

21-22

08-12-2022

Shivakumar C.M

OFFER OF APPOINTMENT

Dear Shivakumar C.M,

This has reference to the interview and discussions you had with us. We are pleased to offer you the position of "Junior Research Associate" in "Analytical" department under the band of "Professional" in level "P0" and you will be based at Bangalore Karnataka.

Your Annual Cost to Company (CTC) will be Rs.3,00,000/- per annum (Rupees Three Lakhs Only Per Annum). This includes Annual Gross Salary of Rs.2,46,000/- and Retirals & Benefits of Rs.54,000/- per annum. Detailed CTC breakup is given in Annexure.

You will be on Probation for the first 6 months and during this period either party can terminate the service by giving one-month notice and thereafter three months' notice in writing, subject to terms of Service Agreement.

The Service agreement is for a period of 36 months. In case of breach of contract, you will be liable to pay 2 months last drawn Gross Salary to cover the investment we made during hiring, assimilation, project training and deployment

Please note that you are required to join the organization on or before 22-12-2022 failing which this offer of appointment stands withdrawn. Kindly note that this offer is confidential. A detailed letter of appointment shall be given to you on joining. You are requested to undergo pre-employment medical checkup before the date of your joining.

Kindly note that this offer is confidential.

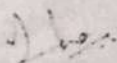
Please note that your employment will be subject to:

1. Medical fitness as per the pre-employment medical checkup report.
2. Clearance in the background verification checks that may be required as per the company policy.
3. Submission of all the following self-attested documents at the time of joining:
 - i. Reference letter from Head of Department
 - ii. Course completion certificate from the College / Head of the Department
 - iii. Four copies of your latest passport size photographs
 - iv. Certified true copies of all the educational certificates
 - v. PAN Card & Aadhar Card
 - vi. 2 Post Card size photographs of candidate taken along with Family

Please click on "Accept" button in the mail as a token of acceptance of this offer.

Yours Sincerely

For ARAGEN LIFE SCIENCES PVT. LTD



Chief HR Officer
Suresh Anubolu

I accept the offer of appointment on the above terms.

Signature of the candidate: _____

Date: _____

21-22

molecular
connections

CIN - U73200KA2001PTC029092
ISO/IEC 27001:2013 certified

September 19, 2022

LETTER OF APPOINTMENT - REMOTE EMPLOYMENT

Ms. Keerthana D
KHB colony, opposite to ponnappa hotel,
Double road, T.Narsipura

Dear Ms. Keerthana D,

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 **September 23, 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, #59/2 Kaderanahalli, 100 Feet Road, Banashankari 2nd Stage, Bangalore - 560 070.
Ph: 080 2669 0145 | Email: info@molecularconnections.com | www.molecularconnections.com

Ref: BBIL/HR/LET_OFR/10083
Date: 10/31/2022

Mr. Suraj Urs B S
C/O Devraj Urs, 17/111/1, 6th main
6th cross
Karnataka - 560068

Dear Suraj,

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 QC INSULIN.

Your base location would be: Bangalore

Attached to this email offer are the following:

1. Annexure 1 - Detailed Emoluments.
2. Annexure 2 - Key Policies and Benefits..
3. 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 11/07/2022 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: VARSHA M
Email ID: VARSHA.M102@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

Page 1 of 2

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** ,

Naveen Narayan
SVP & Head of Human Resources

503752

May 11, 2023

Ms. Prerana C S

Emp No: 503752

Dear Ms. Prerana C S,

Confirmation Letter

Based on the review of your performance during your probation period, we are pleased to confirm your services in the Organization as **Scientific Analyst** with effect from April 10, 2023.

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

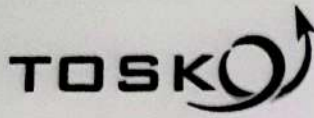
We formally welcome you as an integral part of the Molecular Connections family and wish you a long and successful career with us. We look forward to your continued contributions in achieving the team and Organization's goals.

Yours Sincerely,

For Molecular Connections Pvt. Ltd.

Jignesh Bhate

CEO



Date: 20th Sep 2023

VISHWAS H M
ID Name: Vishwas H M
ID Number: TT202322
3303/3, Ring road, 3rd stage,
above More Mega Store.
Dattagalli, Kanakadasa Nagar,
Mysuru, Karnataka 570022

Dear Vishwas H M,

We are pleased to offer you an internship opportunity with Tosko Technologies Private Limited. If you choose to accept this offer, you will join as a software engineer – intern starting from September 20th 2023, and your weekly commitment will be 40 hours.

Your internship duration will start on September 20th 2023, and end on October 19th 2023. During this period, you will receive a monthly stipend of 6,000. It's important to note that as a temporary employee, you will not be eligible for benefits such as health insurance, holiday or sick pay, and other benefits provided to regular employees.

During the course of your internship, your performance will be assessed, and if you consistently demonstrate excellent performance, you will be considered for a permanent position as an employee at Tosko Technologies Private Limited.

We believe that this internship will provide you with vulnerable hands-on experience and a chance to develop your skills in the software engineering field. We look forward to having you as part of our team and witnessing your growth throughout this internship.

➤ Designation	:	Software Engineer - Intern
➤ Date of Joining	:	20/09/2023
➤ Job location	:	Mysuru
➤ Gross pay per Month	:	INR 6,000/-

Contact@tosko.in

www.tosko.in

#3303/3, Ring rd, Kanakadasa nagar
Dattagalli, 3rd stage, Mysore 570022

Ref: BL/HR/LET_OFR/6459
Date: 11/18/2022

Ms. Bhoomika M S
Ragimudhanahalli

- 571455

Dear Bhoomika,

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 API PRODUCTION. Your base location would be: Bengaluru

Attached to this email offer are the following:

- a. Annexure 1 - Detailed Emoluments.
- b. Annexure 2 - Key Policies and Benefits..
- c. 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 12/01/2022 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: MEENA DANDAMUDI
Email ID: MEENA.DANDAMUDI@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 LIMITED ,

AMITAVA SAHA
PRESIDENT- HR



Synchrony International Services Pvt. Ltd.
Regd Office: Building Parcel – 3, Knowledge City
Floors 2 to 5, Unit 2 and 3, Plot No.2
Survey no. 83/1, Phase – 1, Raidurg Village
Serilingampally, Hyderabad.
Telangana – 500081.
GST Details: 36AADCR9682D1Z3
CIN No. U72200 TG 2008PTC 088404,
T 91-040 6765 0000

27th Jun 2022

Supriya Rani

Plot 130, Railway Employees Housing Colony, Bolarum - 500010

Dear Supriya,

Sub: Appointment Letter

We are glad to offer you an appointment with **Synchrony International Services Pvt Ltd** as **Representative Customer Service** under the following terms and conditions:

TERMS AND CONDITIONS

1. Your fixed annual salary on joining will be **₹.300000/-** and this will include all allowances in accordance with the Company rules and as indicated in Annexure II. In addition to this, you shall also be entitled to the following as per Company Policy and rules as applicable
 - Medical insurance covering hospitalization expenses of up to ₹.2,50,000/- for you and up to three of your dependants
 - Personal Accident Insurance of up to ₹.6,00,000/- for you as per Company Policy and rules.
 - Group Term Life Insurance cover of **₹.10,00,000/-** during your tenure in Synchrony International Services Pvt Ltd.

You are eligible for **Night Shift Allowance** depending on your working hours as per the Company's Night Shift Allowance policy in force.

In addition, you will be reimbursed business related expenses in accordance with relevant company policies as applicable from time to time. The specific amounts for these expenses will depend on the nature and scope of your duties. The reimbursement amounts are subject to an on-going review and are dependent on the way Synchrony International Services Pvt Ltd chooses to administer compensation.

2. Your initial place of work will be at **Hyderabad**. However, your services are transferable, and you may be assigned to any location in India or abroad where the Company or any one of its associates or customers, conduct business. While on transfer you will be governed by the rules, regulations and conditions of service of that location.
3. The Company will be working 7 days a week, twenty-four hours a day. You will be expected to attend office except while travelling on business, as assigned to you by your superiors and as per applicable laws in force. You will be required to work 5 days a week and as per the shift timings scheduled for the role. Your daily working hours would be 9 hours including 1 hr break.
4. You will be on probation for a period of six months from the date of joining. At the end of probation period should your performance and behaviour meet the Company standards, your services will be confirmed in writing by the Company. During the probation period, either party may terminate this contract by giving 15 days' notice in writing in the manner referred to in clause 5 or payment of 15 days salary in lieu thereof. However, the Company reserves the right not to accept payment in lieu of notice and may at its sole discretion enforce the notice period
Notice to terminate this contract will be accepted by the Company only when it is issued in a form wherein your identity is ascertainable (such as hard copy with official signatures). Notice of termination in electronic form where identity cannot be ascertained, such as SMS or personal email, or through oral communication shall not be accepted as adequate notice for the purposes of this agreement.



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5. Post confirmation, your services under this contract may be terminated by either party, giving a written notice of one month to the other party or on payment of salary in lieu thereof. However, the Company reserves the right not to accept payment in lieu of notice from you, and may at its sole discretion enforce the notice period.
6. You will be entitled to leaves as per Company leave policy. Accumulation/carry-forward of leave will be governed as per the existing Company policy in force
7. Absence for a continuous period of eight days without prior approval of your supervisor, (including overstay of leave/training), would be treated as abandonment of service and can lead to your services being terminated without notice. In such an eventuality, the Company reserves the right to recover from you, all expenses incurred with regard to any training and development, special education, up skilling or on the job training provided to you in the course of your employment with the Company.
8. You will automatically retire from service on attaining the age of 60 years.

Whilst employed by the Company:

- 8.1 You will not be permitted to undertake any other employment or engage in any external activities of a commercial nature without prior written approval.
 - 8.2 You will be required to effectively carry out all duties and responsibilities assigned to you by your manager and others authorized by the Company to assign such duties and responsibilities. Your performance will be subject to annual appraisal by your manager.
 - 8.3 All information that comes to your knowledge by reasons of your employment with the Company is deemed to be confidential. Except in the proper course of your employment, or, thereafter, you shall not divulge to any third party any information regarding the affairs or business matters of the Company or information regarding its customers without prior written approval of authorised person/s.
 - 8.4 For the benefit of Business requirement and its enhancement, the business reserves the right to evaluate/process/scrutinize employee's performance, and benchmarked performance numbers may be shared with other employees from time to time.
 - 8.5 You confirm that there is no litigation /conviction against you, before/by any Court of law, which involves any criminal offence or offences involving moral turpitude.
9. You confirm that you have fully disclosed all of your business interests in the Company, whether or not they are similar to or in conflict with the business (es) or activities of the Company, and all circumstances in respect of which there is, or there might be perceived, a conflict of interest between SYNCHRONY INTERNATIONAL SERVICES PVT LTD and you or any immediate relatives. Also, you agree to disclose fully and immediately to the Company any such interests or circumstances which may arise during your employment.
 10. You will be required to apply and maintain the highest standards of personal conduct and integrity and comply with all Company policies and procedures. All acts subversive of good conduct and discipline would subject you to disciplinary action as per the Company policies.



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11. Upon separation from the Company, you will be required to immediately return to the Company, all assets and property (including any leased assets) of the Company including documents, files, books, papers, training material and memos whether in hard of soft copy which is in your possession or custody.
12. Any violation of the above mentioned or any other company procedures and policies would attract action as per company disciplinary policy in force, including and upto termination. In the event of termination by Management on account of breach of disciplinary policy, the Management will not be liable to pay notice pay.
13. All other terms and conditions of employment will be governed by Company policies as stated from time to time.
14. The address proof submitted by the employee and verified during background check will be considered as the correct address of the employee and the same will be used for all the official communication. Any change in such address has to be communicated by the employee to the HR department in writing.
15. If these terms and conditions are acceptable to you:
 - (a) Please sign and return the duplicate of this Appointment Letter on or before 29th Jun 2022 and
 - (b) Report for duty at the Company not later than 6th Jul 2022 failing either of which, this offer of appointment stands automatically withdrawn without any further notice to you.
16. You agree that the appropriate courts in Ranga Reddy District, Telangana, shall have exclusive jurisdiction over all disputes which may arise hereunder.

The terms of this offer including the compensation are intended to be kept strictly confidential.

“You hereby agree that this offer of employment and issue of an appointment letter to you shall be subject to SYNCHRONY FINANCIAL obtaining a clear and positive background check of yourself satisfying relevant criteria outlined by SYNCHRONY FINANCIAL (such as educational/technical qualifications, past work experience & positions held by you, previous salary, conduct etc). You further agree that SYNCHRONY FINANCIAL reserves the right to terminate the offer of employment, without further notice to you, if such clear and positive background check is not obtained in relation to you.”

“You hereby also confirm that the application form, resume and all documents submitted by you to SYNCHRONY FINANCIAL are true and accurate, and should any part thereof be found to be false or inaccurate by SYNCHRONY FINANCIAL, then SYNCHRONY FINANCIAL reserves the right to terminate your employment immediately.”

We welcome you and wish you every success in your career with SYNCHRONY INTERNATIONAL SERVICES PVT LTD.

With warm regards,

Kameswari G
VP, HR - Asia Diversity & Recruitment COE Leader
SYNCHRONY INTERNATIONAL SERVICES PVT LTD

Accepted and Agreed
Supriya Rani



Synchrony International Services Pvt. Ltd.
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ANNEXURE I

DOCUMENTS REQUIRED AT THE TIME OF JOINING

- Relieving Letter from last Employer, if applicable
- Copy of Birth Certificate / School Leaving Certificate
- Academic & Professional Certificates (Xerox copies)
- Eight Recent Passport size Photographs
- Last Pay Slip drawn, if applicable
- Form 16 (I) (pertaining to Tax Deducted at source) from the previous employer, if applicable
- Photocopy of PAN Card & Aadhar Card
- Photocopy of the Appointment letter accepted and signed by you.
- Proof of identity (copy of passport/ driving license/ voter's ID card/ college exam admit card etc)

INFORMATION REQUIRED AT THE TIME OF JOINING

If applicable and already a member of a Provident Fund (PF) Scheme with previous employer, then:

- Employer's name
- Dates of joining and leaving service with them
- Name and address of the PF Trust or the Regional Provident Fund
- PF Account No
- Social Security No (SSN), if allotted

If applicable and already a member of ESI Corporation with previous employer, then:

- Employer's name
- Dates of joining and leaving service with them
- ESI card

Mandatory Details:

Furnishing of employee Aadhar details which has date of birth on the face of the Aadhar is mandatory in order to generate provident fund Universal Account Number [UAN]. The EPFO portal will not allow employers to generate the UAN without Date of Birth registered with employee Aadhar. The name on the Aadhar should also match with the name on the records submitted by you. Hence, your employment offer with the organization is contingent upon furnishing these details without fail. The company will be well within its right to terminate the employment if the same is not furnished at the time accepting the offer or within 10 days of joining the company whichever is earlier.



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ANNEXURE II

Annual Earning Opportunity Breakup (in INR)			
Name:	Supriya Rani		
	<i>Earnings*</i>	<i>Monthly</i>	<i>Annual</i>
	Basic	12,499	149,988
	HRA	7,499	89,993
	Special Allowance	52	621
	Employer Contribution to PF	1,500	17,999
	Gross Earnings (A)	21,550	258,600
	Bonus * (B)	1,250	15,000
	Meal Coupons	2,200	26,400
	Total CTC	25,000	300,000
	Other Benefits****		
	Other Benefits (F):		
	Medical Insurance Coverage of 2,50,000 for Self & Dependents		14,000
	Life Insurance Coverage of 10,00,000 & Disability Insurance Coverage of 6,00,000 for Self		479
	Gratuity-cum-Life Insurance*****		7,211
	Free Transport		48,000
	Gym Subsidy		12,000
	Benefits Sub-Total		81,690
	Total Earning Opportunity Per Annum		
	Total CTC+Benefits		381,690

Terms & Conditions (Important):

*The above mentioned Bonus includes Statutory Bonus (as per Payment of Bonus Act, 1965), if applicable.

****No money in lieu of Earnings In Kind will be paid if any of the benefits mentioned therein, is not availed

****Life Insurance Coverage of 10,00,000 & Disability Insurance Coverage of 6,00,000 for Self

*****Gratuity will be paid as per the Payment of Gratuity Act - 1972

All payments are subject to prevalent taxes and duties such as Employer Contribution to PF, Employees Contribution to PF, ESIC, PTAX, Income Tax and any other deductions as applicable.

Please note that your offer figure has been quoted corresponding to the Earning Opportunity at Maximum performance. It is important for you to note that you have an opportunity to earn less, basis on your individual performance.

HR Signature (Above)

Employee Signature (Above)





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Your salary components may be restructured in compliance with Code on Wages 2019 or such other applicable labour codes/law in force. The restructuring may result on your Net take home salary while cost to company remaining same.

“Additionally, on successful completion of probationary period of 6 months service with the Company, you will be eligible for Certification Reimbursement up to Rs 200,000/- (Two Lakh Only) as per the prevailing Company policy.

Please note in the event that you resign within 6 months from the date of certification reimbursement, or are serving notice of resignation, or you have been separated from the Company on grounds of non-compliance to applicable workplace policies and procedures, including integrity and upholding the Synchrony Financial values, you will have to pay up the amount equivalent to amount received on account of certification reimbursement (net of tax) to Synchrony Financial”.

* A deduction of 12% of Basic salary shall be made for the employee's contribution to the Provident Fund. Company's contribution to Provident Fund does not appear on the Salary Slip as it is deposited in the Provident Fund directly with the EPFO.

Deductions:

1. Other statutory deductions like Income Tax, ESI (if applicable), professional tax, etc. would be made as per the applicable statutory regulations.
2. All calculations above do not take the effect of income tax into account

In addition to the above, you shall also be entitled to:

- 1) Performance bonus based on your and company performance in accordance with applicable policy.
- 2) Gratuity as per statutory provisions (15 days of last drawn monthly basic salary for each year of completed service) on completion of 5 years of service.

Note: You will need to produce bills for claiming tax benefit on medical reimbursement by the 5th of each month.

Kameswari G
VP, HR - Asia Diversity & Recruitment COE Leader
SYNCHRONY INTERNATIONAL SERVICES PVT LTD

Accepted and Agreed
Supriya Rani



Ref: TLC /HR/2022-23
Date: 21st February 2023

To,
Ms. Bindushree V
Bangalore

Dear Bindushree,

Further to your internship and the feedback from the team, we are pleased to issue your appointment letter, with the terms and conditions as detailed below:

1. Date of appointment: 01st March 2023

2. Designation and Job responsibilities:

Your designation in the organization presently is **Marketing Executive** Your job responsibilities will be as assigned to you by the management from time to time. The designation, reporting, job responsibilities and performance are subject to review by the management from time to time.

3. Compensation:

The Compensation details are given in Annexure-I.

4. Probation:

You will be on probation for the initial period of six months from the date of joining. The decision of confirmation will be taken considering your performance of the assigned duties and it will be communicated to you in writing during / at the end of probation period. During the probation period, you shall give 15 Days advance notice to the company in case you decide to terminate your employment with us or money equivalent to this notice period if it is acceptable to the company. The company shall also reciprocate the same if it wants to terminate your training or employment at any time except upon termination due to proven misconduct.

5. Provident Fund:

You will be covered under the Provident Fund Scheme applicable to all employees of the Company. The Scheme provides for employees and Company to contribute on the basic salary and contribution will be applicable as per the act and will be part of your above compensation.

6. Gratuity & Bonus:

You will be governed by relevant rules in force from time to time. Payment of gratuity is regulated as per the payment of gratuity act. Bonus paid during the year will be as per the Company policy.

7. Leave:

You will be eligible for Casual (12 days), Sick (10 days) and privilege (20 days) leave as per the company policy.

8. Retirement:

The retirement age is 58 years.

9. Salary Increase:

Your salary will be reviewed periodically as per the policy of the Company. Increments in your salary will be based on the effective performance in areas of assigned responsibilities which further our corporate objectives.

10. Other Work:

Your position with the company involves full time employment and you shall be required to devote yourself exclusively to the business of the company. You will not take up any other work for remuneration (part time or otherwise) or work in advisory capacity or be interested directly or indirectly (except as a shareholder or debenture holder) in any other trade or business during your employment with the Company.

11. Travel:

You shall be required to undertake travel on Company assignments or relocation. Associated travel expense shall be paid as per Company rules/policy.

12. Confidential Information:

You shall not at any time, disclose or divulge or make public, except under legal obligations, any information regarding the company's affairs, its administration or any research that may have been carried out, whether the same be confined to you or become known to you in course of your service or otherwise.

13. Protection of Interest:

If you or your team conceive any new or advanced method(s) for improving processes / formula / systems related to operations within the company, such development(s) shall be fully communicated to the company and shall remain the sole right / property of the company.

14. Transfer:

You shall be liable to be transferred to any other department / establishment / branch of the company. In such case, you will be governed by the terms and conditions of service applicable to the new placement.

15. Notice Period:

The contract of employment is terminable by Three months' notice on either side or payment of three month's salary (Gross), in lieu of notice by the company, and either party is not bound to give any reasons thereof.

16. Termination:

On termination of this contract, you will be required to immediately give possession to the company all books, documents, market data, literature, product samples, Tablet PC, Laptop etc., belonging to the company or relating to its business and shall not make or retain any copy of these items.

Any Tablet PC /laptop given to you for your work shall be returned at the time of your leaving. In case you are unable to do so the company shall deduct cost of such Tablet, PC, Laptop from your final settlement.

17. Code of Conduct

All the times you must maintain a high standard of ethical conduct while discharging your duties. You must comply with all relevant requirements of the Code of UCPMP or law applicable from time to time.

You must not induce or subterfuge to gain an interview, and also should not pay under any guise, for access to a healthcare professional.

You shall not offer or provided any gifts for personal benefits and pecuniary advantages to healthcare professionals or their family members (both immediate and extended) beyond what is stipulated in the code of UCPMP.

18. ESI: eligibility and contribution is regulated as per the ESIC Act.

19. Jurisdiction

Any dispute arising between the Company with regard to the interpretation of the letter or Appointment, termination or dismissal and with regard to any claim or payment or damages etc. shall only be dealt with the adjudicated upon by the Courts functioning in Bangalore Jurisdiction only.

20. General:

The above terms and conditions are based on company policies, procedures and other rules and regulations currently applicable to the company's employees and are subject to amendments and adjustments from time to time.

Please confirm that the terms are acceptable to you and that you accept the appointment by signing a copy of this letter of appointment.

For Velbion Probiotics Private Limited



Saikat Ray
CEO

I Bindushree V accept employment on the terms and conditions mentioned in the above letter of appointment along with annexure 1& 2

Signature:

Date:

▼

Annexure I Compensation Breakup (Per Annum)

1	Basic Salary	1,92,000
2	HRA	76,800
3	Other Allowance & PEP	1,88,160
	(A) Gross Salary	4,56,960
4	Provident Fund (Employer Contribution)	23,040
	(B) Deferred Benefits (6)	23,040
	Total Fixed Compensation[(A)+(B)]	4,80,000

Additional:

- Medical Insurance for Self, Spouse and two dependent Children.
- Life Insurance cover for self
- Accidental Insurance Cover for Self
- ESIC eligibility and contribution is regulated as per ESIC Act
- Payment of Gratuity is regulated as per payment of Gratuity Act.
- Bonus paid during the year will be as per the Act/Company Policy

All the limits as per the Company Policies and Income Tax provisions which are subject to change from time to time

For Velbiom Probiotics Private Limited



Saikat Ray
CEO

October 18, 2022

Ms.Likhitha A N
Sri Devi Nilaya
1st Cross
Near Ganapathi Temple
Udayagiri
Hassan 573 201

Dear Ms.Likhitha,

Sub: Offer letter as Management Trainee – Information Technology

Pursuant to the discussions you had with us, we have the pleasure to offer you the post of **Management Trainee – Information Technology**

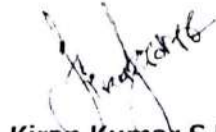
As per the terms agreed during your interview, you may report to duty on or before **27.10.2022.**

The appointment letter will be issued to you as and when you join our services. You will have to furnish at the time of appointment the Offer letter, Appointment letter, pay slips and relieving letter from your present employer, academic certificates and experience certificates issued by your past employers.

You are hereby advised to carry pre-employment medical examination report at the time of joining.

Kindly sign and return a copy of this letter as a token of you having accepted.

Yours faithfully,
For **Somerset Therapeutics Limited**



Kiran Kumar S R
Deputy General Manager- Human Resource

Ref: ML/2022

BANGALORE | LONDON | SYDNEY September 28, 2022

Mr. Shashikiran S
S/o Shivaraju
Sasalapura Village
Sathnur Hob, Kanakapura
Ramanagar, Karnataka - 562126
Contact No: 8618825669

Dear Shashikiran,

SUB: OFFER OF APPOINTMENT

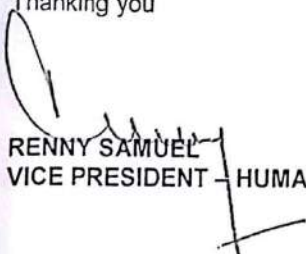
With reference to your application and the subsequent interview you had with us, we are pleased to appoint you as "OFFICER – QUALITY CONTROL in the Grade of Officer – I" in our Organization subject to your being found medically fit. You will be paid a Gross Salary as per annexure enclosed.

You are requested to join our services on or before **October 06, 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

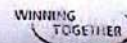

RENNY SAMUEL
VICE PRESIDENT – HUMAN RESOURCES

Medreich Limited

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

Factory: Survey No. 4/3, Avalahalli, Anjanapura Post, Bangalore - 560 062, INDIA
Phone: ++91 99012 99220 / 81055 55107 / 97400 00678

CIN : U24232KA1973PLC002383 E-mail: info@medreich.com, Website: www.medreich.com



ANNEXURE - I

CONFIDENTIAL

Name : Mr. Shashikiran S
Designation : Officer - Quality Control
Grade : Officer - I

	Monthly(₹)	Annual(₹)
Basic	13200	
HRA	5283	
Total A	18483	221796
Bonus		13200
Total B		234996
Company Contribution to PF		19008
Cost To Company		254004

[Handwritten Signature]

2.0



Medreich Limited

Regd. Of.: Medreich House, No. 12/8, Saraswati Ammal Street, Maruthi Sevanagar, Bangalore - 560 033, INDIA.
Phone: ++91 80 4048 7100 Fax: ++91 80 2547 4741
Factory: Survey No. 4/3, Avalahalli, Anjanapura Post, Bangalore - 560 062, INDIA
Phone: ++91 99012 99220 / 81055 55107 / 97400 00678
CIN : U24232KA1973PLC002383 E-mail: info@medreich.com, Website: www.medreich.com



Shilpa Pharma Lifesciences Limited

(100% Export Oriented Unit)

Plot No: 33, 33A & 40-47, Raichur Industrial Growth Centre,
Chicksugur-584 134, Raichur District, Karnataka State, India.

CIN: U24100KA2020PLC134081

HRD-2022-23 Ref No:144

Date: 04-03-2023

Mr Darshan M
Tumkur (KA)- 572137

Sub: Offer for Appointment

Dear Mr Darshan ,

We are pleased to offer you the position in our organization on the following terms and conditions;

Designation-Trainee Chemist

Name of Function- Chemical Research & Development (Peptide Div)

Location of Posting- Raichur

Compensation Package: You will be paid Monthly stipend of **Rs. 16,000/- (Rupees Sixteen Thousand only) per month.**

This offer letter is valid till **20.03.2023**. Please send a signed copy of this letter indicating your acceptance to join to HR. and It is understood that we will mutually keep this offer as CONFIDENTIAL, till the time you are on board with us.

This offer of employment is subject to your medical fitness, confirming no trace of any major illness or any chronic health disorders in the past, verification of your records relating to educational qualifications and professional experience, and reference verification. The pre-employment requirements as attached needs to be completed by you.

We will issue the formal appointment letter detailing the terms and conditions of employment on your joining our organization. It is understood that such terms and conditions of employment will be binding on you and you will comply with all rules, regulations and code of conduct applicable to employees of the company.

In the event you do not confirm acceptance of this offer in writing, within seven days of the date of this letter, or, join us within seven days of the joining date specified in above (or such extended date which may be mutually agreed), then this offer will be deemed to have been withdrawn, and consequently you will not have any further claim for employment with us.

If it is found that at any point of time that any information furnished to the Company either verbally or in writing or in the standard employment application form or as a part of employment by you is untrue / false, incorrect or incomplete or wilfully suppressed the offer shall stand withdrawn and cancelled.



Shilpa Pharma Lifesciences Limited

(100% Export Oriented Unit)

Plot No: 33, 33A & 40-47, Raichur Industrial Growth Centre,
Chicksugur-584 134, Raichur District, Karnataka State, India.

CIN: U24100KA2020PLC134081

We trust that your knowledge, skills and experience will be among our most valuable assets. We take pleasure in welcoming you to our organization and are confident that your period of association with us will be long, pleasant and mutually beneficial.

Sincerely,

for **Shilpa Pharma Lifesciences Limited,**



Arvind Kumar Singh
DGM-HR

You are required to submit the following documents photocopies at the time of joining/reporting:

Educational Certificates:

Degree Certificate / Marks Sheets,
Post-Graduation Certificate / Marks Sheets
Any Other

Others:

Date of Birth Certificate/Proof
Reference Letter
Passport size photos – 03 No's
Pan Card and Aadhaar Card copies
Pre-employment medical fitness certificate from a Register Medical Officer as per the details given
Any one document among following as Identity Proof to open Corporate Salary Accounts
Passport, Driving License, Photo Credit Card, Voter's ID card

for **Shilpa Pharma Lifesciences Limited,**



Arvind Kumar Singh
DGM-HR



SRI CHAITANYA PU COLLEGE

(UNDER NEXGEN EDUCATIONAL TRUST)

RAJAJINAGAR BANGALORE COLLEGE CODE NO : AN - 791

APPOINTMENT ORDER

ID No. SCTS/00/23-24

- a. Name of the Applicant : Yamuna R
b. S/o d/o w/o : Ramesh
c. Qualification : M.sc
d. Department & Designation : Biology (JL)
e. Date of Birth : 26-06-1999
f. Date of Joining : 26-10-2023

With reference to your Application dated 18-10-2023 and the subsequent interview held at PUC Rajajinagar The Management is pleased to offer you the post of **Biology (JL)** at PUC Rajajinagar Branch on a CTC (Cost to Company) of Rs. 21,000/- Per month in words (Rupees Twenty one thousand only) for a period of one year on probation/adhoc-basis provided the following terms and conditions are acceptable to you:

Your Appointment is Contingent upon the Following Conditions:

- Your minimum completion period of service should be one full academic Year. However, if your services, actions and comments are found detrimental to the institution or if you resort to corporal punishments or humiliation, or harass children either physically or mentally you shall be immediately terminated without assigning any reason. On the basis of your performance, if you are found to be not improving or showing growth in your performance, results your services will be stopped with 3 months' notice.
- You are eligible for annual increment provided your work continues and is found satisfactory. However, the grant of increment is not warranted in adverse cases of report and result.
- Your services to the institution(s) must be in strict adherence to the nature of work/ timings/ leaves/ holidays etc., as adopted by the concerned place of work from time to time.
- The employee shall teach for 6(six) periods per day or 36 periods per week and attend to counseling of students for a minimum of 6(six) hours in a week.
- You shall be given teaching periods, invigilation, substitutions, paper correction work etc. as a part of your role. The teaching periods and workload allocation is in the discretion of principal keeping in view the need. It may vary on case to case basis.
- You will not be allowed to take up any full-time/ part-time services in any other organization or institution once you are appointed.
- You are not allowed to leave the campus during the working hours without prior permission of the Principal you shall devote your whole time effort to the service of the institution and are accepted to carry out the instructions of the principal in the stabilization of the system and the growth of the institution.
- You are not permitted to take tuitions outside before or after working hours of the school.
- You are entitled for 12 days of casual leaves only per annum. Leaves availed for more than two days during the same calendar month incur loss of pay.
- Teachers must apply leave well in advance. Leave informed on the same day will be considered loss of pay.

➤ Leave applying a day before or a day after the holidays then these will also be considered as leaves

CORPORATE OFFICE : # 17, 5TH CROSS 5TH BLOCK, RAJAJINAGAR, NEAR BASHAM CIRCLE, BANGALURU - 560 010.

CONTACT : 99000 37415 / 99000 41428



MICRO LABS LIMITED

REGD. & CORPORATE OFFICE # 31, RACE COURSE ROAD, BENGALURU 560 001, KARNATAKA, INDIA
Tel : 91-80-2237 0451-57 Fax : 91-80-2237 0463 CIN U74232KA1973PLC002401 Website www.microlabsltd.com Email : info@microlabs.in

ML- 11/OL/2022/731

October 21, 2022

Mr. Nishanraj N
Lig 60, KB colony
Periyapatna, Mysuru
Karnataka - 571107.

Sub: Offer of Employment

Dear Mr. Nishanraj,

This has reference to your application for employment in our company and the subsequent interview you had with us. We are pleased to offer you an employment with our organization in the Quality Assurance department based at Veerasandra plant, Bangalore. The remuneration package as mutually agreed upon shall be communicated to you on your joining with us.

Please note that this is merely an Offer Letter. The Company's standard Appointment Letter containing exhaustive terms and conditions of employment will be issued to you on your joining the company which shall be binding on you.

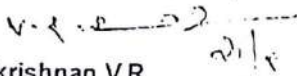
You are requested to join us latest by **November 21st, 2022** failing which this Offer of employment stands withdrawn. Kindly also confirm your exact Date of Joining at least 7 days prior to your joining the Organization.

You are required to submit the following documents at the time of joining:

- Joining Report
- Passport size photographs - 3 Nos
- Photocopy of your testimonials – From SSLC onwards
- Proof of Date of Birth
- Pre-employment Medical Fitness Certificate from a Registered Medical Practicing Doctor
- Copy of Resignation and relieving letter from immediate previous employer
- Last Salary Slip / Salary Certificate, as applicable
- Provisional Income & Tax deducted at source Certificate from the previous employer (If applicable) along with a copy of PAN card
- PF UAN from previous employer
- Copy of Aadhar Card

Kindly confirm your acceptance on the duplicate copy of this Offer Letter.

Yours cordially,
for MICRO LABS LIMITED,


Ramakrishnan V.R
Associate Vice President - Human Resources



MICRO LABS LIMITED

REGD & CORPORATE OFFICE: # 31, RACE COURSE ROAD, BENGALURU 560 001, KARNATAKA, INDIA
Tel : +91-80-2237 0451- 57 Fax : +91-80-2237 0463 CIN U74232KA1973PLC002401 Website: www.microlabsind.com Email : info@microlabs.in

August 22, 2022

Mr. Pavan S K
#003 Ground Floor,
Prime & Pride Apartment,
Industrial Suburb,
Vishwawara Nagar, J P Nagar,
Mysore - 08

Sub: Offer of Employment

Dear Mr. Pavan,

This has reference to your application for employment in our company and the subsequent interview you had with us. We are pleased to offer you an employment with our organization in the **Analytical Development Department based at R&D Centre, Kudlu, Bangalore**. The post and remuneration package as mutually agreed upon shall be communicated to you on your joining with us.

Please note that this is merely an Offer Letter. The Company's standard Appointment Letter containing exhaustive terms and conditions of employment will be issued to you on your joining the company which shall be binding on you.


You are requested to join us latest by **September 22, 2022** failing which this Offer of employment stands withdrawn. Kindly also confirm your exact Date of Joining at least 7 days prior to your joining the Organization.

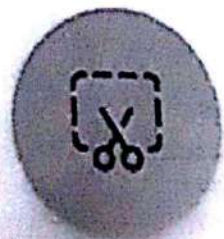
You are required to submit the following documents at the time of joining:

- Joining Report
- Passport size photographs - 3 Nos.
- Photocopy of your testimonials – From SSLC onwards
- Proof of Date of Birth
- Pre-employment Medical Fitness Certificate from a Registered Medical Practicing Doctor
- Copy of Resignation and relieving letter from immediate previous employer
- Last Salary Slip / Salary Certificate, as applicable
- Provisional Income & Tax deducted at source Certificate from the previous employer (If applicable) along with a copy of PAN card

Kindly confirm your acceptance on the duplicate copy of this Offer Letter.

Yours cordially,
for MICRO LABS LIMITED,


Rajesh Kshirsagar
Chief Operating Officer



Ref: ML/2022

September 02, 2022

Ms. Sumana S G
D/o Gangadhar S R
Shanabhinagundi Koppalu
Devanur Post, Kaddur Taluk
Chikkamagaluru - 577175
Contact No: 8197567830

Dear Sumana,

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 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. 12/8,
Saraswathi Ammal Street,
Maruti Seva Nagar,
Bangalore – 560 033

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

Thanking you

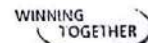

RENNY SAMUEL
VICE PRESIDENT – HUMAN-RESOURCES

Medreich Limited

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

Factory: Sy. No. 11-15, Poojaramanahalli Village, Jadigenahalli Hobli, Old Madras Road, Hosakote Taluk,
Bangalore Rural District- 562 114, INDIA Phone: ++91 80 4048 7395 / 4048 7396

CIN : U24232KA1973PLC002383 E-mail: info@medreich.com, Website: www.medreich.com



ANNEXURE - I

CONFIDENTIAL

Name : Ms. Sumana S G
Designation : Officer - Quality Control
Grade : Officer - I

	Monthly(₹)	Annual(₹)
Basic	13200	
HRA	5283	
Total A	18483	221796
Bonus		13200
Total B		234996
Company Contribution to PF		19008
Cost To Company		254004

Sumana S G



Medreich Limited

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

Factory: Sy. No. 11-15, Poojaramanahalli Village, Jadigenahalli Hobli, Old Madras Road, Hosakote Taluk,
Bangalore Rural District - 562 114, INDIA Phone: ++91 80 4048 7395 / 4048 7396

CIN : U24232KA1973PLC002383 E-mail: info@medreich.com, Website: www.medreich.com





August 23, 2023

Aishwarya S M
D O Mohan Sanenahalli
Hassan Karnataka
573121

Dear Aishwarya,

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 **August 28, 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, (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.

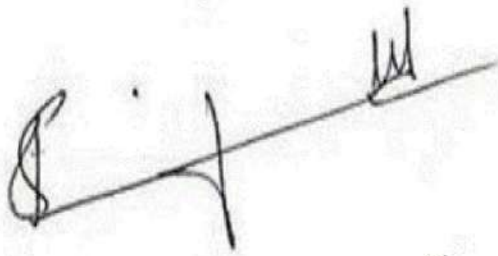
Congratulations and welcome to **XLHealth Corporation India Pvt. Ltd.** On your first day of employment, please report to our office located at **Bangalore** at 8.30 AM along with the documents as mentioned in the Appendix '2'. Should there be a change in your start date, it is mandatory that the same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

Aishwarya S M, 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:

_____ **Aishwarya S M**

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)

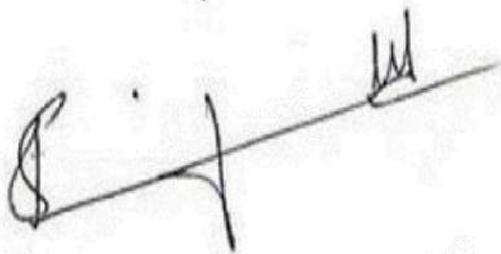
- i. Gratuity shall be paid as per the Gratuity Act (over and above CTC)
- ii. Employees shall be eligible for provident fund as per the Employees Provident Fund and Miscellaneous Provisions Act, 1952
- iii. Employees shall be eligible for Employees State Insurance as per the Employees State Insurance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

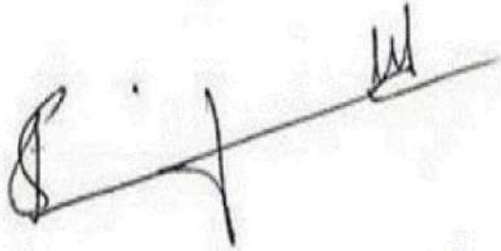
12.3. You further consent to your Personal Data being stored on a central database in the USA or wherever it may be located in the future, which is accessible by persons from the UnitedHealth Group and other third parties mentioned above in a number of different countries or territories, including countries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

15 November 2023

Ms. Ramya K S
Kuruburu Village
Muguru Hoball
T Narasipura Taluk
Mysore - 571124

Dear Ramya,

Welcome to **KEMWELL BIOPHARMA PVT LTD.**

With reference to the personal interview and your acceptance to our offer letter dated 09th November 2023 we are pleased to appoint you as "**Trainee - Quality Control**" in our Organization on the following terms and conditions:

1. **COMMENCEMENT OF YOUR EMPLOYMENT**
Your employment with us will be effective from 15th November 2023 being your date of joining.
2. **BASIC SALARY**
You will be paid Basic Salary of Rs. 13,500/- per month.
3. **HOUSE RENT ALLOWANCE**
You will be paid House Rent Allowance of Rs. 5,400/- per month.
4. **SPECIAL PAY**
You will be paid Special Pay of Rs. 1,131/- per month.
5. **BONUS**
You will be paid Bonus, which at present is 20% of Basic.
6. **MEDICAL INSURANCE**
You will be provided with Hospitalization insurance for self, spouse and two Children Premium will be borne by the company. You are also covered under Group personal accident insurance.



1

7. PROVIDENT FUND AND GRATUITY

You would be covered under the Provident Fund Scheme. Presently, the employer's share is 12% of basic salary and that of the employee is also at 12% of the basic salary. And you will be covered under the Gratuity @ 15 days salary of Basic for every completed year of service, on completion of 05 years of service.

8. TRAINING & PROBATION PERIOD

You will be under training for the period of one year from the date of your joining. If your progress during the training period is not satisfactory, the training period may be extended at the discretion of the management.

After satisfactory completion of your training, you will be put on probation for six months. On satisfactory completion of probation, you will be confirmed in the service of the company. If you work and conduct during probation period is not satisfactory, the period of probation may be extended at the discretion of the management.

Unless an order in writing, confirming you on a post is passed expressly you will not be deemed to have been confirmed even though your probation period may have expired.

9. BACKGROUND VERIFICATION

The Company shall verify the facts stated by you in your resume submitted during the interview process. If any of the facts stated therein are found to be false, your services will be terminated immediately without any notice or any compensation in lieu of the notice period.

10. MEDICAL FITNESS

Further you are required to maintain yourself in a state of good medical fitness (physical & mental).

11. LEAVE RULES

Leave pay and leave facilities as per Rules of the Company.

12. FULL TIME EMPLOYMENT

You will not undertake directly or indirectly any other business or employment with or without remuneration except with the written permission of the Company.

13. COMMUNICATION ADDRESS

You shall keep the company informed about changes if any in your residential address so as to facilitate Communication with you, and all communications sent to you at correct address.

14. POLICIES AND PROCEDURES OF THE COMPANY

During your employment, you will be bound by the Company's policies and procedures framed and amended from time to time.

15. LOCATION OF ASSIGNMENTS

You will be posted at our Nelamangala location. Your services are liable to be transferred to any of the divisions, offices, work-sites of KEMWELL BIOPHARMA PVT. LTD., or its sister/associate concerns in India or abroad.

16. NOTICE PERIOD

In the unlikely event of a termination or separation becoming necessary during the service, notice period will be applicable as follows:

- **Training Period** - Notice period of 1 week or gross salary in lieu thereof will be required on either side.
- **Probation Period** - Notice period of 1 Month or gross salary in lieu thereof will be required on either side.
- **After Confirmation** - Notice period of 3 Months or gross salary in lieu thereof will be required on either side.

17. SUPERANNUATION:

You will be retired from the services of the company on completion of 58 years.

18. SECRECY CLAUSE

You will sign a confidentiality agreement with the company in the standard format. You will be required to maintain highest standards of personal conduct and integrity in all your activities. In case of any violation the company reserves the right to terminate the services forthwith without any compensation for notice period.

19. COMPLIANCE TO QUALITY AND REGULATORY MANDATES

Our company is engaged in manufacture of pharmaceutical products for the purpose of exports and also sale in local markets. Manufacture of the same requires highest level of personal hygiene, obedience to regulatory requirements and cGMP / GMP / SOP standards as may be prescribed by the customers and the Govt. authorities from time to time. It is therefore necessary that you shall strictly follow all such instructions given to you, notified for all the employees of your category or required by your superiors from time to time.

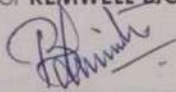
Non-compliance of the same shall be treated as major misconduct and you may be subjected to disciplinary proceedings under the provisions of the certified standing orders / code of conduct of the company.

We look forward to your long and productive association with the Company and assure you of our interest in your growth and development to your mutual benefits.

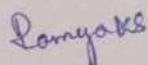
Please sign and return the duplicate copy of this letter to signify your acceptance.

Wishing you all the very best.

For **KEMWELL BIOPHARMA PRIVATE LIMITED.**


Anita Borulkar
Vice President - Human Resources

I accept the offer and undertake to abide by the rules and regulations of services, which are in force and as amended from time to time.



(Signature of the employee)

19. COMPLIANCE TO QUALITY AND REGULATORY MANDATES

Our company is engaged in manufacture of pharmaceutical products for the purpose of exports and also sale in local markets. Manufacture of the same requires highest level of personal hygiene, obedience to regulatory requirements and cGMP / GMP / SOP standards as may be prescribed by the customers and the Govt. authorities from time to time. It is therefore necessary that you shall strictly follow all such instructions given to you, notified for all the employees of your category or required by your superiors from time to time.

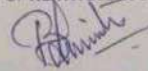
Non-compliance of the same shall be treated as major misconduct and you may be subjected to disciplinary proceedings under the provisions of the certified standing orders / code of conduct of the company.

We look forward to your long and productive association with the Company and assure you of our interest in your growth and development to your mutual benefits.

Please sign and return the duplicate copy of this letter to signify your acceptance.

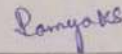
Wishing you all the very best.

For **KEMWELL BIOPHARMA PRIVATE LIMITED.**



Anita Borulkar
Vice President – Human Resources

I accept the offer and undertake to abide by the rules and regulations of services, which are in force and as amended from time to time.



(Signature of the employee)



MICRO LABS LIMITED

REGD. & CORPORATE OFFICE: # 31, RACE COURSE ROAD, BENGALURU 560 001, KARNATAKA, INDIA
Tel.: +91-80-2237 0451-57 Fax: +91-80-2237 0463 CIN: U24232KA1973PLC002401 Website: www.microlabsLtd.com Email: info@microlabs.in

ML- 22/OL/2022/748

October 22, 2022

Mr. Lohith V
Maruti nagar
2nd cross, Hanur
Karnataka - 571439.

Sub: Offer of Employment

Dear Mr. Lohith,

This has reference to your application for employment in our company and the subsequent interview you had with us. We are pleased to offer you an employment with our organization in the Quality Control department based at Veterinary plant, Jigani, Bangalore. The remuneration package as mutually agreed upon shall be communicated to you on your joining with us.

Please note that this is merely an Offer Letter. The Company's standard Appointment Letter containing exhaustive terms and conditions of employment will be issued to you on your joining the company which shall be binding on you.


You are requested to join us latest by **November 21st, 2022** failing which this Offer of employment stands withdrawn. Kindly also confirm your exact Date of Joining at least 7 days prior to your joining the Organization.

You are required to submit the following documents at the time of joining:

- Joining Report
- Passport size photographs - 3 Nos
- Photocopy of your testimonials – From SSLC onwards
- Proof of Date of Birth
- Pre-employment Medical Fitness Certificate from a Registered Medical Practicing Doctor
- Copy of Resignation and relieving letter from immediate previous employer
- Last Salary Slip / Salary Certificate, as applicable
- Provisional Income & Tax deducted at source Certificate from the previous employer (If applicable) along with a copy of PAN card
- PF UAN from previous employer
- Copy of Aadhar Card

Kindly confirm your acceptance on the duplicate copy of this Offer Letter.

Yours cordially,
for MICRO LABS LIMITED,


Ramakrishnan V.R
Associate Vice President - Human Resources



OFFER LETTER

Bangara V
bangarshettyb@gmail.com
86185 50078

Date-1st Aug 2023

Dear Bangara,

We refer to your application for employment and the subsequent interview you had with us. We are pleased to inform you that you have been offered an employment in Spectrus Sustainable Solutions Private Limited ("Mynusco") as "Quality Executive".

You are required to join us on or before 21st August **2023**.

Your compensation details as provided below are applicable for your designation until further review.

Annual Compensation:

Components	Monthly	Annual	Remarks
Basic	5,714	68,568	
DA	2,857	34,284	
HRA	3,428	41,141	
Provident Fund (PF)	1,029	12,342	If applicable, else adjusted in SA
Special Allowance (SA)	6,972	83,665	
Fixed Salary	20,000	2,40,000	
Gratuity		4,945	Accrued, as per Gratuity Act
Total CTC		2,44,945	

We welcome you to the Mynusco family and wish you a rewarding and fulfilling career in the years to come.



Key Terms & Conditions:

1. Probationary Period:

You will be on probation for a period of 3 months and may be confirmed as a permanent employee upon completion of your probation. You will receive a confirmation letter from us after the probation period.

2. Notice Period:

The table below explains the notice period to be given by employee and Mynusco towards termination of employment.

	Employee terminating employment	Mynusco terminating employment
During Probation	4 weeks' notice period	4 weeks' notice period
After Probation	8 weeks' notice period	4 weeks' notice period
For any act of zero-tolerance misconduct	NA	Immediate

3. Confidentiality:

At all times, all the Customer, Supplier and Mynusco related data including competitive info, IP, Design & Analysis data will remain a property of Mynusco. Any use of the same for any unrelated business or for any other entity will be a breach of confidentiality and will be subject to punitive action

4. Increments & Promotions:

Your increments and promotions are largely driven by your performance.

5. Work Location:

You are required to work from Mynusco office in Rajarajeshwarinagar as a base and travel to our factory in Mysore once in a week.

6. Working Hours:

- You are required to work 9 hours a day, 6 days a week (Monday – Saturday).
- You will be entitled for 10 public holidays.
- You will be entitled for 16 paid leaves in a year for personal use, emergency/medical reasons.
- You are allowed to avail the compensatory offs only in the same month as you work off-time and with the prior approval from respective manager and Client (if applicable)

7. Management Discretion:

The Directors of Mynusco have the discretion of changing terms and conditions of your employment, which will be done keeping in mind the best interest of the future of Mynusco, its investors and employees. Such changes to the policies, terms and condition of your employment will be notified with effective date being not earlier than the date of communication itself.



8. Infrastructure:

You will be provided with the necessary infrastructure at the Mynusco office location. Any additional infrastructure required beyond the business needs will not be borne by Mynusco.

Other Terms & Conditions

You shall agree to the Mynusco policies at the date of joining, which are required to maintain healthy corporate governance.

If you accept the offer, please sign and return the duplicate copy along with a copy of your passport front and back page within 5 working days to the undersigned at.

Spectrus Sustainable Solutions Pvt. Ltd.
#1026, 1st Floor, 2nd Cross, 2nd Phase,
5th Stage, BEML Layout, RR Nagar,
Bengaluru, Karnataka 560098

Yours Sincerely,

Neelu Chawla

HR Partner

I have read, understood and agree to terms and conditions mentioned in the offer letter.

Date: _____ Location: _____

Name: _____

Signature: _____

arivu learning Pvt Ltd.

Reg Office: # 363, 19TH Main Road, 1st Block,, Rajaji Nagar, BANGALORE
www.my-pal.in

Date: 27/04/2023

Sub: Offer Letter for Employment

Dear Mr. Nikhil R

Further to our discussions and Interview process, On behalf of **Arivu Learning Pvt Ltd**, we are very pleased to offer you the position of **Senior Faculty**, from the date of joining which shall not be later than **02/05/2023**.

1. Date of Joining

You will be required to join our Organization no later than 2nd May 2023. Failure to report for duty on the aforesaid date will automatically make this offer invalid and it will be deemed to be withdrawn, with immediate effect without any further reference to you.

2. Designation and CTC

Your designation will be Faculty. The Salary would be 25000/- per month Income Tax / TDS, PF (if Applicable) and other standard deductions shall apply.

Performance Incentive:

Purely based on the performance of both employee and company, the company additionally shall pay performance incentives in the month of July 2024. The exact amount and payout shall be subject to company and employee performance and shall be communicated separately.

arivu learning Pvt Ltd.

Reg Office: # 363, 19TH Main Road, 1st Block,, Rajaji Nagar, BANGALORE
www.my-pal.in

3. Probation period and Employment Confirmation

You will be on probation for a period of one (1) year from the date of joining. You will not be entitled for any bonus during this period. Your services will be confirmed if your performance during this period is satisfactory else your services will be terminated anytime by the company.

4. Other Terms and Conditions

Your work in the Company will be subjected to the rules and regulations of the Company, as promulgated and modified from time to time in relation to your conduct, discipline and other matters.

5. Leave

Leave will be credited to your Leave Account as per the terms and conditions of appointment, and may be availed by you only after prior sanction by the reporting Manager.

Any unauthorized absence during probation period and at the time of employment shall provide the management a right to terminate your services forthwith, without assigning any reason thereof.

6. Resignation and Notice period

This appointment may be terminated by either side by giving **three months'** notice or **three months'** salary in lieu of notice period. You need to send the resignation letter to your immediate reporting manager and HR. On approval of the resignation you shall be relieved as per notice period rule. You need to serve the notice period of two months from the date of resignation. If you

arivu learning Pvt Ltd.

Reg Office: # 363, 19TH Main Road, 1st Block,, Rajaji Nagar, BANGALORE
www.my-pal.in

need to resign while on the probation period then the same process to be followed and same rule is applicable but, the experience/relieving letter shall not be given for the same.

Minimum Expected Tenure:

Since the nature of work is academics and company would invest in training of the employee for the academic and technical aspects, the employee is expected to serve the organization for the minimum period of 1 year and must not resign in between academic year, failure to adhere to this clause shall attract penalty, the terms and nature of which shall be communicated separately on joining.

7. Termination clause

At any point of time if you are involved in or is accused of or is guilty of dishonesty, negligence or indiscipline in discharge of the Employee's duties or of any other conduct, act or in violation of any terms, policies, guidelines, conditions incorporated by reference in this Agreement, or Unauthorized absence or absence without permission from duty on the part of the Employee shall entitle the Company to terminate the employee with immediate effect, without any prior notice thereof.

On termination of this contract, you will immediately give up to the Company all correspondence, specifications, formulae, books, documents, market data, cost data, literature, drawings, effect or records, etc. belonging to the Company or relating to its business and shall not make or retain any copies of these items

arivu learning Pvt Ltd.

Reg Office: # 363, 19TH Main Road, 1st Block,, Rajaji Nagar, BANGALORE
www.my-pal.in

8. Confidentiality of Information

- i. You will not disclose information about the company, customer, and progress of the project to any outsider without prior approval from management.
- ii. You will not undertake similar assignments from competitors of the company, during the course of this contract.
- iii. You will take utmost care during the course of this contract in handling business information of sensitive nature to maintain its secrecy.

This is an Offer letter, the detailed employment terms and contract will be executed within one month of joining with the employee.

We take this opportunity to wish you all the best in your endeavours ahead, as you prepare to become a member of our organization.

Regards,



N Manasa

Human Resource

Arivu Learning Pvt Ltd.

PROVISIONAL ADMISSION OFFER LETTER - 2023 - M088675

Inbox



JSSU Online... 11/09/2023

to me



Dear Manasa Priya Dvsk,

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

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

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

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

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

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

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



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- Accredited by NAAC



DBIT / ADMIN / APT / 2022-23

December 28, 2022

Ms. Bhoomika D C
Bangalore.

:: APPOINTMENT ORDER::

With reference to your application and subsequent interview you had with us, we are pleased to offer you the position of **Assistant. Professor** in the Department of our **Mathematics** at **Don Bosco Institute of Technology (DBIT)** Kumbalagodu, Mysore Road, Bangalore, on the following terms and conditions:

1. You will be placed on Gross Salary of **Rs.30,000/-** (Rupees Thirty Thousand Only) including usual allowance as admissible under the rule of **Wayanamac Education Trust** and **Don Bosco Institute of Technology**.
2. You are advised to report for duty at our college on or before 02.01.2023.
3. You will be on probation for a period of Two years which may be extended at the discretion of the Management In the absence of a confirmation letter, it is deemed to be on an extended period of probation.
4. During the period of probation your services may be terminated without assigning any reason.
5. After the completion of probation period, in the event of dis-satisfaction, because of your unsatisfactory work or conduct, the management has the right to terminate your service with one month notice or on paying you one month salary in lieu of such notice.
6. In case of your absence from duty for six consecutive days or proceeding on leave without sanction of leave or overstaying beyond the sanctioned leave period the management will be within its right to draw presumption that you have abandoned employment on your own accord.
7. You shall not utilize, disclose or divulge any information regarding the activities of the Institution to any other institution or individuals, while in service in our institution.
8. You shall be on whole time engagement of the institution and shall not leave without the permission from the higher authority engage yourself in any profession or employment either honorary or otherwise during the period of engagement in the institution.

Page 1 of 2



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JSS COLLEGE OF ARTS, COMMERCE & SCIENCE


(An Autonomous College of University of Mysore)
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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 2020-21 and 2021-22.


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

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SRI MANJUNATHESHWARA

COLLEGE OF EDUCATION

VIDYAGIRI, DHARWAD- 580004.

Ph. No: (0836) 2956085

EMAIL: jssbedcollege@rediffmail.com

I Year - 2023 - 24

II Year - 2024 - 25



ARPITA BHASME

**C/o: Manohar Bhasme, Vinayak
Enterprises, Main Bazar, Almel, Tq:
Sindagi, Dt: Bijapur - 586202**


Principal



K.L.E. Society's
Gudleppa Hallikeri
Arts, Science, & Commerce College,
Haveri - 581 110.

STAFF ID CARD



Vishwa Balalkoppa
Lecturer



Handwritten signature
Principal