY TARGET*

You are eligible to participate in IQVIA's Annual Incentive Plan (AIP) subject to the terms and conditions of the applicable AIP in place at the time of any payout. Your manager will communicate performance parameters at a later date. Your start date must occur on or before September 30 to be eligible to participate in the AIP for the year in

Offer Letter

Arunkumar N

Ward No 11, Gorpade Nagar, Torangallu R S, Ballari, Karnataka - 583123

Dear Mr. Arunkumar,

With reference to your job application and subsequent interview you have had with us, we are pleased to offer you the position of Scientist for Quality Control in our organization at a CTC of Rs. 430000.00 (Rupees Four Lakh Thirty Thousand Rupees zero Paise only).

The current offered position will be for Bommasandra Unit, as you are expected to join duty on 04/09/2023 *beyond* which the offer would stand withdrawn, unless a new date is mutually agreed upon by us in writing. Please note that this offer is valid subject to your signing and send mail of this letter within seven working days.

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

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

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

Your's faithfully,
For, Anthem Biosciences Pvt Ltd

AUTHORISED SIGNATORY

EMOLUMENT PACKAGE W.E.F

#	Monthly(Rs.)	Yearly(Rs.)
Basic	15000.00	180000.00
HRA	6000.00	72000.00
Bonus	3000.00	36000.00
LTA	0.00	0.00
Other Allowance	8613.00	103356.00
Gross Salary	32613.00	391356.00
Provident Fund	1800.00	21600.00
Gratuity Fund	720.00	8640.00
Canteen	700.00	8400.00
CTC	35833.00	429996.00
Take-Home CTC = (Gross - (PF/ESI + PT+Canteen))		
Other Benefits		

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



July 10, 2022

Sagar Manjegowda
Haralahalli Village Yelechagahalli Post
Hassan Karnataka
573211

Dear Sagar,

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

EMPLOYMENT

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

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

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

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

PROBATION

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

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

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

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.

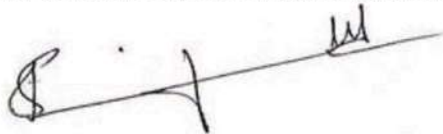
Congratulations and welcome to **XLHealth Corporation India Pvt. Ltd.** On your first day of employment, please report to our office located at **Bangalore** at 8.30 AM along with the documents as mentioned in the Appendix '2'. Should there be a change in your start date, it is mandatory that the same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

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

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

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

For **XLHealth Corporation India Private Limited**



Shivaprasad Mundakana
Director-Human Capital

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

ACKNOWLEDGEMENT:

Sagar Manjgowda

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)

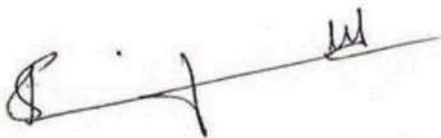
- i. Gratuity shall be paid as per the Gratuity Act (over and above CTC)
- ii. Employees shall be eligible for provident fund as per the Employees Provident Fund and Miscellaneous Provisions Act, 1952
- iii. Employees shall be eligible for Employees State Insurance as per the Employees State Insurance 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. J. 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 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.

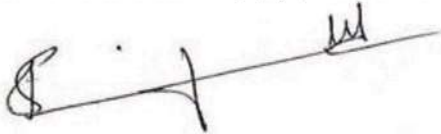
12.3. You further consent to your Personal Data being stored on a central database in the USA or wherever it may be located in the future, which is accessible by persons from the UnitedHealth Group and other third parties mentioned above in a number of different countries or territories, including countries 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:


UNIVERSITY OF MYSORE
(Re-accredited by NAAC with 'A' Grade)
(NIRF-2021: Ranked 33rd in University Category and 54th in Overall Category)

Office of the Directorate of Research
Pareeksha Bhavana, (Behind Crawford Hall)
Mysuru-570 005, Karnataka, INDIA.

No.DOR.9.2/Ph.D/MM/559/2020-21

Dated: 27-09-2022

To,
Madhushree M
C/o Puttaswamy
IX/1417, Viswanathalah
Colony, H.D.Kote (T)
Mysuru (D) - 571114.

Sir/Madam,

Sub: Registration for Ph.D. Degree in Mathematics.

Ref.: 1. Enrollment No.DOR:9.2/Ph.D/MM/WOF/PR619/2020-21 Dated: 01-04-2021.

2. Registrar (Evaluation) order No.DOR.9.2/Ph.D/MM/2020-21/Pg.06/22/dated: 21-09-2022.

I am directed to inform you that, your application for the Ph.D Degree of this University has been registered w.e.f 01-04-2021 as Doctoral candidate under with/without fellowship category. You are permitted to work and prepare a thesis in accordance with the Ph.D notification/regulation 2017(No.AC2(S)/460/2009-10 dated:20-03-2017).

TITLE OF THE THESIS: A STUDY ON SOME LINEAR OPERATORS IN GEOMETRIC FUNCTION THEORY

GUIDE: Dr. N. Ravi Kumar, Assistant Professor, PG Department of Mathematics, JSS College of Arts, Commerce and Science, Ooty Road, Mysuru-25.

RESEARCH CENTRE / INSTITUTION: Department of Mathematics, JSS College of Arts, Commerce and Science, Ooty Road, Mysuru-25.

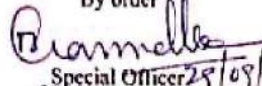
1. The Doctoral Candidates should conduct research for a minimum period of 03 years and maximum period of 6 years from the date of provisional registration as per the S.1(a) Ph.D Regulation 2017.
2. The Ph.D registration is valid for a period of 6 years from the date of provisional registration and it is extendable by one more year on request by the candidate well in advance with a recommendation of the Guide and Director/Chairperson of the Institute/Department followed by approval of Vice-Chancellor on payment of the prescribed fee.
3. The candidate should submit progress reports certified by the Guide and Director/Chairperson of the Institute/ Department with the fee paid challan in every year. If the candidate fails to submit two Consecutive Progress Reports in time, it amounts to cancellation of the Registration, and this shall be notified by the Registrar (Evaluation). For any reason the fee paid, will not be reimbursed to the researcher.
4. While submitting the progress report Tuition fee, Processing fee and Laboratory fee has to be paid to the Examination Account and the Challan should be enclosed.
5. Examination fee has to be paid to the Examination Account of the University and the Challan has to be furnished at the time of submission of Final Synopsis and Thesis.
6. The Research candidate shall strictly adhere to the Regulation mentioned above.
7. On completion of research work, 10 copies of synopsis and 4 copies of thesis, an electronic version of the thesis, evidence of two research publications, prescribed application form for submission of thesis and synopsis, challan for having paid the examination fee, declaration signed by the candidate and certified by the guide for having prepared the thesis, No Due Certificates from the Department, Library and the Hostel should be submitted through the guide and the Director/Chairperson of the Institution/Department. Details of payable fee can be obtained from the Office of the Directorate of Research, Pareeksha Bhavan, University of Mysore, Mysuru, during office hours.
8. If candidate fails to submit the thesis even after 7 years i.e after getting one year of extension period, the Ph.D registration in the respective subject stands automatically cancelled.

Copy to:

1. The Research Guide.
2. The Director/Principal, JSS College of Arts, Commerce and Science College, Ooty Road, Mysuru-570025.
3. The Chairman, BOS in Mathematics, Manasagangotri, Mysuru-570006.
4. Office Copy.

HMB/C.2/E/9.2/Corr.Ragn.

By order


Special Officer 25/09/22
Special Officer
Directorate of Research
Pareeksha Bhavan, Behind Crawford
University of Mysore, Mysuru

20-21

Syngene

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

Ref: S/HR/LET-OFR/45121/136522
Date: 17 June 2022

Dear RESHMA T R,

Congratulations and thank you for your interest in Syngene International!

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

Position : RESEARCH ASSOCIATE TRAINEE - DISCOVERY CHEMISTRY STA
Level : 9-1 - RESEARCH ASSOCIATE TRAINEE
Location : Bangalore
Address : Syngene International Limited, SEZ Unit, Biocon Special Economic Zone, Bommasandra - Jigani Link Road,
Bangalore - 560 100

You will be entitled to a Total Cash compensation of Rs. 313600 p.a the detailed break up is attached as Annexure I. The policy guidelines on benefits and emoluments are enclosed in Annexure II.

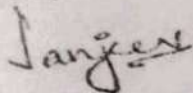
This offer of employment is valid subject to confirmation of your medical fitness and satisfactory completion of reference / background verification of your credentials related to your educational and / or professional experience.

The appointment is effective from the date of your joining and we request you to join on or before 04 July 2022.

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

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

Best Regards,
for Syngene International Ltd.



Sanjeev Sukumaran
Chief Human Resource Officer

20-21

REF:HRD/OFF/LETTER/10

Offer Letter

Neeraj Naraiah K N

Mysore

Dear Mr. Neeraj Naraiah,

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

The current offered position will be for Harohalli Unit, as you are expected to join duty on 01/02/2022 beyond which the offer would stand withdrawn, unless a new date is mutually agreed upon by us in writing. Please note that this offer is valid subject to your signing and send mail of this letter within seven working days.

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

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

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

Your's faithfully,
For, Anthem Biosciences Pvt Ltd

AUTHORISED SIGNATORY

20-21

meiji
Meiji Group

M
MEDREICH

BANGALORE | LONDON | SYDNEY

October 28, 2022

Ref: ML/2022

Mr. Tejas Gowda N
S/o Nanjunda Swamy
Madapura Hiriyyur Post
Talakadu, T Narasipura
Mysore - 571124
Contact No: 9066334046

Dear Tejas,

SUB: OFFER OF APPOINTMENT

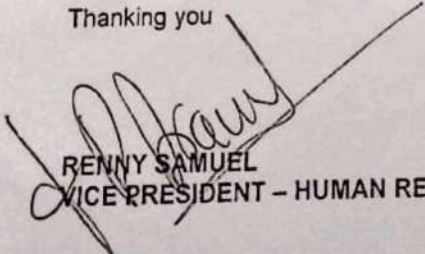
With reference to your application and the subsequent interview you had with us, we are pleased to appoint you as "OFFICER – QUALITY CONTROL in the Grade of Officer – I" in our Organization subject to your being found medically fit. You will be paid a Gross Salary as per annexure enclosed.

You are requested to join our services on or before **November 02, 2022**. Please come to the following address for medical checkup one day before joining the duty along with three passport size photographs.

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

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

Thanking you


RENNY SAMUEL
VICE PRESIDENT – HUMAN RESOURCES

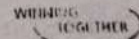
Medreich Limited

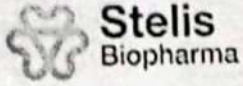


Regd. Off.: Medreich House, No. 12/8, Saraswathi Ammal Street, Maruti Seva Nagar, Bangalore - 560 033, INDIA
Phone: ++91 80 4048 2100 Fax: ++91 80 2547 1181

Factory: Survey No. 4/3, Avalahalli, Bangalore Post, Bangalore - 560 062, INDIA
Phone: ++91 99012 99220 + 91 95 35 1072 91400 00676

CIN: U24232KA1973PLC002383 Email: info@medreich.com, Website: www.medreich.com





20-21

Ref.: SBPL/HR/6/2023

Date: 17-08-2023

Girisha N

Naviluru (V and P) Nanjangud, Karnataka

NA,571118

Mysore, Karnataka, India

Dear Girisha,

Sub: Appointment as Associate - Quality Control

We refer to your application for employment and subsequent interviews we had with you, we are pleased to appoint you as Associate

- **Quality Control** with effect from **14-08-2023** under the following terms and conditions:

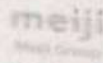
1. Your annual remuneration for this employment is enclosed in Annexure - I
2. Your employment with us will be governed by the Service Rules/Standing Orders of the Company as applicable to the personnel of your category and as modified from time to time.
3. This offer of employment is subject to your being found fit now for the offered position by the Medical Officer/Institution appointed by the company for this purpose. This Medical examination will be conducted every year.
4. Please read the Annexure - II containing the other terms and conditions of this Offer.

We welcome you to **STELIS BIOPHARMA LIMITED**, and exhort you to join hands with us to build a **WORLD CLASS ORGANISATION**

With best regards to you,

For **STELIS BIOPHARMA LIMITED**

Kiran Kumar S
Director



Ref: ML/2022

ಬೆಂಗಳೂರು | ಉಡುಪಿ | ಕೊಚ್ಚಿ

September 02, 2022

Mr. Sheemaraju H
S/o Nuchappa,
Hulthotta Hiriyur Taluk
Chitradurga District
Karnataka - 577558
Contact No: 8105839948

Dear Sheemaraju,

SUB: OFFER OF APPOINTMENT

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

You are requested to join our services on or before 07th September 2022. Please come to the following address for medical checkup one day before joining the duty along with three passport size photographs.

Medreich House
No. 12-B,
Saraswathi Ammal Street,
Marul Seva Nagar,
Bangalore - 560 033

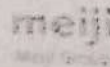
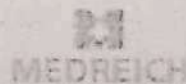
Please sign and return the duplicate copy of this letter as a token of your acceptance of the offer.

Thanking you

RENNY SAMUEL
VICE PRESIDENT - HUMAN RESOURCES

Medreich Contact

Regd. Ofc. Medreich House, 12-B, Saraswathi Ammal Street, Marul Seva Nagar, Bangalore - 560033
Phone: +91 9845777888 / 9845777430
Sales Office: 44, Sarawathi Ammal Street, Marul Seva Nagar,
Bangalore - 560033. Phone: +91 9845777888 / 9845777430
Fax: +91 9845777888 / 9845777430. Email: info@medreich.com, hr@medreich.com



ಬೆಂಗಳೂರು | ಉಡುಪಿ | ಕೊಚ್ಚಿ

IBR

Amulata

Comet

All

20-21



Offer Letter_Veeksha B...



TTC Limited
FOODS Division
No. 18, Hutawadi Main Road,
Maruthosevi Nagar,
Bengaluru 560 005 India
Telephone: 91 80 4689 1100 / 1200
Fax: 91 80 4689 1977 / 78

VEEKSHA B C

Date: 05-05-2023

Dear Veeksha,

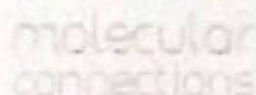
We are pleased to offer you the position of **Junior Research Associate**.

1. Your annual CTC along with detailed break-up is enclosed at the end.
2. Request you to please go through the offer in detail and indicate your acceptance through a return mail at the earliest. Post your acceptance, we would commence the requisite formalities and will be sending the Appointment letter in due course of time.
3. Your place of posting will be at **CQAL- Peenya**.

Please note that this is a provisional offer and it will be valid subject to you clearing the company's medical examination and providing acceptable documentary evidence for certain details that you have shared with us regarding your candidature.



Roopashree P_PALSI_Rem...



CPA - 117200KA20001PT02249092
BIO/RC 22001-2013 certified

November 30, 2022

LETTER OF APPOINTMENT - REMOTE EMPLOYMENT

Ms. Roopashree P
#52 D/O T Prakash, Samrudhinitaya,
Mettahalli, Mysore-570028

Dear Ms. Roopashree 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.

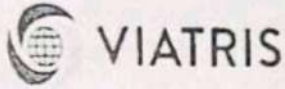
I. COMMENCEMENT OF EMPLOYMENT

- 1.1 You will be employed by the Company on remote working basis (REMOTE EMPLOYEE) in the position of **Scientific Analyst - Trainee** subject to the terms and conditions set forth in this Appointment Letter ("Letter"). Your employment with the Company shall commence from **December 01, 2022** and be valid until terminated in accordance with the terms set forth in this Letter (the "Employment Period").
- 1.2 Your appointment as a REMOTE EMPLOYEE of the Company is subject to satisfactory verification of your certificates and testimonials. In the event that such verification reveals any discrepancy in the statement(s) made in your application to the Company, your services are liable to be terminated forthwith without any notice or compensation. Your employment in the Company is also contingent upon your ability to work for the Company without any restrictions, 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, #50/2 Kaderanahalli, 100 Feet Road, Rajarajeshwari One stage, Bangalore - 560 076
Ph: (80 2068 0145) | Email: info@molecularconnections.com | www.molecularconnections.com

20-21



Mylan Laboratories Limited
Plot No. 564/A/22, Road No. 92, Jubilee Hill
Hyderabad - 500 096, Telangana, India
Tel: +91-40-30866666, Fax: 30866689
Email: mylan.india@viatris.com
Web: <https://www.viatris.com/en-in/india>
CIN: U24231TG1984PLC00514
A Viatris Company

November 10, 2023

Ms. Anusha H N
EMP No: 109789
Associate Trainee
Quality Control
Bengaluru-Manufacturing-Complex II-SFF Facility

Dear Anusha H N,

Sub: Confirmation of your services

We wish to inform that you have successfully completed your training period and the Management is pleased to confirm you as **Senior Associate at Grade 30** with effect from **10-Oct-23**.

Subsequently, your compensation has now been revised as per the following with effect from **01-Oct-23**.

Particulars	Current INR per month	Revised INR per month
Basic Salary	16122	19497
House Rent Allowance	8061	9748
Conveyance Allowance	1600	1600
Children Education Allowance	200	200
Medical Allowance	1250	1250
Other Allowance	2083	3157
(A) Base Pay Total	29316	35452
(B) Retirement Benefits		
Employer's Provident Fund	1935	2340
(B) Retirement Benefits Total	1935	2340
Total Compensation (A+ B) per month	31250	37792
Total Compensation per annum	375000	453500

All other terms and conditions of your employment remain unchanged.

We continue to look forward to a mutually rewarding and fruitful association.

With regards,

Harsh M Sharma
Head of HR Global Integrated Services, Asia

Please note that the details of your compensation are strictly private and confidential between you and the company and in no circumstances should this be disclosed to / discussed with your colleagues or subordinates. Any violation of this confidentiality will be viewed seriously.
The matter contained in this letter is electronically generated and does not require signatures. The information provided in the letter are Privileged and Confidential and may not be disclosed without the express permission of the Company.

20-21

Date: 13th July, 2022

OFFER OF APPOINTMENT

Name: Bharathraj M N
Dept: AR&D
Unit: R&D

Dear, Mr. Bharathraj M N,

With reference to your application and subsequent interview you had with us, we are pleased to offer you the position of **Trainee Research Associate- AR&D** and your remuneration package details are as per the Annexure -I.

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

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

- Four passport size photographs.
- Originals certificates & testimonials for verification. (Along with 1 set of Xerox)
- Relieving letter & Experience Certificate from your previous employer.
- UAN Details
- Photo id proof (Aadhar Card)
- Copy of PAN card is compulsory.
- Form 12-B
- Medical Fitness Certificate (From Registered Practitioner)
- Aadhar/ Pan Card copy of family members (Parents, Spouse & Kids)

You are requested to inform us about your acceptance and your date of joining which should be as early as possible but not later than 5th of September 2022.

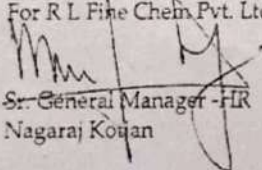
As a token of acceptance of this offer please sign on the duplicate copy of this letter and return it to us.

We look forward to welcoming you to RLFC family. Please feel free to call us in case you need any assistance.

Note:

- Your employment with us will be subject to successful completion of reference checkup at any given point- Pre or Post employment.
- Your next increment will fall in the month of April-2023 with retrospective effect from the date of joining.

For R L Fine Chem Pvt. Ltd.


Sr. General Manager -HR
Nagaraj Koutan

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

Signature of Candidate

RLFC HEALING
STARTS HERE

R L Fine Chem Pvt. Ltd.,

"RLFC HOUSE", Plot No. C-10, 1st Cross, KSSIDC Industrial Estate,
Yelahanka New Town, Bengaluru 560064 Karnataka, India
t: +91 80 4243 8119 e: hr@rlfinechem.com
www.rlfinechem.com CIN No.: U24100KA2011PTC059816



ಸಿಎಸ್‌ಐಆರ್ - ಕೇಂದ್ರೀಯ ಆಹಾರ ತಂತ್ರಜ್ಞಾನ ಸಂಶೋಧನಾಲಯ, ಮೈಸೂರು - 570 020, ಭಾರತ
सीएसआईआर - केंद्रीय खाद्य प्रौद्योगिक अनुसंधान संस्थान, मैसूरु - 570 020, भारत
CSIR - Central Food Technological Research Institute, Mysuru - 570 020, India

No.FT/3(893)/2022/E-VI

28 July 2022

OFFICE MEMORANDUM

Sub : Joining Report of **Ms. Monika P. R.**, as Project Associate Level-I in project MLP-0274.

Ref : CSIR-CFTRI Letter No. FT/15(MLP-0274)/2021/PATCELL
Dated: 25.07.2022.

Having accepted to the terms and conditions as stipulated in CSIR-CFTRI Letter cited above, **Ms. Monika P. R.** has reported for duty as Project Associate Level-I under MLP-0274 on **27.07.2022 (F/N)** in FVT Department on a Consolidated Stipend of Rs.25,000/- per month plus 16% HRA per month.

PA No. **PA-1256** has been assigned to her.

Her tenure as Project Associate Level-I is from **27.07.2022 to 31.03.2023.**

Suk 28/7/22
(Savitha K)
Section Officer (E.VI)

To:

Ms. Monika P. R.
Project Associate Level-I
FVT Department
PA-1256

- Copy to: -
1. S.O. E.1
 2. S.O. E.V
 3. Accounts
 4. Head, PMC/PAT CELL
 5. Head, FVT
 6. Dr. Revathy Baskaran, Sr. Pri. Scientist, PI, FVT Dept
 7. Security Officer
 8. Office Copy



JSS MAHAVIDYAPEETHA
JSS COLLEGE OF ARTS, COMMERCE & SCIENCE

(An Autonomous College of University of Mysore)
Re-accredited by NAAC with 'A' grade
Recognised by UGC as "College with Potential for Excellence"
OOTY ROAD, MYSORE - 570 025, KARNATAKA



☎ 0821-2548236 & 2548380 Fax: 0821-2548238 E-mail: jssautonomous@gmail.com

To whomsoever it may concern

This is to certify that, following Identification cards are issued by the employers of the respective candidates and they were students of our college during the academic year 2019-20 and 2020-21.


PRINCIPAL
JSS College of Arts, Commerce & Science
Ooty Road, MYSURU-25

EMPLOYEE



**Manjunath
Hiremath**

IQVIA

EMPLOYEE



**Pavitra
Patil**

IQVIA

3/7/2027

EMPLOYEE



Kavana

N L

IQVIA



Venkatesh A

Quality Executive

Manufacturing - Quality

Profile Details

[View Personal Details](#)



HECT3058

venkatesh.pa@hectorbeverages.com

Manufacturing - Quality

Manufacturing - Mysore, Mysore, Karnataka, India,
(Manufacturing - Mysore)

Company

Hector Beverages Pvt. Ltd.

Permanent

Uday Singh (HECT3767)