

PROCEDURE SOFTECH PVT LTD

(An ISO 9001:2015 & ISO/IEC 27001:2013 Certified Company)

Appointment: Business Development Executive
Date: 16-Nov-2020

Dear Lokesh Vamshi,

Sub: Letter of Appointment

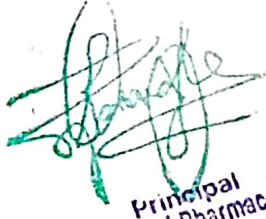
Further to your acceptance of our offer letter vide 16th Nov 2020/ 34/ HYDERABAD dated 16-Nov-2020 we are pleased to appoint you in our organization as Business Development Executive.

Your emoluments are already communicated to you vide our aforesaid offer letter.

Your appointment will be governed by the policies, rules, regulations, benefits and terms & conditions of Procedure Softech Pvt Ltd as applicable to you and the changes therein from time to time.

Your Associate number is PC1164

Yours Sincerely,
For PROCEDURE SOFTECH PVT LTD



Principal
St. Peter's Institute of Pharmaceutical Sciences
Vidyanagar, Hanamkonda,
WARANGAL-506 001(T.S.)

Date: 04 Sep 2020
 Ref: APL/USH/HR/ Appointment 2020

To
 Mr Durgam Rajashekar

Dear Mr Durgam Rajashekar

Appointment Order

With reference to your application, interview you had with us and our subsequent offer letter dated 17 Aug 2020 we have pleasure in appointing you for the position of Trainee in Quality Control_UNIT - XV in our company on the following terms and conditions.

1. This appointment is subject to all other terms and conditions mentioned in your offer letter dated 17 Aug 2020.
2. The place of the posting will be at our Aurobindo Pharma Limited, Unit XV, JN Pharma City, Plot No. 17A, Road No.10, 11 & 19, 20, E Bonangi Village, Parawada, Visakhapatnam District, 531 021, Andhra Pradesh.
3. In addition to the CTC, You are also eligible for following benefits (which has not been costed)
 - a) Coverage under Group Mediciclaim policy (Self & Dependents-(Spouse, parents and two children) Maximum 6 people including self. 50% of premium is born by employee and remaining 50% is payable by the company)
 - b) ESI coverage for employees whose gross salary is less than or equal to Rs. 21000
 - c) Coverage under Group Personal Accident Policy.
 - d) Gratuity as per the provision of Gratuity Act, 1972.

You are required to return the copy of this letter of appointment duly signed by you as a taken of your acceptance of all the terms and conditions.

Wishing you a happy rewarding career with us.

For AUROBINDO PHARMA LIMITED

K. Nagesh

K. NAGESH
 SENIOR GENERAL MANAGER-HUMAN RESOURCES

Pradeep

Principal
 Peter's Institute of Pharmaceutical Science
 Vidyanagar, Hanamkonda,
 WARRANGAL-506 001(T.S.)

DECLARATION BY THE EMPLOYEE

I accept the offer and appointment along with all the terms and conditions mentioned

Date: 04-09-2020

D. Rajashekar
 Signature of the Employee:

CIN: 124239TG1036PLC0151001

AUROBINDO PHARMA LIMITED

PAN No. AABL1736CH

Corp. off: The Wave Mark Building Plot No. 11, Street No. 9, N. Tech City, Paradeepa Hyderabad - 500 041 T.S., INDIA Tel: +91 40 6672 1000 / 1250 Fax: +91 40 6702 6558
 Regd. off: Plot No. 2, Warangal, Anaparthi Hyderabad - 502 051 T.S., INDIA Tel: +91 40 2372 6370 Fax: +91 40 2371 7343 (mail: info@aurbindo.com)

www.aurbindo.com

Note: This is system generated Appointment Letter and do not require Authorized signature

ANNEXURE-I

Name : Durgam Rajashekar
 Designation : Trainee
 Department- Unit : Quality Control_UNIT - XV

Salary Structure

Ctc Composition	Monthly Pay (Rs)	Annual Pay (Rs)
Basic	10500.00	126000.00
HRA	3900.00	46800.00
TRA	1600.00	19200.00
Medical	0.00	0.00
Gross	16000.00	192000.00
PF	1452.00	17424.00
ESI	520.00	6240.00
Total Annual CTC	17972.00	215664.00

Wishing you a happy rewarding career with us.

For AUROBINDO PHARMA LIMITED

K. Nagesh

K. NAGESH
 SENIOR GENERAL MANAGER-HUMAN RESOURCES

[Signature]

Principal
 Peter's Institute of Pharmaceutical Sciences
 Vidyanagar, Hanamkonda,
 WARANGAL-506 001(T.S.)

DECLARATION BY THE EMPLOYEE

I accept the offer and appointment along with all the terms and conditions mentioned

Date: 04-09-2020

D. Rajashekar
 Signature of the Employee

(CIN : L24239TG1996PLC01519C)

AUROBINDO PHARMA LIMITED

PAN No AABCA7365H

Corp. off. The World Mark Building, Plot No. 11, Survey No.8, In fact City, Padmalu, Hyderabad - 500 081 T.S., INDIA Tel : +91 43 2872 5000 Fax : +91 43 4167 0119
 Regd. off. Plot No. 2, Madhupur, Atmakur, Hyderabad - 500 028 T.S., INDIA Tel : +91 43 3373 8370 Fax : +91 43 2174 7343 Email : hr@aurobindo.com

www.aurobindo.com

Note: This is system generated Appointment Letter and do not require Authorized signature

A

AUROBINDO



Durga

Principal
Peter's Institute of Pharmaceutical Sciences
Vidyanagar, Hanamkonda,
WARANGAL-506 001 (T.S.)

Emp. Code : 91321

Name: DURGAM RAJASHEKAR

Dept. : QUALITY CONTROL

Issuing Authority



Sai Kumar
Kota

Sai Kumar

Principal
St. Peter's Institute of Pharmaceutical Sciences
Hanamkonda,
Warangal, (T.S.)

Date: 04/Sep/2020
 Ref: APL/UNIT HR/Appointment 2020

To
 Mr Durgam Rajashekar

Dear Mr Durgam Rajashekar

Appointment Order

With reference to your application, interview you had with us and our subsequent offer letter dated 17 Aug 2020 we have pleasure in appointing you for the position of Trainee in Quality Control_UNIT - XV in our company on the following terms and conditions.

1. This appointment is subject to all other terms and conditions mentioned in your offer letter dated 17 Aug 2020.
2. The place of the posting will be at our Aurobindo Pharma Limited, Unit XV, JN Pharma City, Plot No. 17A, Road No.10, 11 & 19, 20, E Bonangi Village, Parawada, Visakhapatnam District, 531 021, Andhra Pradesh.
3. In addition to the CTC. You are also eligible for following benefits (which has not been costed)
 - a) Coverage under Group Mediclaim policy (Self & Dependents-(Spouse, parents and two children) Maximum 6 people including self. 50% of premium is born by employee and remaining 50% is payable by the company)
 - b) ESI coverage for employees whose gross salary is less than or equal to Rs. 21000
 - c) Coverage under Group Personal Accident Policy.
 - d) Gratuity as per the provision of Gratuity Act, 1972.

You are required to return the copy of this letter of appointment duly signed by you as a token of your acceptance of all the terms and conditions.

Wishing you a happy rewarding career with us.

For AUROBINDO PHARMA LIMITED

K. Nagesh

K. NAGESH
 SENIOR GENERAL MANAGER-HUMAN RESOURCES

Pradeep

Principal
 Peter's Institute of Pharmaceutical Science,
 Vidyanagar, Hanamkonda,
 WARANGAL-506 001(T.S.)

DECLARATION BY THE EMPLOYEE

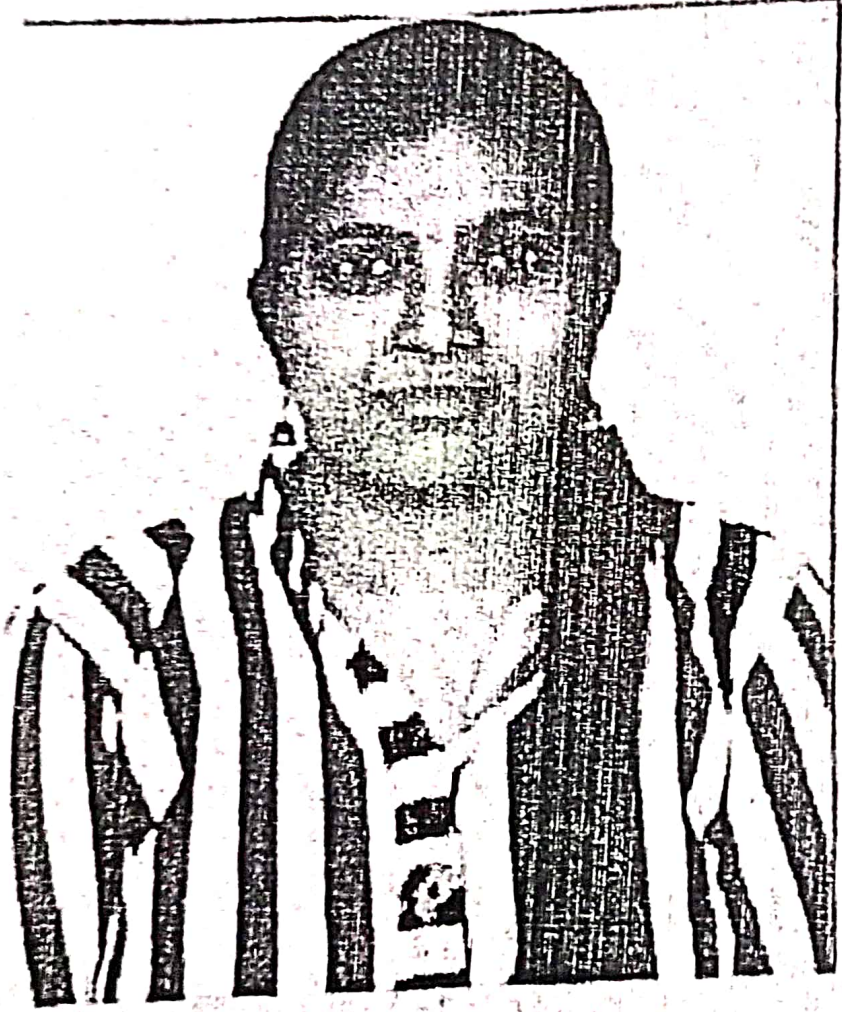
I accept the offer and appointment along with all the terms and conditions mentioned

Date: 04-09-2020

D. Rajashekar
 Signature of the Employee:

PrimEra

▲ Dos POU Sto



Tejaswi Renukuntla

Emp.No.03378

Blood Group : A+ve



Principal
Dr. J. S. R. Institute of Pharmaceutical Sciences
Vidyanagar, Hanamkonda,
WARANGAL-506 001 (T S)

CERTIFICATE OF APPRECIATION



PROUDLY PRESENTED TO

Singapuram Arvind

For participating in training from 7th JULY 21 to 4th SEP 21 and successfully completing with

outstanding performance in the course of IT Help Desk

10-9-2021

DATE

Skill Konnect
Services LLP
(Formerly BEARTE SERVICES)

P. N. S. J.
Executive Director
NATIONAL ARIHANT
Services Group Center (P)

Rudra

Principal
Institute of Pharmaceutical Sciences
Vidyanagar, Hanamkonda,
VIZAGAPAL - 505 001 (T.S.)



TeachGlobal.

Teach Global Solutions Pvt Ltd

Kilatu Bhavan, Opp - Indu Fortune Fields
LIG - 226, VII th Phase, KPHB Colony,
Hyderabad - 500085.
Telephone : +91 40 4541 9999
Email Id : info@teachglobal.com
Website : www.teachglobal.com

Date: 8/07/2019.

Subject: Appointment Letter

Dear Bandari Bindhu,

I am pleased to inform you that you have been appointed for the role of Junior Assistant. This is an official letter confirming your employment with Teach Global starting on 28/07/2019.

Your employment is subject to the terms and conditions detailed in the contract document supplied individually with this letter.

Please sign and return this letter no later than 10 days to signal your acceptance of this offer and all its terms.

Congratulations and welcome to Teach Global.

Sincerely,

T Sri Devi
Director
Teach Global

Principal
Dr. Peter's Institute of Pharmaceutical Science
Vidyanagar, Hanamkonda,
WARANGAL-506 001(T.S.)



Date: 15th March, 2021

Mr./Ms. Billa Bhargavi,

19-11-298/2, Vishwanath colony lane no.4, Shambhunipet, Warangal, Telangana.

Extension of Freelancing Contract

Dear Bhargavi,

This is in continuation to the letter of Freelancing contract with Excelra dated 19th October' 2020, we are pleased to extend your contract till 31st March' 2022. All other terms and conditions of the Freelancing contract remain unchanged.

Please send us a signed copy of this letter as a token of acceptance of the extension of contract mentioned herein.

We look forward for a continual mutually rewarding relationship.

Yours Sincerely,

For Excelra Knowledge Solutions Pvt. Ltd.

A handwritten signature in black ink, appearing to be a stylized 'M' or similar character.

Authorized Signatory

I accept the above terms and conditions.

Signature: Bhargavi

Name: Bhargavi Billa

Date: 17/03/2021

A handwritten signature in green ink, appearing to be "Bhargavi".

Principal
St. Peter's Institute of Pharmaceutical Sciences
M. V. Subrahmanyam Nagar
V. V. S. Nagar, Warangal

Billa Bhargavi



Teach Global Solutions Pvt Ltd

Kilaru Bhavan, Opp - Indu Fortune Fields
LIG - 226, VII th Phase, KPHB Colony,
Hyderabad - 500085.
Telephone : +91 40 4541 9999
Email Id : info@teachglobal.com
Website : www.teachglobal.com

Date: 22/09/2019

Subject: Appointment Letter

Dear Thakkallapelly Deepika,

I am pleased to inform you that you have been appointed for the role of Junior Assistant. This is an official letter confirming your employment with Teach Global starting on 5/10/2019.

Your employment is subject to the terms and conditions detailed in the contract document supplied individually with this letter.

Please sign and return this letter no later than 10 days to signal your acceptance of this offer and all its terms.

Congratulations and welcome to Teach Global.

Sincerely,

T Sri Devi
Director
Teach Global

Principal
St. Peter's Institute of Pharmaceutical Sciences
Vidyanagar, Hanamkonda,
WARANGAL-506 001(T.S.)


EMPLOYEE
(Resident)



Kavitha Upadhyay

Date Of Joining :

21-Aug-2019


Principal
St. Peter's Institute of Pharmaceutical Sciences
Vidyanagar, Hanamkonda
WARANGAL-506 001(T.S.)



Matteda Anusha <anushamatteda@gmail.com>

Fwd: Congratulations!!! Welcome aboard--- Offer Letter Release

1 message

23 May 2022 at 16:42

Dr. Rajeshri Wakode <rajeshri.dhurke@gmail.com>
To: anushamatteda@gmail.com

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

From: Neelam Mayuri <neelammayuri999@gmail.com>
Date: Tue, 25 Jan 2022, 15:25
Subject: Fwd: Congratulations!!! Welcome aboard--- Offer Letter Release
To: rajeshri.dhurke@gmail.com <rajeshri.dhurke@gmail.com>

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

From: hr icon <hr@iconlife.in>
Date: Mon, 8 Jul 2019 at 6:12 PM
Subject: Congratulations!!! Welcome aboard--- Offer Letter Release
To: <neelammayuri999@gmail.com>
Cc: sriram nataraj <sriram@iconlife.in>, Admin <admin@iconlife.in>, KRISHNAN UNNI <krishnanunni@iconlife.in>, Dr. Rajeshri Wakode <rajeshri.dhurke@gmail.com>

Dear Mr Neelam Mayuri,

Congratulations and Greetings for the day !!!

Welcome aboard !!!!

Further to our interactions, We are pleased to offer you the position of **Management Trainee (MT)** in our organization at **Hyderabad(HQ)** in Mesmer Pharmaceuticals.

Your **CTC (Cost to Company)** would be **Rs.3,00,000/- (Rupees Three Lakh Only) Per Annum** and **Gross Salary** would be **Rs.21,872/- (Rupees Twenty One Thousand Eight Hundred and Seventy Two Only) Per Month.**

Your **Date of Joining (DOJ)** will be on or before **1st August 2019.**

You are requested to provide two references, soon after you receive this Offer Letter. Please note that this offer is subject to references being found satisfactory and you're medically fit as declared by you from time to time.

On the day of your joining you need to submit the following documents along with originals for verification purpose.

You are requested to submit the below mentioned documents:

- Service certificates and relieving letters of your previous employment.
- Last drawn salary slip / Certificate showing monthly salary and annual benefits, from the present employer.
- Latest 4 Passport size photograph
- 2 photocopies of ID Proof, Address Proof, Pan Card, Voter Card, Aadhaar Card & Passport (*****Any Three Documents are Mandatory*****)
- Scanned copies of ID Proof, Address Proof, Pan Card, Voter Card, Aadhaar Card & Passport to be sent to **hr@iconlife.in (Mandatory)**

We look forward for a long and mutually rewarding association.

(Signature)
Principal
St. Peter's Institute of Pharmaceutical Sciences
Vidyanagar, Hanamkonda,
WARANGAL-506 001(T.S.)



TeachGlobal

Teach Global Solutions Pvt Ltd

Kilaru Bhavan, Opp - Indu Fortune Fields
LIG - 226, VII th Phase, KPHID Colony,
Hyderabad - 500085.
Telephone : +91 40 4541 9999
Email Id : info@teachglobal.com
Website : www.teachglobal.com

Date: 04/08/2019

Subject: Appointment Letter

Dear ChakravarthulaPranaya,

I am pleased to inform you that you have been appointed for the role of Junior Assistant. This is an official letter confirming your employment with Teach Global starting on 15/08/2019.

Your employment is subject to the terms and conditions detailed in the contract document supplied individually with this letter.

Please sign and return this letter no later than 10 days to signal your acceptance of this offer and all its terms.

Congratulations and welcome to Teach Global.

Sincerely,

T Sri Devi

Director

Teach Global

Principal
I. Peter's Institute of Pharmaceutical Sciences
Vidyannagar, Hanamkonda,
WARANGAL-506 001(T.S.)



Teach Global Solutions Pvt Ltd

Kilaru Bhavan, Opp - Indu Fortune Fields
LIG - 226, VII th Phase, KPHB Colony,
Hyderabad - 500085.
Telephone : +91 40 4541 9999
Email Id : info@teachglobal.com
Website : www.teachglobal.com

DATE: 11/11/2019

Subject: Appointment Letter

Dear R.Vishwanthi,

I am pleased to inform you that you have been appointed for the role of Senior Executive. This is an official letter confirming your employment with Teach Global starting on 21/11/2019

Your employment is subject to the terms and conditions detailed in the contract document supplied individually with this letter.

Please sign and return this letter no later than 10 days to signal your acceptance of this offer and all its terms.

Congratulations and welcome to Teach Global.

T Sri Devi
Sincerely,
Director
Teach Global

Principal
St. Peter's Institute of Pharmaceutical Sciences
Vidyanagar, Hanamkonda,
WARANGAL-506 001(T.S.)

Tech Mahindra

Tech Mahindra Limited
Infocity, Hitech City, Plot
Mahapur, Hyderabad 500081, India
Tel: 01 40 106 6163
Fax: 01 40 111 7011
techmahindra.com

Registered Office
Gateway Building, Apollo Bunder, Mumbai
400 011

Ref: 830080/1919165/Permt

Date: 26th July, 2021

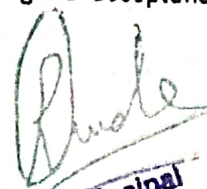
Sandesari Akshitha
D/o Sandesari Baburao, H. No. 2-8-330/1, Raghavendra Nagar
N G O Colony Road, Hanamkonda, Waddepalle (rural), Warangal 506370
Phone No: 7396116873

Subject - Offer of Appointment

Dear Sandesari Akshitha,

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

1. With reference to our discussions, we are pleased to offer you appointment in our Organization as **Marketing Coordinator** on U1 band, operating out of our Hyderabad office.
2. Your "Annual Total Cash Compensation" will be **Rs. 282691 (Rupees Two Lakhs Eighty Two Thousand Six Hundred and Ninety One Only)**. Please refer **Annexure-A** for details on the compensation and statutory deductions.
3. Your remuneration package is strictly confidential between you and here after, referred as The Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.
4. Your employment with us will be governed by terms and conditions as specified in **Annexure-B**.
5. You are required to join on **27th July, 2021** at the below mentioned location. The Offer stands withdrawn thereafter, unless the date is extended and communicated to you in writing.
6. On the date of joining, you are requested to report to **C Alekhya** at **12:00 PM** to complete the joining formalities at **Tech Mahindra Limited, SEZ Gate, Jubilee Enclave, Hitech City, Hyderabad - 500081**. At the time of joining, you are expected to carry originals of the documents as per **Annexure - D** and submit the copies of the same to the HR Team.
7. Please note that this Offer is subject to your being given a clear background check either at the time of reporting/joining or thereafter depending upon our receipt of the background check report from the agency.
8. Kindly acknowledge acceptance of this Offer of Appointment by signing and returning the 'acceptance copy' to **C Alekhya** latest by **27th July, 2021**.


Principal
St. Peter's Institute of Pharmaceutical Sciences
Vidyanagar, Hanamkonda,
WARANGAL-506 001(T.S.)



Candidate Name (M)
Neelika Vidyanagar (17515252)

Date of Joining
11 Aug 2017

Telephone Number
8111101248

Blood Group
O+

Date of Birth
1997-12-07

PAN Card
CMAAP1772R

Aadhar Card Number
4572417532

Corporate Address
Capgemini Technology Solutions 21/ Building AP-8 Colony Phase I Block-11, 8th Floor (10th Conference Hall, Opp to Old CML Office, Gachibowli, Hyderabad 500032)

This Form is only valid until 11 Aug 2017

Security Alerts & Safety Guidelines for Visitors in Capgemini Premises

- There is no free entry. Restricted or Access controlled areas unless authorized
- Capgemini prohibits carrying arms, explosives or incendiary materials into the premises
- Please wear and display your visitor ID badge when you are in the premises
- This is a smoke free campus and smoking is strictly prohibited
- All our buildings are monitored by CCTV cameras and fire alarm systems
- Please do not connect your Laptop or any Mobile Computing Devices to Capgemini Network without specific approval from Capgemini Information Security Team
- Only return this pass to the Security Personnel at the Gate to record your exit from the Campus
- Capgemini has a safety policy to ensure the wellbeing of all its associates, visitors and business partners. We request your cooperation by following all safety notices and instructions at all times
- Speed limit for vehicles inside the Campus is 25 kmph.
- Please park your vehicle only at designated parking lot
- Please walk along the designated pathway
- In case of fire, the fire alarm will ring. Listen carefully to the voice announcement or the PA system for further instructions
- Follow the fire exit signs to safely exit the building to the nearest Assembly point
- Follow the instructions of Emergency Response Team (ERT) members to safely evacuate the building
- In case of fire, do not use the elevators, use the STAIRCASE
- Visitors must obtain necessary work permits prior to starting any work. Capgemini reserves the right to halt any activity the visitor's work where required safety precautions are not followed

Emergency Contact

■ If you witness / are involved in a safety incident please report to Capgemini Emergency Call Center immediately at

■ 088 258 2146

For OFFICE use only

Principal
St. Peter's Institute of Pharmaceutical Sciences
Vidyanagar, Hanamkonda,
WARANGAL-506 001(T.S.)



Candidate Name (M)
Neelika Vidyanagar (17515252)

Date of Joining
11 Aug 2017

Telephone Number
8111101248

Blood Group
O+

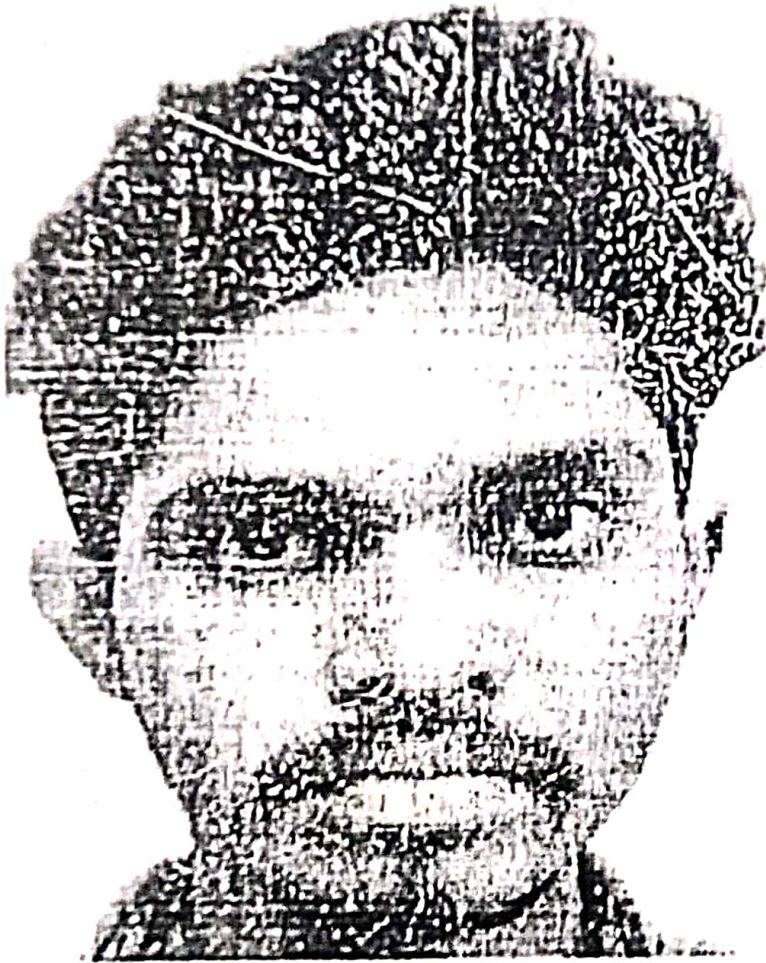
Date of Birth
1997-12-07

PAN Card
CMAAP1772R

Aadhar Card Number
4572417532

Corporate Address
Capgemini Technology Solutions 21/ Building AP-8 Colony Phase I Block-11, 8th Floor (10th Conference Hall, Opp to Old CML Office, Gachibowli, Hyderabad 500032)

OPTUM



Prudh

Principal
St. Peter's Institute of Pharmaceutical Sciences
Vidyanagar, Hanamkonda
WARANGAL-506 001 (T.S.)

Valid thru:
9/29/2024

**Polu
Kumar**

Employee

OFFER LETTER

09-March-2020

Dear G.Ravali,

With reference to your application for employment and subsequent interview you had with us, we are pleased to offer you employment as "Associate" in PrimEra Medical Technologies Pvt. Ltd.

1. Date and place of Joining:

You are expected to join on **11-March-2020** as *agreed between both the parties*. You are required to complete the Joining Formalities and the documents required are mentioned in Annexure – A along with other Terms.

Your place of posting will be at **Hyderabad**.

2. Salary:

Your CTC will be **INR 225000/- (Rupees Two Lakh Twenty Five Thousand Only)** per Annum, including Gross Salary of **INR 200440/-** per annum, the breakup of which will be as provided in Annexure A and subject to applicable taxes, payment of provident fund and other statutory deductions. .

However, the structure of your compensation may be altered / changed from time to time in line with the compensation policy and practices of the Company.

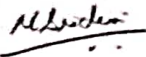
3. Offer Validity:

This offer of employment is valid for 24 hours from the date of intimation to you by any digitalized communication.

This letter of offer is based on the information furnished in your application and during the interviews you had with us. If, at any time in future, it comes to light that any of this information is incorrect or any relevant information has been withheld, then your employment is liable to be terminated without notice.

Kindly, refer to enclosed Annexure A for the terms and conditions of the offer.

With best wishes and looking forward to a mutually fruitful association.



Authorized Signatory

Name: Sridevi Menon

Designation: Human Resource Manager

Date: 09-March-2020



Principal
Peter's Institute of Pharmaceutical Sciences
Vidyanagar, Hanamkonda,
WARANGAL-506 001(T.S.)

I declare and acknowledge that have read the Appointment letter and understood the content and obligation. I have signed this offer without any coercion and free of mind to accept the same.

Signature of Employee:

Date:

Place:

(Attach a valid document to verify the signature)


Principal
PrimEra's Institute of Pharmaceutical Sciences
Vidyanagar, Hanamkonda,
WARANGAL-506 001(T.S.)

SALARY ANNEXURE

Name: G. Ravali

Designation: Associate

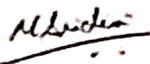
COMPENSATION DETAILS

Salary Components	INR - Monthly	INR - Annualized
Basic Pay	6681	80176
House Rent Allowance	2673	32070
Conveyance Allowance	1600	19200
Medical Allowance	1250	15000
Statutory Bonus	1500	18000
Special Allowance	3000	35994
Gross Salary	16703	200440
Statutory		18045
Provident Fund – Employer Contribution	1504	6515
ESI - Employer Contribution	543	225000
Cost to the Company	18750	
Deductions		Per Month
Professional Tax	150	Per Month
Provident Fund – Employee Contribution	1504	Per Month
ESI - Employee Contribution	125	Per Month
Net Take Home (Excluding Applicable Taxes)	14924	
Meal Card	INR- 1100 Per Month	INR - 13,200 Per Annum

Notes:

1. Bonus/Statutory Bonus, if applicable as The Payment of Bonus Act, 1965, shall be paid in 12 equal monthly instalments in advance
2. Gratuity is applicable as per Payment of Gratuity Act 1972
3. Benefits – Medical Insurance for self and spouse and 2 kids provided by company
Accidental insurance for employees
Reimbursements: Travel, Relocation, Certifications, Trainings/ Cab Facility/ Meal Card/ Insurance/ Allowances/ Bonus are as part of the Company Policy in force from time to time and may be altered/modified at any time without any prior notice
4. All perquisites and benefits including reimbursements are subject to Income Tax provisions, which may be applicable, including taxation on perquisite value.

PrimEra Medical Technologies Pvt. Ltd



Manager – Human Resource



Principal
Peter's Institute of Pharmaceutical Sciences
Vidyanagar, Hanamkonda,
WARANGAL-506 001(T.S.)

Date: January 22, 2020

Dear P.Rajender

Congratulations! We take great pleasure in inviting you to be an integral part of Omega Healthcare Management Services Private Limited.

We are pleased to make you an offer of employment as **TRAINEE CODER** full time and your place of posting will be **Hyderabad I** with an Annual CTC Compensation of **Rs. 331,992.00 (Rupees Three Lakh Thirty One Thousand Nine Hundred Ninety Two Only)**. Your date of joining will be on or before **25 January 2020**, beyond which this offer stands revoked.

We are an international organization with people capabilities across India, Philippines, and the USA. You will discover with us 'passion, energy and commitment' to be the best in class and take pride in doing things differently. As we refine and continuously improve on our people process, we count on your support in making Omega Healthcare one of the Best Place to Work.

Combining the largest medical coding staff in the world, with proprietary technology, analytics and automation capabilities, Omega Healthcare helps thousands of providers eliminate administrative burdens, accelerate cash flow and reduce health management costs. The company streamlines medical billing, coding and collections processes, and offers telephone and message-triage services to provide the most comprehensive and scalable outsourced revenue cycle management solutions in the industry.

Most of us here are ordinary people, but constantly seeking to do extraordinary things. We are not perfect, but we are open to feedback, learning and change. While we have our own individuality, we also share a common vision and complement each working as a team.

What differentiates us from other places to work is our passion and commitment towards superior customer service. You will find strong core values and brand promise that we live up that is hallmark amongst all our Service offerings.

We firmly believe in employee engagement and our evolving people processes. We assure you enrichment, growth and fulfillment at the end of each working day. Discover Camaraderie, Harmony and Accomplishment with us.

We look forward to a long and fruitful association with you and confident of making Omega Healthcare a truly world class and an aspirational MNC to work for.

By accepting this offer, you agree to abide by this clause that this offer of employment entails **Working from Office (WFO) effective 18th September 2020**.

With this arrangement we look forward in extending our Best Welcome, Induction and Training in making you successful and experience our culture and team spirit.

In the event of work assignment that stipulates remote working, you agree to have access to Broad-band Internet connection for effective discharge of your duties and the same would be reimbursed to the tune of Rs.800/month.

Your offer and subsequent appointment will be governed by the terms and conditions of employment presented in the enclosed Annexure A. You will also be governed by rules and regulations in vogue that may change from time to time.

At the time of your joining, the following documents need to be submitted:

- Signed Copy of the Offer/Appointment Letter
- Photocopy of your educational HSC/Degree/Diploma valid certificates and marks cards in support of your educational qualifications.
- Reliving letter/Service certificate/ Resignation acceptance letter from your previous employer
- Photocopy of your Birth Certificate/ DOB Proof
- Copy of PAN Card /Acknowledgement copy of PAN Application
- Copy of AADHAR Card / Acknowledgement copy of AADHAR



Principal
St. Peter's Institute of Pharmaceutical Sciences
Vidyanagar, Hanamkonda,
WARANGAL-506 001(T.S.)

- Self ID Proof - 2 Copies (Passport/ Driving License/Voter's ID/ Ration Card/ PAN Card/ Aadhaar/College ID)
- 2 References for professional / character reference checks
- Last 3 months pay slips or latest copy of Form 16(applicable to experienced candidates)
- Residence Proof - 2 copies Permanent & Temporary (Passport /Driving License/ Voter's ID / Ration Card/ Aadhaar / Mobile Bill or Telephone Bill / LIC Policy / BANK Passbook/ Electricity Bill/Gas Bill/Water Bill/Rental Agreement- (Letter from owner or Self Declaration letter required if it's not in your name)
- Passport size photographs - 6 Nos.
- Post card Size photographs - 2 Nos. (for ESI Employees)
- Parents DOB details. (Documents not required. Only date is required to fill in nominee forms)
- Physical standard (Blood Group, Height, Weight - details only required for filling the application form. Proof not required)

While at Office, we attire Formally on Mondays and Smart Business Casuals on the Rest of the Days.

Please do not hesitate to contact us, should you need any assistance or information regarding your onboarding. You are required to sign the duplicate of this Offer Letter and the Annexure as your acceptance and submit the same to us.

We look forward having you as a vibrant family member of Omega Healthcare!


Sincerely,

For Omega Healthcare Management Services Pvt. Limited.

Vikram Kumar N

Talent Acquisition

Encl. ANNEXURE


Principal
St. Peter's Institute of Pharmaceutical Science
Vidyanagar, Hanamkonda,
WARANGAL-506 001(T.S.)

Annexure A**Terms and Conditions of Employment**

You shall be governed by the following terms and conditions of service during your employment with Omega Healthcare Management Services Private Limited (hereafter referred to as the "company"), and those that may be amended from time to time.

Statement of Facts

- a. The company has made the offer of employment on the basis of the bonafide statements and facts provided by you in your application form and Resume for employment. At the time of employment or during employment if the company finds the information provided to be false or misleading, it reserves the right to take appropriate disciplinary action against you.
- b. Subsequent to your appointment, if there were to be any negative feedback from your previous employment, you would be liable to be removed from services without any notice.

Duties

- a. During working hours, you shall use your best energies and abilities to serve the company faithfully. You shall comply with the rules, regulations and procedures as notified by the company in the letter and spirit,
- b. During working hours, you shall entirely devote your time, attention and abilities to the business of the company.
- c. You shall not, without company's prior written consent, be in any way directly or indirectly concerned with any other business or employment during or outside your hours of work in the company. You shall however, undertake honorary, social or charitable nature, library, and artistic or scientific character only with the express written permission from the competent authority.
- d. During your employment, you shall not directly or indirectly engage in any conduct averse to the best interest of the company. Also, you shall not divulge any confidential information or violate any agreement with your prior employers or their clients.

Place of Work


You will be in employment at the company's office or other work locations as required. The company reserves the right to transfer you on a temporary or permanent basis to other job functions, departments or locations within the company, when necessary.

Hours of Work

- a. The working day shall comprise of 9.00 working hours inclusive of 30 minutes of Lunch break and 30 minutes for 2 Tea breaks. You may be required to work on shift as assigned. The shifts may be scheduled across 24 hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time on which your reporting officer will notify you in advance.
- b. Omega Healthcare observes national and festival holidays as per policy which will be notified during induction. The festival holidays may vary every year and across region/Service line.

Leave and Vacation

- a. From the date of joining, you will be entitled to and 1 day of Sick/ Casual Leave Per month as per Leave policy applicable to your grade from subsequent month of joining.
- b. On a prorata basis, you would also be entitled for 1 day of Privileged Leave Per month of as per our policy. You can refer Leave policy for further information on leave policies and its applicability.


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Vidyanagar, Hanamkonda,
WARANGAL-506 001(T.S.)

Conduct

- a. You shall at times, maintain exemplary conduct and decorum. You shall uphold honesty and integrity in all your actions.
- b. You shall, honor and comply with all Rules and Regulations of the Company and statutory requirements, in letter and spirit.

Confidentiality

- a. You shall maintain utmost secrecy with regard to confidential and proprietary information relating to the company. This information includes and is not limited to trade secrets, technical processes, finances, and dealings with information relating to suppliers, employees, agents, distributors and customers.
- b. You shall not, during your employment and at all times thereafter directly or indirectly use or disclose confidential information except for the sole benefit of the Company. This restriction shall cease to apply when it may come into the public domain otherwise than through unauthorized disclosure by you or such information which you shall be obliged to disclose by law.
- c. You shall not take copies of confidential documents or information for your own purposes and forth with upon termination, you shall return to the Company all documents, records and accounts in any form (including electronic, mechanical, photographic, and optic recording) relating to matters concerning the business or dealings or affairs of the Company.
- d. You shall not during your employment and at all times thereafter do or say anything that may injure directly or indirectly damage the business of the Company
- e. You shall maintain utmost confidentiality with regard to your compensation and benefits. You shall not discuss your compensation and benefits with anyone, but with Manager you report to.
- f. You may have to sign
 - The Non-Disclosure Agreement and Non Compete Agreement (as applicable)
 - The Code of Business Conduct and Ethics
 - Prohibition or Disclosure or Use of Inside Information (as applicable)

Separation from the company

- a. The retirement age of the company is 58 years. At the time formally resigning from service, you shall serve the notice period of as appended below:

Notice Period Clause/Bands	Band 1 - Trainees	Band 1 - Laterals	Band 2	Band 3	Band 4	Band 5	Band 6
During Probation	30	60	60	60	60	90	90
After confirmation	60	60	60	60	60	90	90


- b. When you resign formally from the service of the Company, the Company may solely at its discretion. Permit you to pay up for the notice period in lieu for the un-served notice period.
- c. You will not be entitled to such notice period. If the Company terminates your services due to misdemeanor, unsatisfactory performance or any other disciplinary matter.

I accept the terms and conditions of the Company mentioned above.

Signature

Name

Date


 Principal
 St. Peter's Institute of Pharmaceutical Sciences
 Vidyanagar, Hanamkonda,
 WARANGAL-506 001(T.S.)


**Annexure - B SALARY
STRUCTURE**

Salary Components	Amount - Monthly	Amount - Yearly
Basic	12,500.00	150,000.00
House Rent Allowance	6,250.00	75,000.00
Advance Statutory Bonus	1,250.00	15,000.00
Special Allowance	5,000.00	60,000.00
Fixed Cash (Gross)	25,000.00	300,000.00
PF	1,800.00	21,600.00
Medical Insurance	165.00	1,980.00
Gratuity	601.00	7,212.00
Group Term Life Insurance	100.00	1,200.00
Total Benefits	2,666.00	31,992.00
Total Cost PA (CTC)		331,992.00

Authorized by

Vikram Kumar N

Talent Acquisition


Principal
J. Peter's Institute of Pharmaceutical Sciences
Vidyanagar, Hanamkonda,
WARANGAL-506 001(T.S.)

June 09, 2020

A.Karthik Kumar

H. no. 5-2-60/1, 1st Floor
Bhag Ameer, Near Ramalayam Temple
Kukatpally, Hyderabad
Telangana 500072

Dear Karthik Kumar,,

It gives us great pleasure to make you a formal offer to join the Universal NutriScience Team as 'Area Business Manager'. The key role, responsibilities of the position and our expectations from you are as discussed during our meeting. A more specific and detail document will be drawn when you join us. Your date of joining UNS shall be June 11, 2020.

You will be entitled to Annual Fixed Compensation of **Rs.805,681/-**. The details of your compensation are attached.

Your appointment is subject to medical fitness and successful verification of background information. Please confirm your acceptance of this offer by signing and returning the duplicate copy of this letter by EOD June 10, 2020 post which this offer will stand withdrawn. Your date of joining UNS should be no later than June 15, 2020.

We are excited to have you join our team! If you have any questions, please feel free to reach out at any time.

Yours faithfully,
UNIVERSAL NUTRISCIENCE PRIVATE LIMITED



Rajesh Darekar
Chief Human Resource Officer

Encl: a/a



Principal
J. Peter's Institute of Pharmaceutical Sciences
Vidyanagar, Hanamkonda,
WARANGAL-506 001(T.S.)

ANNEXURE 1

ANNUAL COMPENSATION

Name	A.Karthik Kumar
Designation	Area Business Manager
Component	Annual Amount (Rs.)
Basic Salary	371,292
Provident Fund	44,556
Gratuity#	18,565
Flexible Compensation Plan (FCP)*	371,268
Annual Fixed Compensation (AFC)	805,681
Target Sales Incentives	As applicable to your position

Telecommunication Reimbursement p.m.	On actuals up to maximum limit of Rs 2,350 + GST per month on submission of Bills for mobile and internet connection in the name of the employee
--------------------------------------	--

Daily Allowances: For meeting fields expenses (Governed by Company policy)		
HQ	Rs.450	Per day
Ex-HQ	Rs.450	Per day
Outstation	Rs.1750	Per day

Benefits/ Allowances	Amount	
Sundry Allowance	Rs.1,200/- per month	As per company scheme
Metro Allowance	Rs.1000/- per month will be applicable to those stationed in Metros as defined per company scheme	

Other Benefits	Annual	Coverage
Group Life Insurance	24 Months' Fixed Salary** OR Rs.600,000/- whichever is higher	As per company scheme
Accident Insurance	24 months Fixed Salary**	As per company scheme
Leave	Privilege Leave: 32 working days Sick Leave: At actuals	As per company scheme
Mediclaime Floaters for immediate Family (Hosp) Coverage	Rs.500,000/- per annum	As per company scheme

* FCP (HRA, Children Education Allowance, LTA, Superannuation, Bonus & New Pension Scheme)

** Fixed Salary will constitute your Basic Salary & FCP for calculation of your Sum Assured for GLI and Accident Insurance

Payable on completion of qualifying tenure as per Payment of Gratuity Act

I have clearly understood the terms of my appointment, as well as benefits policies. I hereby agree and accept the above offer.

Signature: _____ Name: _____ Date: _____



CENTENE[®] Corporation

09/12/2020

K.Sahaja
795 West Walnut Street,Apt-
A Indianapolis, IN 46202

Dear Sahaja,

We are impressed with your skills and attributes, and are confident you will enhance our ability to transform the health of the community, one person at a time. We hope you are energized by the prospect of being part of our purpose and having the opportunity to grow while partnering with talented colleagues in solving some of the most complex healthcare issues. This letter confirms the terms of our offer.

We are pleased to formally offer you the position of Data Analyst II, located at Remote-IN, reporting to Tina Sabbagh. Your employing entity will be Centene Management Company LLC a subsidiary of Centene Corporation, and you will be aligned to support Envolve-MSO. We anticipate your start date to be on or around 11/6/2020, and a final date will be confirmed only after a successful background check has been completed. The employment relationship will continue as long as we both mutually agree, and may be terminated by either party, without notice, if either party so desires consistent with the at-will nature of the relationship. This letter does not constitute a contract of employment.

You will be paid an annualized base salary of \$80,000.00, payable bi-weekly, less applicable withholdings and in keeping with all applicable laws and Company payroll practices. Your position is classified as exempt, which means you will not be entitled to receive overtime pay. Your salary is intended to compensate you for all hours worked.

BENEFITS

A summary of the employee benefit package for full-time employees in this role can be found at previewcentenebenefits.com. All benefits are subject to the terms of the applicable policies and plan documents

Centene requires its employees to honor their legal obligations to their prior employers. Therefore, as a condition of your employment by Centene, you must not bring with you from your current or former employers any confidential or proprietary business information or use on behalf of Centene any confidential or proprietary information belonging to any prior employer or other third party, unless you have been expressly authorized by the owner of such information to do so



Principal
St. Peter's Institute of Pharmaceutical Sciences
Vidyanagar, Hanamkonda,
WARANGAL-506 001(T.S.)

CENTENE[®]

Corporation

Further, if you have any written agreement with an existing or former employer that contains contractual restrictions that may continue to apply to you at any time during your employment with Centene, you must provide us with a copy of any such agreement immediately. This offer and your employment with Centene is, therefore, necessarily contingent upon your ability to accept this offer of employment. By accepting this offer, you certify you have disclosed to Centene all contractual or other restrictions that may affect your ability to fully perform the duties and responsibilities of your position in the location for which you are being hired, and that you have provided to Centene copies of all written contracts, correspondence or other documents that materially relate to any such restrictions.

If, after you commence employment, any of your specific job responsibilities or activities on behalf of Centene are or might reasonably be construed to conflict with your obligations to any of your prior employers, you will be required to notify us immediately and to observe any instructions we give you in that regard, including refraining from soliciting or serving any particular organization, if required to do so. While Centene will cooperate with your efforts to comply with your obligations, please keep in mind that compliance with your contractual obligations remains your personal responsibility. If you have any questions regarding these requirements, please contact your manager.

ADDITIONAL TERMS

This offer and your employment with us are contingent upon the following conditions and terms:


- ◆ Submission and review of documents that verify your eligibility for employment in the United States; please be aware that Centene participates in the E-Verify employment eligibility verification system.
- ◆ The truthfulness of the representations you have made during the interview process and completion and outcome of our background check process which includes, but may not be limited to education, employment, credential, credit and criminal checks.
- ◆ You have and retain any valid and unrestricted licenses and designations required for this position.
- ◆ Your agreement that you have provided all Non-Competition and Confidentiality Agreements to Centene and you will abide by any and all of the restrictions imposed by the Non-Competition and Confidentiality Agreement you signed with former employer(s).
- ◆ Your acknowledgement, that you have reviewed and will comply with the included Business Ethics and Conduct Policy that applies to all of your work at Centene
- ◆ Your agreement that you will abide by all policies, practices and procedures of Centene, which are subject to change at any time in the sole discretion of Centene.

CLOSING

Congratulations on your offer. We hope you agree that the position, dynamic work environment and competitive total rewards package create an extraordinary opportunity for you now and in the future. If you have any questions, please contact me. We look forward to your response.

Sincerely,

Doris Nieves
Talent


Principal
St. Peter's Institute of Pharmaceutical Sciences
Vidyanagar, Hanamkonda,
WARANGAL-506 001(T.S.)

BELL AND HORN CONSULTING

12-167, ADARSHNAGAR, OPP: IDPL COLONY, BALANAGAR, HYDERABAD-500037

www.bellandhorn.com, Email: info@bellandhorn.com

Offer letter

To

Date: 06/01/2020

Ms. SHAIK SANA

Dear Ms. SHAIK SANA

With reference to your application and the subsequent discussions you had with us, we are pleased to inform you that you have been selected as **JR CHEMIST in Quality Control department**. As per our understanding your service contract will be for a specific period and you will be placed to discharge the work at M/s. Vibhavari Industries Limited, Bonthapally on outsourcing basis.

You will be paid Gross salary of Rs.15000/- per month subject to attendance.

If you accept this offer, plz report to our office on or before 12/01/2020 and submit the following documents.

- (a) Original certificates in proof of your qualification, age, experience etc. along with two sets of Xerox copies.
- (b) Experience and relieving certificates from your current employer, if applicable
- (c) Recent passport size photographs 6 NOs
- (d) Two post card size photographs along with your dependent family members as declared in the ESI Declaration form if applicable.
- (e) Address Proof & ID Proof.
- (f) Two references along with contact phone numbers and E mail

IDs Appointment letter will be issued with in 15 days of your joining.

If there is no response from your end on or before the above mentioned date, your offer stands cancelled automatically.

With best wishes

For Bell and Horn Consulting



Authorized signatory



Principal
St. Peter's Institute of Pharmaceutical Sci.
Vidyanagar, Hanamkonda,
WARANGAL-506 001(T.S.)

Note: Pl sign a copy of this offer letter as a token of your acceptance of this offer

BELL AND HORN CONSULTING

12-167, ADARSHNAGAR, OPP: IDPL COLONY, BALANAGAR, HYDERABAD-500037
www.bellandhorn.com, Email: info@bellandhorn.com

Offer letter

Date: 03/01/2020

To

MS.V.Srujana

Dear MS.V.Srujana

With reference to your application and the subsequent discussions you had with us, we are pleased to inform you that you have been selected as **JR CHEMIST in Quality Control department**. As per our understanding your service contract will be for a specific period and you will be placed to discharge the work at M/s.Vibhavari Industries Limited, Bonthapally on outsourcing basis.

You will be paid Gross salary of Rs.15000/- per month subject to attendance.

If you accept this offer, plz report to our office on or before 10/01/2020 and submit the following documents.


- Original certificates in proof of your qualification, age, experience etc. along with two sets of Xerox copies.
- Experience and relieving certificates from your current employer, if applicable
- Recent passport size photographs 6 NOs
- Two post card size photographs along with your dependent family members as declared in the ESI Declaration form if applicable.
- Address Proof & ID Proof.
- Two references along with contact phone numbers and E mail IDs

Appointment letter will be issued with in 15 days of your joining.


If there is no response from your end on or before the above mentioned date, your offer stands cancelled automatically.

With best wishes

For Bell and Horn Consulting



Authorized signatory



Principal
St. Peter's Institute of Pharmaceutical Sciences
Vidyanagar, Hanamkonda,
WARANGAL-506 001(T.S.)

Note: Pl sign a copy of this offer letter as a token of your acceptance of this offer



PP
18-19
Teach Global Solutions Pvt Ltd

Kilaru Bhavan, Opp - Indu Fortune Fields
LIG - 226, VII th Phase, KPHB Colony,
Hyderabad - 500085.
Telephone : +91 40 4541 9999
Email Id : info@teachglobal.com
Website : www.teachglobal.com

DATE: 11/11/2019

Subject: Appointment Letter


Dear J.Divya Bharathi,

I am pleased to inform you that you have been appointed for the role of Senior Executive. This is an official letter confirming your employment with Teach Global starting on 21/11/2019

Your employment is subject to the terms and conditions detailed in the contract document supplied individually with this letter.

Please sign and return this letter no later than 10 days to signal your acceptance of this offer and all its terms.

Congratulations and welcome to Teach Global.


T Sri Devi
Sincerely,
Director
Teach Global


Principal
St. Peter's Institute of Pharmaceutical Sciences
Vidyanagar, Hanamkonda,
WARANGAL-506 001(T.S.)

BELL AND HORN CONSULTING

12-167, ADARSHNAGAR, OPP: IDPL COLONY, BALANAGAR, HYDERABAD-500037

www.bellandhorn.com, Email: info@bellandhorn.com

Offer letter

To

Ms.M.Bhavana

Date: 03/01/2020

Dear Ms.M.Bhavana,

With reference to your application and the subsequent discussions you had with us, we are pleased to inform you that you have been selected as **JR CHEMIST in Quality Control department**. As per our understanding your service contract will be for a specific period and you will be placed to discharge the work at M/s.Vibhavari Industries Limited, Bonthapally on outsourcing basis.

You will be paid Gross salary of Rs.15000/- per month subject to attendance.

If you accept this offer, plz report to our office on or before 10/01/2020 and submit the following documents.

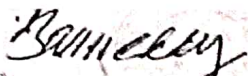
- (a) Original certificates in proof of your qualification, age, experience etc. along with two sets of Xerox copies.
- (b) Experience and relieving certificates from your current employer, if applicable
- (c) Recent passport size photographs 6 NOs
- (d) Two post card size photographs along with your dependent family members as declared in the ESI Declaration form if applicable.
- (e) Address Proof & ID Proof.
- (f) Two references along with contact phone numbers and E mail IDs

Appointment letter will be issued with in 15 days of your joining.

If there is no response from your end on or before the above mentioned date, your offer stands cancelled automatically.

With best wishes

For Bell and Horn Consulting



Authorized signatory



Principal
J. P. S. Institute of Pharmaceutical Sciences
Vidyanagar, Hanamkonda,
WARANGAL-506 001(T.S.)

Sun life science

OFFER LETTER

Date: 21-12-2020

Name: J. Akhila

Dear Akhila,

SUB: OFFER TO JOIN As Junior Assistant for AR&D Department

This is with reference to your application to your application and subsequent interview you had with us. We are delighted to offer you role as Assistant in AR&D Department, your cost to the company (CTC) would be 2,48,000 (Two Lakh Fort Eight Thousand Only) per Annum.

The allowances, benefits and other terms and conditions of your employment will be as per company policies as applicable from time to time. Your compensation will be reviewed in future as per company policy.

(As Discussed,) this offer will be subjected to following:

1. During the employment your required to show original educational certificates
2. During of first two years of employment your salary shall be revised for every one year based on your performance.
3. You are required to submit medical fitness certificate, on your date of joining as part of joining compliance.
4. You will be on probation for 6 months; upon periodic evaluation of your performance your employment shall be conformed as assistant
5. You will be required to sign the following at the time of joining
 - A) Two years indemnity bond
 - B) Confidential Agreement between Employee & Employer




Principal
Peter's Institute of Pharmaceutical Sciences
Vidyanagar, Hanamkonda,
WARANGAL-506 001(T.S.)

December 10, 2019

Ms.B.Kiranmai,
H.No: 32/2/1-2
Eluru, West Godavari Dist.
Andhra Pradesh- 534001

Dear Ms.B.Kiranmai,

Letter of Offer

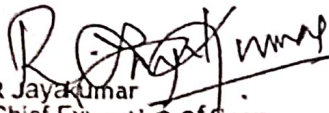
Based on the meeting and the discussions we had with you, we are pleased to offer you the position of "Trainee - Analytical R&D" as per the terms and conditions agreed during the course of the interview. Your place of posting will be at Chennai. Your compensation, on a cost to company basis will be Rs. 2,56,000/- per annum.

At the time of joining, we would request you to kindly submit a copy of your testimonials relating to your educational qualification, Pan card No., address proof, age proof, 2 recent passport size photographs, etc.

We welcome you on-board and look forward to you having long-term career with us. We request you to join on January 10, 2020. Please treat this offer as highly confidential. Kindly sign and return a copy of the letter of acceptance of the offer.

Best wishes,


For Eywa Pharma Private Limited,


R. Jayakumar
Chief Executive Officer

Encl: a.a.

Registered Office:
Eywa Pharma Private Limited
1st Floor, Shriram House
No. 4, Burkit Road, T.Nagar
Chennai — 600017, Tamil Nadu, India
CIN : U74900TN2015PTC100269

Tel : +91 44 4905 2500
Email : business@eywapharma.com
eywapharma.com


Principal
Peter's Institute of Pharmaceutical Sciences
Vidyanagar, Hanamkonda,
WARANGAL-506 001(T.S.)

Sun life science

OFFER LETTER

Date: 21-12-2020

Name: B.Sravanthi

Dear Sravanthi,

SUB: OFFER TO JOIN As Junior Assistant for AR&D Department

This is with reference to your application to your application and subsequent interview you had with us. We are delighted to offer you role as Assistant in AR&D Department, your cost to the company (CTC) would be 2,48,000 (Two Lakh Fort Eight Thousand Only) per Annum.

The allowances, benefits and other terms and conditions of your employment will be as per company policies as applicable from time to time. Your compensation will be reviewed in future as per company policy.

(As Discussed,) this offer will be subjected to following:

1. During the employment your required to show original educational certificates
2. During of first two years of employment your salary shall be revised for every one year based on your performance.
3. You are required to submit medical fitness certificate, on your date of joining as part of joining compliance.
4. You will be on probation for 6 months; upon periodic evaluation of your performance your employment shall be conformed as assistant
5. You will be required to sign the following at the time of joining
 - A) Two years indemnity bond
 - B) Confidential Agreement between Employee & Employer




Principal
St. Peter's Institute of Pharmaceutical Sciences
Vidyanagar, Hanamkonda,
WARANGAL-506 001(T.S.)

December 10, 2019

Ms.CH.Naveena,
H.No: 32/2/1-2
Eluru, West Godavari Dist.
Andhra Pradesh- 534001

Dear Ms.CH.Naveena,

Letter of Offer

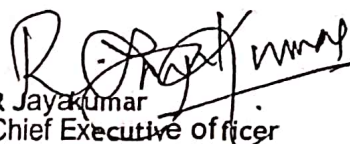
Based on the meeting and the discussions we had with you, we are pleased to offer you the position of "Trainee - Analytical R&D" as per the terms and conditions agreed during the course of the interview. Your place of posting will be at Chennai. Your compensation, on a cost to company basis will be Rs. 2,56,000/- per annum.

At the time of joining, we would request you to kindly submit a copy of your testimonials relating to your educational qualification, Pan card No., address proof, age proof, 2 recent passport size photographs, etc.

We welcome you on-board and look forward to you having long-term career with us. We request you to join on January 10, 2020. Please treat this offer as highly confidential. Kindly sign and return a copy of the letter of acceptance of the offer.

Best wishes,

For Eywa Pharma Private Limited,


R Jayakumar
Chief Executive Officer

Encl: a.a.

Registered Office:
Eywa Pharma Private Limited
1st Floor, Shriram House
No. 4, Burkit Road, T.Nagar
Chennai — 600017, Tamil Nadu, India
CIN : U74900TN2015PTC100269

Tel : +91 44 4905 2500
Email : business@eywapharma.com
eywapharma.com



Principal
St. Peter's Institute of Pharmaceutical Sciences
Vidyanagar, Hanamkonda,
WARANGAL-506 001(T.S.)

Sun life science

OFFER LETTER

Date: 21-12-2020

Name: K. Satish

Dear Satish,

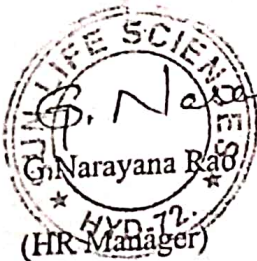
SUB: OFFER TO JOIN As Junior Assistant for AR&D Department


This is with reference to your application to your application and subsequent interview you had with us. We are delighted to offer you role as Assistant in AR&D Department, your cost to the company (CTC) would be 2,48,000 (Two Lakh Fort Eight Thousand Only) per Annum.

The allowances, benefits and other terms and conditions of your employment will be as per company policies as applicable from time to time. Your compensation will be reviewed in future as per company policy.

(As Discussed,) this offer will be subjected to following:

1. During the employment your required to show original educational certificates
2. During of first two years of employment your salary shall be revised for every one year based on your performance.
3. You are required to submit medical fitness certificate, on your date of joining as part of joining compliance.
4. You will be on probation for 6 months; upon periodic evaluation of your performance your employment shall be conformed as assistant
5. You will be required to sign the following at the time of joining
 - A) Two years indemnity bond
 - B) Confidential Agreement between Employee & Employer




Principal
St. Peter's Institute of Pharmaceutical Sciences
Vidyanagar, Hanamkonda,
WARANGAL-506 001(T.S.)

CENTENE[®] Corporation

10/12/2020

E.Snigdha,
795 West Walnut
Street,Apt-A Indianapolis,
IN 46202

Dear E.Snigdha,

We are impressed with your skills and attributes, and are confident you will enhance our ability to transform the health of the community, one person at a time. We hope you are energized by the prospect of being part of our purpose and having the opportunity to grow while partnering with talented colleagues in solving some of the most complex healthcare issues. This letter confirms the terms of our offer.

We are pleased to formally offer you the position of Data Analyst II, located at Remote-IN, reporting to Tina Sabbagh. Your employing entity will be Centene Management Company LLC a subsidiary of Centene Corporation, and you will be aligned to support Envolve-MSO. We anticipate your start date to be on or around 11/6/2020, and a final date will be confirmed only after a successful background check has been completed. The employment relationship will continue as long as we both mutually agree, and may be terminated by either party, without notice, if either party so desires consistent with the at-will nature of the relationship. This letter does not constitute a contract of employment.

- Page 1 of



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BASE COMPENSATION

You will be paid an annualized base salary of \$80,000.00, payable bi-weekly, less applicable withholdings and in keeping with all applicable laws and Company payroll practices. Your position is classified as exempt, which means you will not be entitled to receive overtime pay. Your salary is intended to compensate you for all hours worked.


BENEFITS

A summary of the employee benefit package for full-time employees in this role can be found at previewcentenebenefits.com. All benefits are subject to the terms of the applicable policies and plan documents.

~~LEGAL OBLIGATIONS TO PRIOR EMPLOYERS AND OTHER THIRD PARTIES~~

Centene requires its employees to honor their legal obligations to their prior employers. Therefore, as a condition of your employment by Centene, you must not bring with you from your current or former employers any confidential or proprietary business information or use on behalf of Centene any confidential or proprietary information belonging to any prior employer or other third party, unless you have been expressly authorized by the owner of such information to do so in writing.

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Principal
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Corporation

Further, if you have any written agreement with an existing or former employer that contains contractual restrictions that may continue to apply to you at any time during your employment with Centene, you must provide us with a copy of any such agreement immediately. This offer and your employment with Centene is, therefore, necessarily contingent upon your ability to accept this offer of employment. By accepting this offer, you certify you have disclosed to Centene all contractual or other restrictions that may affect your ability to fully perform the duties and responsibilities of your position in the location for which you are being hired, and that you have provided to Centene copies of all written contracts, correspondence or other documents that materially relate to any such restrictions.


If, after you commence employment, any of your specific job responsibilities or activities on behalf of Centene are or might reasonably be construed to conflict with your obligations to any of your prior employers, you will be required to notify us immediately and to observe any instructions we give you in that regard, including refraining from soliciting or serving any particular organization, if required to do so. While Centene will cooperate with your efforts to comply with your obligations, please keep in mind that compliance with your contractual obligations remains your personal responsibility. If you have any questions regarding these requirements, please contact your manager.

ADDITIONAL TERMS

This offer and your employment with us are contingent upon the following conditions and terms:

- Submission and review of documents that verify your eligibility for employment in the United States; please be aware that Centene participates in the E-Verify employment eligibility verification system.
- The truthfulness of the representations you have made during the interview process and completion and outcome of our background check process which includes, but may not be limited to education, employment, credential, credit and criminal checks.

- Page 3 of


Principal
Peter's Institute of Pharmaceutical Sciences
Vidyanagar, Hanamkonda,
WARANGAL-506 001 (T.S.)

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- You have and retain any valid and unrestricted licenses and designations required for this position.
- Your agreement that you have provided all Non-Competition and Confidentiality Agreements to Centene and you will abide by any and all of the restrictions imposed by the Non-Competition and Confidentiality Agreement you signed with former employer(s).
- Your acknowledgement, that you have reviewed and will comply with the included Business Ethics and Conduct Policy that applies to all of your work at Centene
- Your agreement that you will abide by all policies, practices and procedures of Centene, which are subject to change at any time in the sole discretion of Centene.

CLOSING

Congratulations on your offer. We hope you agree that the position, dynamic work environment and competitive total rewards package create an extraordinary opportunity for you now and in the future. If you have any questions, please contact me. We look forward to your response.

Sincerely,

Doris Nieves

Talent

Attraction



Principal
J. Peter's Institute of Pharmaceutical Sciences
Vidyanagar, Hanamkonda,
WARANGAL-506 001(T.S.)

December 10, 2019

Ms,CH.Sowjanya,
H.No: 32/2/1-2
Eluru, West Godavari Dist.
Andhra Pradesh- 534001

Dear Ms.CH.Sowjanya,

Letter of Offer

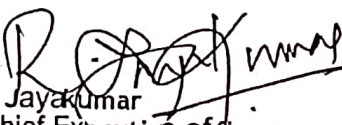
Based on the meeting and the discussions we had with you, we are pleased to offer you the position of "Trainee - Analytical R&D" as per the terms and conditions agreed during the course of the interview. Your place of posting will be at Chennai. Your compensation, on a cost to company basis will be Rs. 2,56,000/- per annum.

At the time of joining, we would request you to kindly submit a copy of your testimonials relating to your educational qualification, Pan card No., address proof, age proof, 2 recent passport size photographs, etc.

We welcome you on-board and look forward to you having long-term career with us. We request you to join on January 10, 2020. Please treat this offer as highly confidential. Kindly sign and return a copy of the letter of acceptance of the offer.

Best wishes,


For Eywa Pharma Private Limited,


R Jayakumar
Chief Executive Officer

Encl: a.a.

Registered Office:
Eywa Pharma Private Limited
1st Floor, Shriram House
No. 4, Burkit Road, T.Nagar
Chennai — 600017, Tamil Nadu, India
CIN : U74900TN2015PTC100269

Tel : +91 44 4905 2500
Email : business@eywapharma.com
eywapharma.com


Principal
Sri Peter's Institute of Pharmaceutical Sciences
Vidyanagar, Hanamkonda,
WARANGAL-506 001(T.S.)

Date: January 22, 2020

Dear P.Lokesh,

Congratulations! We take great pleasure in inviting you to be an integral part of Omega Healthcare Management Services Private Limited.

We are pleased to make you an offer of employment as **TRAINEE CODER** full time and your place of posting will be **Hyderabad I** with an Annual CTC Compensation of **Rs. 331,992.00 (Rupees Three Lakh Thirty One Thousand Nine Hundred Ninety Two Only)**. Your date of joining will be on or before **25 January 2020**, beyond which this offer stands revoked.

We are an international organization with people capabilities across India, Philippines, and the USA. You will discover with us 'passion, energy and commitment' to be the best in class and take pride in doing things differently. As we refine and continuously improve on our people process, we count on your support in making Omega Healthcare one of the Best Place to Work.

Combining the largest medical coding staff in the world, with proprietary technology, analytics and automation capabilities, Omega Healthcare helps thousands of providers eliminate administrative burdens, accelerate cash flow and reduce health management costs. The company streamlines medical billing, coding and collections processes, and offers telephone and message-triage services to provide the most comprehensive and scalable outsourced revenue cycle management solutions in the industry.

Most of us here are ordinary people, but constantly seeking to do extraordinary things. We are not perfect, but we are open to feedback, learning and change. While we have our own individuality, we also share a common vision and complement each working as a team.

What differentiates us from other places to work is our passion and commitment towards superior customer service. You will find strong core values and brand promise that we live up that is hallmark amongst all our Service offerings.

We firmly believe in employee engagement and our evolving people processes. We assure you enrichment, growth and fulfillment at the end of each working day. Discover Camaraderie, Harmony and Accomplishment with us.

We look forward to a long and fruitful association with you and confident of making Omega Healthcare a truly world class and an aspirational MNC to work for.

By accepting this offer, you agree to abide by this clause that this offer of employment entails **Working from Office (WFO) effective 18th September 2020**.

With this arrangement we look forward in extending our Best Welcome, Induction and Training in making you successful and experience our culture and team spirit.

In the event of work assignment that stipulates remote working, you agree to have access to Broad-band Internet connection for effective discharge of your duties and the same would be reimbursed to the tune of Rs.800/month.

Your offer and subsequent appointment will be governed by the terms and conditions of employment presented in the enclosed Annexure A. You will also be governed by rules and regulations in vogue that may change from time to time.

At the time of your joining, the following documents need to be submitted:

- Signed Copy of the Offer/Appointment Letter
- Photocopy of your educational HSC/Degree/Diploma valid certificates and marks cards in support of your educational qualifications.
- Reliving letter/Service certificate/ Resignation acceptance letter from your previous employer
- Photocopy of your Birth Certificate/ DOB Proof
- Copy of PAN Card /Acknowledgement copy of PAN Application
- Copy of AADHAR Card / Acknowledgement copy of AADHAR



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Vidyanagar, Hanamkonda,
WARANGAL-506 001(T.S.)

- Self ID Proof - 2 Copies (Passport/ Driving License/Voter's ID/ Ration Card/ PAN Card/ Aadhaar/College ID)
- 2 References for professional / character reference checks
- Last 3 months pay slips or latest copy of Form 16(applicable to experienced candidates)
- Residence Proof - 2 copies Permanent & Temporary (Passport /Driving License/ Voter's ID / Ration Card/ Aadhaar / Mobile Bill or Telephone Bill / LIC Policy / BANK Passbook/ Electricity Bill/Gas Bill/Water Bill/Rental Agreement- (Letter from owner or Self Declaration letter required if it's not in your name)
- Passport size photographs - 6 Nos.
- Post card Size photographs - 2 Nos. (for ESI Employees)
- Parents DOB details. (Documents not required. Only date is required to fill in nominee forms)
- Physical standard (Blood Group, Height, Weight - details only required for filling the application form. Proof not required)

While at Office, we attire Formally on Mondays and Smart Business Casuals on the Rest of the Days.

Please do not hesitate to contact us, should you need any assistance or information regarding your onboarding. You are required to sign the duplicate of this Offer Letter and the Annexure as your acceptance and submit the same to us.

We look forward having you as a vibrant family member of Omega Healthcare!

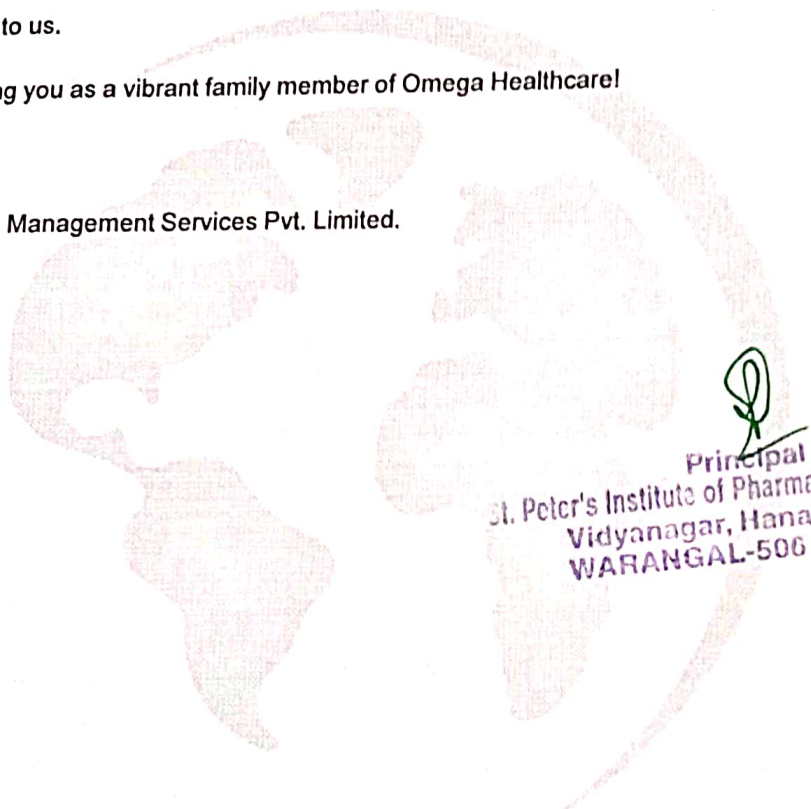
Sincerely,

For Omega Healthcare Management Services Pvt. Limited.

Vikram Kumar N

Talent Acquisition

Encl. ANNEXURE



Principal
Jt. Peter's Institute of Pharmaceutical Sciences
Vidyanagar, Hanamkonda,
WARANGAL-506 001(T.G.)

Annexure ATerms and Conditions of Employment

You shall be governed by the following terms and conditions of service during your employment with Omega Healthcare Management Services Private Limited (hereafter referred to as the "company"), and those that may be amended from time to time.

Statement of Facts

- a. The company has made the offer of employment on the basis of the bonafide statements and facts provided by you in your application form and Resume for employment. At the time of employment or during employment if the company finds the information provided to be false or misleading, it reserves the right to take appropriate disciplinary action against you.
- b. Subsequent to your appointment, if there were to be any negative feedback from your previous employment, you would be liable to be removed from services without any notice.

Duties

- a. During working hours, you shall use your best energies and abilities to serve the company faithfully. You shall comply with the rules, regulations and procedures as notified by the company in the letter and spirit,
- b. During working hours, you shall entirely devote your time, attention and abilities to the business of the company.
- c. You shall not, without company's prior written consent, be in any way directly or indirectly concerned with any other business or employment during or outside your hours of work in the company. You shall however, undertake honorary, social or charitable nature, library, and artistic or scientific character only with the express written permission from the competent authority.
- d. During your employment, you shall not directly or indirectly engage in any conduct averse to the best interest of the company. Also, you shall not divulge any confidential information or violate any agreement with your prior employers or their clients.

Place of Work


You will be in employment at the company's office or other work locations as required. The company reserves the right to transfer you on a temporary or permanent basis to other job functions, departments or locations within the company, when necessary.

Hours of Work

- a. The working day shall comprise of 9.00 working hours inclusive of 30 minutes of Lunch break and 30 minutes for 2 Tea breaks. You may be required to work on shift as assigned. The shifts may be scheduled across 24 hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time on which your reporting officer will notify you in advance.
- b. Omega Healthcare observes national and festival holidays as per policy which will be notified during induction. The festival holidays may vary every year and across region/Service line.

Leave and Vacation

- a. From the date of joining, you will be entitled to and 1 day of Sick/ Casual Leave Per month as per Leave policy applicable to your grade from subsequent month of joining.
- b. On a prorate basis, you would also be entitled for 1 day of Privileged Leave Per month of as per our policy. You can refer Leave policy for further information on leave policies and its applicability.


Principal
St. Peter's Institute of Pharmaceutical Sciences
Vidyanagar, Hanamkonda,
WARANGAL-506 001(T.S.)

Conduct

- a. You shall at times, maintain exemplary conduct and decorum. You shall uphold honesty and integrity in all your actions.
- b. You shall, honor and comply with all Rules and Regulations of the Company and statutory requirements, in letter and spirit.

Confidentiality

- a. You shall maintain utmost secrecy with regard to confidential and proprietary information relating to the company. This information includes and is not limited to trade secrets, technical processes, finances, and dealings with information relating to suppliers, employees, agents, distributors and customers.
- b. You shall not, during your employment and at all times thereafter directly or indirectly use or disclose confidential information except for the sole benefit of the Company. This restriction shall cease to apply when it may come into the public domain otherwise than through unauthorized disclosure by you or such information which you shall be obliged to disclose by law.
- c. You shall not take copies of confidential documents or information for your own purposes and forth with upon termination, you shall return to the Company all documents, records and accounts in any form (including electronic, mechanical, photographic, and optic recording) relating to matters concerning the business or dealings or affairs of the Company.
- d. You shall not during your employment and at all times thereafter do or say anything that may injure directly or indirectly damage the business of the Company
- e. You shall maintain utmost confidentiality with regard to your compensation and benefits. You shall not discuss your compensation and benefits with anyone, but with Manager you report to.
- f. You may have to sign
 - The Non-Disclosure Agreement and Non Compete Agreement (as applicable)
 - The Code of Business Conduct and Ethics
 - Prohibition or Disclosure or Use of Inside Information (as applicable)

Separation from the company

- a. The retirement age of the company is 58 years. At the time formally resigning from service, you shall serve the notice period of as appended below:

Notice Period Clause/Bands	Band 1 - Trainees	Band 1 - Laterals	Band 2	Band 3	Band 4	Band 5	Band 6
During Probation	30	60	60	60	60	90	90
After confirmation	60	60	60	60	60	90	90

- b. When you resign formally from the service of the Company, the Company may solely at its discretion, Permit you to pay up for the notice period in lieu for the un-served notice period.
- c. You will not be entitled to such notice period, If the Company terminates your services due to misdemeanor, unsatisfactory performance or any other disciplinary matter.

I accept the terms and conditions of the Company mentioned above.

Signature

Name

Date




Principal
St. Peter's Institute of Pharmaceutical Sciences
Vidyanagar, Hanamkonda,
WARANGAL-506 001(T.S.)

Annexure - B SALARY**STRUCTURE**

Salary Components	Amount - Monthly	Amount - Yearly
Basic	12,500.00	150,000.00
House Rent Allowance	6,250.00	75,000.00
Advance Statutory Bonus	1,250.00	15,000.00
Special Allowance	5,000.00	60,000.00
Fixed Cash (Gross)	25,000.00	300,000.00
PF	1,800.00	21,600.00
Medical Insurance	165.00	1,980.00
Gratuity	601.00	7,212.00
Group Term Life Insurance	100.00	1,200.00
Total Benefits	2,666.00	31,992.00
Total Cost PA (CTC)		331,992.00

Authorized by
Vikram Kumar N
Talent Acquisition


Principal
St. Peter's Institute of Pharmaceutical Sciences
Vidyanagar, Hanamkonda,
WARANGAL-506 001(T.S.)



TeachGlobal.

Teach Global Solutions Pvt Ltd

Kilaru Bhavan, Opp - Indu Fortune Fields
LIG - 226, VII th Phase, KPHB Colony,
Hyderabad - 500085.
Telephone : +91 40 4541 9999
Email Id : info@teachglobal.com
Website : www.teachglobal.com

DATE: 11/11/2019

Subject: Appointment Letter

Dear T. Sowmya,

I am pleased to inform you that you have been appointed for the role of Senior Executive. This is an official letter confirming your employment with Teach Global starting on 21/11/2019

Your employment is subject to the terms and conditions detailed in the contract document supplied individually with this letter.

Please sign and return this letter no later than 10 days to signal your acceptance of this offer and all its terms.

Congratulations and welcome to Teach Global.

T Sri Devi
Sincerely,
Director
Teach Global

Principal
St. Peter's Institute of Pharmaceutical Sciences
Vidyanagar, Hanamkonda,
WARANGAL-506 001(T.S.)

Sun life science

OFFER LETTER

Date: 21-12-2020

Name: E. Akshara,

Dear Akshara,

SUB: OFFER TO JOIN As Junior Assistant for AR&D Department


This is with reference to your application to your application and subsequent interview you had with us. We are delighted to offer you role as Assistant in AR&D Department, your cost to the company (CTC) would be 2,48,000 (Two Lakh Fort Eight Thousand Only) per Annum.

The allowances, benefits and other terms and conditions of your employment will be as per company policies as applicable from time to time. Your compensation will be reviewed in future as per company policy.

(As Discussed,) this offer will be subjected to following:

1. During the employment your required to show original educational certificates
2. During of first two years of employment your salary shall be revised for every one year based on your performance.
3. You are required to submit medical fitness certificate, on your date of joining as part of joining compliance.
4. You will be on probation for 6 months; upon periodic evaluation of your performance your employment shall be conformed as assistant
5. You will be required to sign the following at the time of joining
 - A) Two years indemnity bond
 - B) Confidential Agreement between Employee & Employer




Principal
St. Peter's Institute of Pharmaceutical Sciences
Vidyanagar, Hanamkonda,
WARANGAL-506 001 (T.S.)

December 10, 2019

Ms.K.Soundarya,
H.No: 32/2/1-2
Eluru, West Godavari Dist.
Andhra Pradesh- 534001

Dear Ms.K.Soundarya,

Letter of Offer

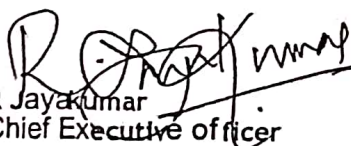
Based on the meeting and the discussions we had with you, we are pleased to offer you the position of "Trainee - Analytical R&D" as per the terms and conditions agreed during the course of the interview. Your place of posting will be at Chennai. Your compensation, on a cost to company basis will be Rs. 2,56,000/- per annum.

At the time of joining, we would request you to kindly submit a copy of your testimonials relating to your educational qualification, Pan card No., address proof, age proof, 2 recent passport size photographs, etc.

We welcome you on-board and look forward to you having long-term career with us. We request you to join on January 10, 2020. Please treat this offer as highly confidential. Kindly sign and return a copy of the letter of acceptance of the offer.

Best wishes,

For Eywa Pharma Private Limited,


R Jayakumar
Chief Executive Officer

Encl: a.a.

Registered Office:
Eywa Pharma Private Limited
1st Floor, Shriram House
No. 4, Burkit Road, T.Nagar
Chennai — 600017, Tamil Nadu, India
CIN : U74900TN2015PTC100269

Tel : +91 44 4905 2500
Email : business@eywapharma.com
eywapharma.com



Principal
St. Peter's Institute of Pharmaceutical Sciences
Vidyanagar, Hanamkonda,
WARANGAL-506 001(T.S.)

Date: January 22, 2020

Dear A.Ramya krishna

Congratulations! We take great pleasure in inviting you to be an integral part of Omega Healthcare Management Services Private Limited.

We are pleased to make you an offer of employment as **TRAINEE CODER** full time and your place of posting will be **Hyderabad I** with an Annual CTC Compensation of **Rs. 331,992.00 (Rupees Three Lakh Thirty One Thousand Nine Hundred Ninety Two Only)**. Your date of joining will be on or before **25 January 2020**, beyond which this offer stands revoked.

We are an international organization with people capabilities across India, Philippines, and the USA. You will discover with us 'passion, energy and commitment' to be the best in class and take pride in doing things differently. As we refine and continuously improve on our people process, we count on your support in making Omega Healthcare one of the Best Place to Work.

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Most of us here are ordinary people, but constantly seeking to do extraordinary things. We are not perfect, but we are open to feedback, learning and change. While we have our own individuality, we also share a common vision and complement each working as a team.

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By accepting this offer, you agree to abide by this clause that this offer of employment entails **Working from Office (WFO) effective 18th September 2020**.

With this arrangement we look forward in extending our Best Welcome, Induction and Training in making you successful and experience our culture and team spirit.

In the event of work assignment that stipulates remote working, you agree to have access to Broad-band Internet connection for effective discharge of your duties and the same would be reimbursed to the tune of Rs.800/month.

Your offer and subsequent appointment will be governed by the terms and conditions of employment presented in the enclosed Annexure A. You will also be governed by rules and regulations in vogue that may change from time to time.

At the time of your joining, the following documents need to be submitted:

- Signed Copy of the Offer/Appointment Letter
- Photocopy of your educational HSC/Degree/Diploma valid certificates and marks cards in support of your educational qualifications.
- Reliving letter/Service certificate/ Resignation acceptance letter from your previous employer
- Photocopy of your Birth Certificate/ DOB Proof
- Copy of PAN Card /Acknowledgement copy of PAN Application
- Copy of AADHAR Card / Acknowledgement copy of AADHAR


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Vidyanagar, Hanamkonda,
WARANGAL-506 001(T.S.)

- Self ID Proof - 2 Copies (Passport/ Driving License/Voter's ID/ Ration Card/ PAN Card/ Aadhaar/College ID)
- 2 References for professional / character reference checks
- Last 3 months pay slips or latest copy of Form 16(applicable to experienced candidates)
- Residence Proof - 2 copies Permanent & Temporary (Passport /Driving License/ Voter's ID / Ration Card/ Aadhaar / Mobile Bill or Telephone Bill / LIC Policy / BANK Passbook/ Electricity Bill/Gas Bill/Water Bill/Rental Agreement- (Letter from owner or Self Declaration letter required if it's not in your name)
- Passport size photographs - 6 Nos.
- Post card Size photographs - 2 Nos. (for ESI Employees)
- Parents DOB details. (Documents not required. Only date is required to fill in nominee forms)
- Physical standard (Blood Group, Height, Weight - details only required for filling the application form. Proof not required)

While at Office, we attire Formally on Mondays and Smart Business Casuals on the Rest of the Days.

Please do not hesitate to contact us, should you need any assistance or information regarding your onboarding. You are required to sign the duplicate of this Offer Letter and the Annexure as your acceptance and submit the same to us.

We look forward having you as a vibrant family member of Omega Healthcare!

Sincerely,

For Omega Healthcare Management Services Pvt. Limited.

Vikram Kumar N

Talent Acquisition

Encl. ANNEXURE



[Signature]
Principal
Peter's Institute of Pharmaceutical Sciences
Vidyanagar, Hanamkonda,
WARANGAL-506 001(T.S.)

Annexure A

Terms and Conditions of Employment

You shall be governed by the following terms and conditions of service during your employment with Omega Healthcare Management Services Private Limited (hereafter referred to as the "company"), and those that may be amended from time to time.

Statement of Facts

- a. The company has made the offer of employment on the basis of the bonafide statements and facts provided by you in your application form and Resume for employment. At the time of employment or during employment if the company finds the information provided to be false or misleading, it reserves the right to take appropriate disciplinary action against you.
- b. Subsequent to your appointment, if there were to be any negative feedback from your previous employment, you would be liable to be removed from services without any notice.

Duties

- a. During working hours, you shall use your best energies and abilities to serve the company faithfully. You shall comply with the rules, regulations and procedures as notified by the company in the letter and spirit,
- b. During working hours, you shall entirely devote your time, attention and abilities to the business of the company.
- c. You shall not, without company's prior written consent, be in any way directly or indirectly concerned with any other business or employment during or outside your hours of work in the company. You shall however, undertake honorary, social or charitable nature, library, and artistic or scientific character only with the express written permission from the competent authority.
- d. During your employment, you shall not directly or indirectly engage in any conduct averse to the best interest of the company. Also, you shall not divulge any confidential information or violate any agreement with your prior employers or their clients.

Place of Work

You will be in employment at the company's office or other work locations as required. The company reserves the right to transfer you on a temporary or permanent basis to other job functions, departments or locations within the company, when necessary.

Hours of Work

- a. The working day shall comprise of 9.00 working hours inclusive of 30 minutes of Lunch break and 30 minutes for 2 Tea breaks. You may be required to work on shift as assigned. The shifts may be scheduled across 24 hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time on which your reporting officer will notify you in advance.
- b. Omega Healthcare observes national and festival holidays as per policy which will be notified during induction. The festival holidays may vary every year and across region/Service line.

Leave and Vacation

- a. From the date of joining, you will be entitled to and 1 day of Sick/ Casual Leave Per month as per Leave policy applicable to your grade from subsequent month of joining.
- b. On a prorate basis, you would also be entitled for 1 day of Privileged Leave Per month of as per our policy. You can refer Leave policy for further information on leave policies and its applicability.

Conduct

- a. You shall at times, maintain exemplary conduct and decorum. You shall uphold honesty and integrity in all your actions.
- b. You shall, honor and comply with all Rules and Regulations of the Company and statutory requirements, in letter and spirit.

Confidentiality

- a. You shall maintain utmost secrecy with regard to confidential and proprietary information relating to the company. This information includes and is not limited to trade secrets, technical processes, finances, and dealings with information relating to suppliers, employees, agents, distributors and customers.
- b. You shall not, during your employment and at all times thereafter directly or indirectly use or disclose confidential information except for the sole benefit of the Company. This restriction shall cease to apply when it may come into the public domain otherwise than through unauthorized disclosure by you or such information which you shall be obliged to disclose by law.
- c. You shall not take copies of confidential documents or information for your own purposes and forth with upon termination, you shall return to the Company all documents, records and accounts in any form (including electronic, mechanical, photographic, and optic recording) relating to matters concerning the business or dealings or affairs of the Company.
- d. You shall not during your employment and at all times thereafter do or say anything that may injure directly or indirectly damage the business of the Company
- e. You shall maintain utmost confidentiality with regard to your compensation and benefits. You shall not discuss your compensation and benefits with anyone, but with Manager you report to.
- f. You may have to sign
 - The Non-Disclosure Agreement and Non Compete Agreement (as applicable)
 - The Code of Business Conduct and Ethics
 - Prohibition or Disclosure or Use of Inside Information (as applicable)

Separation from the company

- a. The retirement age of the company is 58 years. At the time formally resigning from service, you shall serve the notice period of as appended below:

Notice Period Clause/Bands	Band 1 - Trainees	Band 1 - Laterals	Band 2	Band 3	Band 4	Band 5	Band 6
During Probation	30	60	60	60	60	90	90
After confirmation	60	60	60	60	60	90	90

- b. When you resign formally from the service of the Company, the Company may solely at its discretion, Permit you to pay up for the notice period in lieu for the un-served notice period.
- c. You will not be entitled to such notice period, If the Company terminates your services due to misdemeanor, unsatisfactory performance or any other disciplinary matter.

I accept the terms and conditions of the Company mentioned above.

Signature

Name


Date


 P. Prasad
 St. Peter's Institute of Pharmaceutical Sciences
 Vidyanagar, Hanamkonda,
 WARANGAL-506 001(T.S.)

Annexure - B SALARY
STRUCTURE

Salary Components	Amount - Monthly	Amount - Yearly
Basic	12,500.00	150,000.00
House Rent Allowance	6,250.00	75,000.00
Advance Statutory Bonus	1,250.00	15,000.00
Special Allowance	5,000.00	60,000.00
Fixed Cash (Gross)	25,000.00	300,000.00
PF	1,800.00	21,600.00
Medical Insurance	165.00	1,980.00
Gratuity	601.00	7,212.00
Group Term Life Insurance	100.00	1,200.00
Total Benefits	2,666.00	31,992.00
Total Cost PA (CTC)		331,992.00

Authorized by
Vikram Kumar N
Talent Acquisition


 Principal
 Dr. Peter's Institute of Pharmaceutical Sciences
 Vidyanagar, Hanamkonda,
 WARANGAL-506 001 (T.S.)

Strictly Private and Confidential

Date: 10 Jan 2020

To,

P.Himavarsha,
Hyderabad

Dear P.Himavarsha,

Thank you for the keen interest you have shown in joining our organisation. Consequent to your application, interviews and subsequent discussions with us, we are pleased to offer you a career at **GD Research Center Private Limited**, Hyderabad. Please accept our heartiest congratulations and a warm Welcome to the **GDRC Family**.

You would be designated as **Senior Researcher**. Your employment start date is **16-Jan-2020**. Your annual emoluments will be **Rs.288081 (Rupees Two Lakhs Eighty Eight Thousand Eighty One Only)** Total Cost to Company (CTC) basis. Please refer to **Annexure A** for the break-up.

You will be governed by the Company's Rules and Regulations in force from time to time and as applicable to you.

Terms and Conditions:-

1. Working Hours:-

Your working hours will be regulated from time to time purely at the discretion of the management of the establishment to which you are attached. You should be flexible to work in shifts as per business needs.

2. Please note if the information and supporting documents provided by you, based on which this offer is being extended, is found to be incorrect or unauthentic, your services will be terminated with immediate effect, without any notice or notice pay.

3. You will devote whole time attention to the business of the company and will not be interested or engaged directly or indirectly in other trade or business or as principal agent or servant for any person, firm or company

4. Your employment is transferable to any of the group companies in India or abroad.

5. Leaves :-

You shall be entitled to avail leave and other benefits applicable to you as per the company policy, in force and/or which may be revised from time to time. Leave of any type can be taken, in excess of this would be treated as leave without pay. Leave will have to be pre-approved by your manager. Refer to leave policy in the HR Handbook.

6. Performance Appraisals :-

Your performance and promotion readiness will be assessed on the basis of your competency and skills, the results of your work, the value you contribute to successful project delivery and client development efforts, and your demonstrated stewardship and commitment to the Company.

You will be eligible for a promotion and salary review assessment in the next appraisal cycle as per company policies. Your emoluments will be reviewed on an annual basis. Please note that eligibility for promotion assessment does not automatically qualify you for promotion but only makes you entitled to be evaluated for a possible selection to the next level.

7. Probation and Notice Period:- (depending on designation)

Employees at the level of **Senior Researcher** will be on probation for a period of six months. During this time the notice period will be **Fifteen** days or salary in lieu thereof, as agreed and if approved by Director. On the completion of probation period, the notice period will be **Thirty** days or salary in lieu thereof as agreed and if approved by Director.

GD Research Center Private Limited

3rd Floor, Jvothi Pinnacle, Survey No.11, Kondapur Village, Serilingampally Mandal, Ranga Reddy District, Hyderabad-500081, Telangana, India.

Dr. Peter's Institute of Pharmaceutical Sciences
Vidyanagar, Hanamkonda,
WABANGAL, 508 004 (T.S.)

8. Provident Fund:-

You will be entitled to become a member of PF scheme, which is governed under the Employee Provident Fund Act, 1952. The current rate of contribution is 12% of basic per month (however, where basic is less than INR 15,000 per month, EPF contribution will be made on both Basic and Special allowance) and equal contribution will be made by the company, which will be a part of gross emoluments.

9. Medical Scheme:-

You will be eligible to participate in Company's Group Medical & Term Life Insurance Policy as applicable to your category of employees.

10. Gratuity:-

Applicable as per the Government Regulation.

11. Income Tax:-

Income Tax will be deducted as applicable from your salary. You shall be responsible to the company for all Taxes and obligations. Company shall not be liable for any misstatement or declaration. Permanent Account Number (PAN) is mandatory.

12. Customary Bonus:-

The Customary bonus will be payable in the month of your anniversary date and will be based on your prevailing CTC salary as of your anniversary date. This Bonus payment will be subject to prevailing customary bonus policy.

Please note that your compensation is confidential information. Under no circumstance you should divulge your compensation details to anybody within or outside the organisation, without written permission from the organisation. Any non-adherence to this clause will be constituted as indiscipline and could lead to action as per the HR policies of the organisation, including termination from the services of the organisation without any notice or notice pay.

Please ensure that by accepting this offer, you warrant that before your date of Joining with the company you will clear all the pending issues with your previous organisation and GDRC is not liable to make any payments in respect of the same. By accepting this offer, you also accept the terms and conditions of Non disclosure agreement and HR policies of the Company. The full terms and conditions of your employment are as detailed in the GD Research Center Private Limited staff manual which will be provided to you on your commencement date.

Please contact Human Resources (040-67426702) if you have any questions. In the meantime, we look forward to you commencing employment with us and hope that it proves to be the start of a long and successful working relationship.

By accepting this offer, you also hereby declare that you have never indulged in any criminal activity and convicted for any criminal or illegal activities. You also declare that there are no legal cases pending against you as on this date



Peter's Institute of Pharmaceutical Sciences
Vidyanagar, Hanamkonda,
WARANGAL-506 001(T.S.)

GD Research Center »

Annexure "A"

Date: 16 Jan2020

Name: P.Himavarsha,

Designation: Senior Researcher


Compensation details with effect from 26-Jun-23 are as given below -

Component	Annual Gross (INR)	Monthly Gross(INR)	Particulars
Basic	168000	14000	Base Pay
HRA	67200	5600	House Rent Allowance (Tax exempted as per prevailing IT Act)
Provident Fund contribution 12%	20700	1725	Employer contribution towards Provident fund will be made on both Basic and Special allowance with an upper ceiling limit of INR 15000.
Customary Bonus*	19600	1633	Annual Component & will be paid after completion of each full year of service as per company's Policy
Special Allowance	4500	375	
Gross Compensation	280000	23333	
Gratuity @ 4.81% on Base Salary	8081	673	Paid as per Gratuity Act.
TOTAL CTC	288081	24007	Cost to Company

* Customary Bonus is a yearly fixed component and will be paid after completion of each full year of service as per company's policy.

Yours sincerely

Praveen Kumar Chanda
Head - Human Resources, India & APAC


Principal
St. Peter's Institute of Pharmaceutical Sciences
Vidyanagar, Hanamkonda,
WARANGAL-506 001(T.S.)

GD Research Center Private Limited

3rd Floor,Jvotthi Pinnacle,Survey No.11, Kondapur Village,Serilingampally Mandal,Ranga Reddy District,Hyderabad-500081 Telangana Tel:040-


Acceptance of offer

I understand and accept all the terms & conditions of employment mentioned in the 'Offer of Appointment'. I confirm that there have been no other commitment made during the hiring process other than those specified in the offer letter. (Example Salary Hike, Promotion, transport facility etc). Please clarify in case any such commitment was made during the offer process.

Candidate's Signature

Date:

Place:


Principal
St. Peter's Institute of Pharmaceutical Sciences
Vidyanagar, Hanamkonda,
WARANGAL-506 001(T.S.)

OFFER LETTER

09-March-2020

Dear T.Ashalatha,

With reference to your application for employment and subsequent interview you had with us, we are pleased to offer you employment as "Associate" in PrimEra Medical Technologies Pvt. Ltd.

1. Date and place of Joining:

You are expected to join on **11-March-2020** as *agreed between both the parties*. You are required to complete the Joining Formalities and the documents required are mentioned in Annexure – A along with other Terms.

Your place of posting will be at **Hyderabad**.

2. Salary:

Your CTC will be **INR 225000/- (Rupees Two Lakh Twenty Five Thousand Only)** per Annum, including Gross Salary of **INR 200440/-** per annum, the breakup of which will be as provided in Annexure A and subject to applicable taxes, payment of provident fund and other statutory deductions. .

However, the structure of your compensation may be altered / changed from time to time in line with the compensation policy and practices of the Company.

3. Offer Validity:

This offer of employment is valid for 24 hours from the date of intimation to you by any digitalized communication.

This letter of offer is based on the information furnished in your application and during the interviews you had with us. If, at any time in future, it comes to light that any of this information is incorrect or any relevant information has been withheld, then your employment is liable to be terminated without notice.

Kindly, refer to enclosed Annexure A for the terms and conditions of the offer.

With best wishes and looking forward to a mutually fruitful association.



Authorized Signatory

Name: Sridevi Menon

Designation: Human Resource Manager

Date: 09-March-2020



Principal
St. Peter's Institute of Pharmaceutical Sciences
Vidyanagar, Hanamkonda,
WARANGAL-506 001(T.S.)

I declare and acknowledge that have read the Appointment letter and understood the content and obligation. I have signed this offer without any coercion and free of mind to accept the same.

Signature of Employee:

Date:

Place:

(Attach a valid document to verify the signature)



Principal

St. Peter's Institute of Pharmaceutical Sciences
Vidyanagar, Hanamkonda,
WARANGAL-506 001(T.S.)

Date: January 22, 2020

Dear M.Tejaswi,

Congratulations! We take great pleasure in inviting you to be an integral part of Omega Healthcare Management Services Private Limited.

We are pleased to make you an offer of employment as **TRAINEE CODER** full time and your place of posting will be **Hyderabad I** with an Annual CTC Compensation of **Rs. 331,992.00 (Rupees Three Lakh Thirty One Thousand Nine Hundred Ninety Two Only)**. Your date of joining will be on or before **25 January 2020**, beyond which this offer stands revoked.

We are an international organization with people capabilities across India, Philippines, and the USA. You will discover with us 'passion, energy and commitment' to be the best in class and take pride in doing things differently. As we refine and continuously improve on our people process, we count on your support in making Omega Healthcare one of the Best Place to Work.

Combining the largest medical coding staff in the world, with proprietary technology, analytics and automation capabilities, Omega Healthcare helps thousands of providers eliminate administrative burdens, accelerate cash flow and reduce health management costs. The company streamlines medical billing, coding and collections processes, and offers telephone and message-triage services to provide the most comprehensive and scalable outsourced revenue cycle management solutions in the industry.

Most of us here are ordinary people, but constantly seeking to do extraordinary things. We are not perfect, but we are open to feedback, learning and change. While we have our own individuality, we also share a common vision and complement each working as a team.

What differentiates us from other places to work is our passion and commitment towards superior customer service. You will find strong core values and brand promise that we live up that is hallmark amongst all our Service offerings.

We firmly believe in employee engagement and our evolving people processes. We assure you enrichment, growth and fulfillment at the end of each working day. Discover Camaraderie, Harmony and Accomplishment with us.

We look forward to a long and fruitful association with you and confident of making Omega Healthcare a truly world class and an aspirational MNC to work for.

By accepting this offer, you agree to abide by this clause that this offer of employment entails **Working from Office (WFO) effective 18th September 2020**.


With this arrangement we look forward in extending our Best Welcome, Induction and Training in making you successful and experience our culture and team spirit.

In the event of work assignment that stipulates remote working, you agree to have access to Broad-band Internet connection for effective discharge of your duties and the same would be reimbursed to the tune of **Rs.800/month**.

Your offer and subsequent appointment will be governed by the terms and conditions of employment presented in the enclosed Annexure A. You will also be governed by rules and regulations in vogue that may change from time to time.

At the time of your joining, the following documents need to be submitted:

- Signed Copy of the Offer/Appointment Letter
- Photocopy of your educational HSC/Degree/Diploma valid certificates and marks cards in support of your educational qualifications.
- Reliving letter/Service certificate/ Resignation acceptance letter from your previous employer
- Photocopy of your Birth Certificate/ DOB Proof
- Copy of PAN Card /Acknowledgement copy of PAN Application
- Copy of AADHAR Card / Acknowledgement copy of AADHAR


Principal
Peter's Institute of Pharmaceutical Sciences
Vidyanagar, Hanamkonda,
WARANGAL-506 001(T.S.)

- Self ID Proof - 2 Copies (Passport/ Driving License/Voter's ID/ Ration Card/ PAN Card/ Aadhaar/College ID)
- 2 References for professional / character reference checks
- Last 3 months pay slips or latest copy of Form 16(applicable to experienced candidates)
- Residence Proof - 2 copies Permanent & Temporary (Passport /Driving License/ Voter's ID / Ration Card/ Aadhaar / Mobile Bill or Telephone Bill / LIC Policy / BANK Passbook/ Electricity Bill/Gas Bill/Water Bill/Rental Agreement- (Letter from owner or Self Declaration letter required if it's not in your name)
- Passport size photographs - 6 Nos.
- Post card Size photographs - 2 Nos. (for ESI Employees)
- Parents DOB details. (Documents not required. Only date is required to fill in nominee forms)
- Physical standard (Blood Group, Height, Weight - details only required for filling the application form. Proof not required)

While at Office, we attire Formally on Mondays and Smart Business Casuals on the Rest of the Days.

Please do not hesitate to contact us, should you need any assistance or information regarding your onboarding. You are required to sign the duplicate of this Offer Letter and the Annexure as your acceptance and submit the same to us.

We look forward having you as a vibrant family member of Omega Healthcare!

Sincerely,

For Omega Healthcare Management Services Pvt. Limited.

Vikram Kumar N

Talent Acquisition

Encl. ANNEXURE



Principal

St. Peter's Institute of Pharmaceutical Sciences
Vidyannagar, Hanamkonda,
WARANGAL-506 001(T.S.)

Annexure A

Terms and Conditions of Employment

You shall be governed by the following terms and conditions of service during your employment with **Omega Healthcare Management Services Private Limited** (hereafter referred to as the "company"), and those that may be amended from time to time.

Statement of Facts

- a. The company has made the offer of employment on the basis of the bonafide statements and facts provided by you in your application form and Resume for employment. At the time of employment or during employment if the company finds the information provided to be false or misleading, it reserves the right to take appropriate disciplinary action against you.
- b. Subsequent to your appointment, if there were to be any negative feedback from your previous employment, you would be liable to be removed from services without any notice.

Duties

- a. During working hours, you shall use your best energies and abilities to serve the company faithfully. You shall comply with the rules, regulations and procedures as notified by the company in the letter and spirit,
- b. During working hours, you shall entirely devote your time, attention and abilities to the business of the company.
- c. You shall not, without company's prior written consent, be in any way directly or indirectly concerned with any other business or employment during or outside your hours of work in the company. You shall however, undertake honorary, social or charitable nature, library, and artistic or scientific character only with the express written permission from the competent authority.
- d. During your employment, you shall not directly or indirectly engage in any conduct averse to the best interest of the company. Also, you shall not divulge any confidential information or violate any agreement with your prior employers or their clients.

Place of Work

You will be in employment at the company's office or other work locations as required. The company reserves the right to transfer you on a temporary or permanent basis to other job functions, departments or locations within the company, when necessary.

Hours of Work

- a. The working day shall comprise of 9.00 working hours inclusive of 30 minutes of Lunch break and 30 minutes for 2 Tea breaks. You may be required to work on shift as assigned. The shifts may be scheduled across 24 hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time on which your reporting officer will notify you in advance.
- b. Omega Healthcare observes national and festival holidays as per policy which will be notified during induction. The festival holidays may vary every year and across region/Service line.

Leave and Vacation

- a. From the date of joining, you will be entitled to and 1 day of Sick/ Casual Leave Per month as per Leave policy applicable to your grade from subsequent month of joining.
- b. On a prorate basis, you would also be entitled for 1 day of Privileged Leave Per month of as per our policy. You can refer Leave policy for further information on leave policies and its applicability.


 Principal
 St. Peter's Institute of Pharmaceutical Sciences
 Vidyanagar, Hanamkonda,
 WARANGAL-506 001(T.S.)

Conduct

- a. You shall at times, maintain exemplary conduct and decorum. You shall uphold honesty and integrity in all your actions.
- b. You shall, honor and comply with all Rules and Regulations of the Company and statutory requirements, in letter and spirit.

Confidentiality

- a. You shall maintain utmost secrecy with regard to confidential and proprietary information relating to the company. This information includes and is not limited to trade secrets, technical processes, finances, and dealings with information relating to suppliers, employees, agents, distributors and customers.
- b. You shall not, during your employment and at all times thereafter directly or indirectly use or disclose confidential information except for the sole benefit of the Company. This restriction shall cease to apply when it may come into the public domain otherwise than through unauthorized disclosure by you or such information which you shall be obliged to disclose by law.
- c. You shall not take copies of confidential documents or information for your own purposes and forth with upon termination, you shall return to the Company all documents, records and accounts in any form (including electronic, mechanical, photographic, and optic recording) relating to matters concerning the business or dealings or affairs of the Company.
- d. You shall not during your employment and at all times thereafter do or say anything that may injure directly or indirectly damage the business of the Company
- e. You shall maintain utmost confidentiality with regard to your compensation and benefits. You shall not discuss your compensation and benefits with anyone, but with Manager you report to.
- f. You may have to sign
 - The Non-Disclosure Agreement and Non Compete Agreement (as applicable)
 - The Code of Business Conduct and Ethics
 - Prohibition or Disclosure or Use of Inside Information (as applicable)

Separation from the company

- a. The retirement age of the company is 58 years. At the time formally resigning from service, you shall serve the notice period of as appended below:

Notice Period Clause/Bands	Band 1 - Trainees	Band 1 - Laterals	Band 2	Band 3	Band 4	Band 5	Band 6
During Probation	30	60	60	60	60	90	90
After confirmation	60	60	60	60	60	90	90

- b. When you resign formally from the service of the Company, the Company may solely at its discretion, Permit you to pay up for the notice period in lieu for the un-served notice period.
- c. You will not be entitled to such notice period, If the Company terminates your services due to misdemeanor, unsatisfactory performance or any other disciplinary matter.

I accept the terms and conditions of the Company mentioned above.

Signature

Name

Date



St. Peter's Institute of Pharmaceutical Sciences
Vidyanagar, Hanamkonda,
WARANGAL-506 001(T.S.)

Date: January 22, 2020

Dear A.Ramya krishna

Congratulations! We take great pleasure in inviting you to be an integral part of Omega Healthcare Management Services Private Limited.

We are pleased to make you an offer of employment as **TRAINEE CODER** full time and your place of posting will be **Hyderabad I** with an Annual CTC Compensation of **Rs. 331,992.00 (Rupees Three Lakh Thirty One Thousand Nine Hundred Ninety Two Only)**. Your date of joining will be on or before **25 January 2020**, beyond which this offer stands revoked.

We are an international organization with people capabilities across India, Philippines, and the USA. You will discover with us 'passion, energy and commitment' to be the best in class and take pride in doing things differently. As we refine and continuously improve on our people process, we count on your support in making Omega Healthcare one of the Best Place to Work.

Combining the largest medical coding staff in the world, with proprietary technology, analytics and automation capabilities, Omega Healthcare helps thousands of providers eliminate administrative burdens, accelerate cash flow and reduce health management costs. The company streamlines medical billing, coding and collections processes, and offers telephone and message-triage services to provide the most comprehensive and scalable outsourced revenue cycle management solutions in the industry.

Most of us here are ordinary people, but constantly seeking to do extraordinary things. We are not perfect, but we are open to feedback, learning and change. While we have our own individuality, we also share a common vision and complement each working as a team.

What differentiates us from other places to work is our passion and commitment towards superior customer service. You will find strong core values and brand promise that we live up that is hallmark amongst all our Service offerings.

We firmly believe in employee engagement and our evolving people processes. We assure you enrichment, growth and fulfillment at the end of each working day. Discover Camaraderie, Harmony and Accomplishment with us.

We look forward to a long and fruitful association with you and confident of making Omega Healthcare a truly world class and an aspirational MNC to work for.

By accepting this offer, you agree to abide by this clause that this offer of employment entails **Working from Office (WFO) effective 18th September 2020**.

With this arrangement we look forward in extending our Best Welcome, Induction and Training in making you successful and experience our culture and team spirit.

In the event of work assignment that stipulates remote working, you agree to have access to Broad-band Internet connection for effective discharge of your duties and the same would be reimbursed to the tune of **Rs.800/month**.

Your offer and subsequent appointment will be governed by the terms and conditions of employment presented in the enclosed Annexure A. You will also be governed by rules and regulations in vogue that may change from time to time.

At the time of your joining, the following documents need to be submitted:

- Signed Copy of the Offer/Appointment Letter
- Photocopy of your educational HSC/Degree/Diploma valid certificates and marks cards in support of your educational qualifications.
- Reliving letter/Service certificate/ Resignation acceptance letter from your previous employer
- Photocopy of your Birth Certificate/ DOB Proof
- Copy of PAN Card /Acknowledgement copy of PAN Application
- Copy of AADHAR Card / Acknowledgement copy of AADHAR


Principal
St. Peter's Institute of Pharmaceutical Sciences
Vidyanagar, Hanamkonda,
WARANGAL-506 001(T.S.)

- Self ID Proof - 2 Copies (Passport/ Driving License/Voter's ID/ Ration Card/ PAN Card/ Aadhaar/College ID)
- 2 References for professional / character reference checks
- Last 3 months pay slips or latest copy of Form 16(applicable to experienced candidates)
- Residence Proof - 2 copies Permanent & Temporary (Passport /Driving License/ Voter's ID / Ration Card/ Aadhaar / Mobile Bill or Telephone Bill / LIC Policy / BANK Passbook/ Electricity Bill/Gas Bill/Water Bill/Rental Agreement- (Letter from owner or Self Declaration letter required if it's not in your name)
- Passport size photographs - 6 Nos.
- Post card Size photographs - 2 Nos. (for ESI Employees)
- Parents DOB details. (Documents not required. Only date is required to fill in nominee forms)
- Physical standard (Blood Group, Height, Weight - details only required for filling the application form. Proof not required)

While at Office, we attire Formally on Mondays and Smart Business Casuals on the Rest of the Days.

Please do not hesitate to contact us, should you need any assistance or information regarding your onboarding. You are required to sign the duplicate of this Offer Letter and the Annexure as your acceptance and submit the same to us.

We look forward having you as a vibrant family member of Omega Healthcare!

Sincerely,

For Omega Healthcare Management Services Pvt. Limited.

Vikram Kumar N

Talent Acquisition

Encl. ANNEXURE



P. Anand
Principal
Peter's Institute of Pharmaceutical Sciences
Vidyanagar, Hanamkonda,
WARANGAL-506 001(T.S.)

Annexure A

Terms and Conditions of Employment

You shall be governed by the following terms and conditions of service during your employment with Omega Healthcare Management Services Private Limited (hereafter referred to as the "company"), and those that may be amended from time to time.

Statement of Facts

- a. The company has made the offer of employment on the basis of the bonafide statements and facts provided by you in your application form and Resume for employment. At the time of employment or during employment if the company finds the information provided to be false or misleading, it reserves the right to take appropriate disciplinary action against you.
- b. Subsequent to your appointment, if there were to be any negative feedback from your previous employment, you would be liable to be removed from services without any notice.

Duties

- a. During working hours, you shall use your best energies and abilities to serve the company faithfully. You shall comply with the rules, regulations and procedures as notified by the company in the letter and spirit,
- b. During working hours, you shall entirely devote your time, attention and abilities to the business of the company.
- c. You shall not, without company's prior written consent, be in any way directly or indirectly concerned with any other business or employment during or outside your hours of work in the company. You shall however, undertake honorary, social or charitable nature, library, and artistic or scientific character only with the express written permission from the competent authority.
- d. During your employment, you shall not directly or indirectly engage in any conduct averse to the best interest of the company. Also, you shall not divulge any confidential information or violate any agreement with your prior employers or their clients.

Place of Work

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Hours of Work

- a. The working day shall comprise of 9.00 working hours inclusive of 30 minutes of Lunch break and 30 minutes for 2 Tea breaks. You may be required to work on shift as assigned. The shifts may be scheduled across 24 hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time on which your reporting officer will notify you in advance.
- b. Omega Healthcare observes national and festival holidays as per policy which will be notified during induction. The festival holidays may vary every year and across region/Service line.

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- b. On a prorate basis, you would also be entitled for 1 day of Privileged Leave Per month of as per our policy. You can refer Leave policy for further information on leave policies and its applicability.

Conduct

- a. You shall at times, maintain exemplary conduct and decorum. You shall uphold honesty and integrity in all your actions.
- b. You shall, honor and comply with all Rules and Regulations of the Company and statutory requirements, in letter and spirit.

Confidentiality

- a. You shall maintain utmost secrecy with regard to confidential and proprietary information relating to the company. This information includes and is not limited to trade secrets, technical processes, finances, and dealings with information relating to suppliers, employees, agents, distributors and customers.
- b. You shall not, during your employment and at all times thereafter directly or indirectly use or disclose confidential information except for the sole benefit of the Company. This restriction shall cease to apply when it may come into the public domain otherwise than through unauthorized disclosure by you or such information which you shall be obliged to disclose by law.
- c. You shall not take copies of confidential documents or information for your own purposes and forth with upon termination, you shall return to the Company all documents, records and accounts in any form (including electronic, mechanical, photographic, and optic recording) relating to matters concerning the business or dealings or affairs of the Company.
- d. You shall not during your employment and at all times thereafter do or say anything that may injure directly or indirectly damage the business of the Company
- e. You shall maintain utmost confidentiality with regard to your compensation and benefits. You shall not discuss your compensation and benefits with anyone, but with Manager you report to.
- f. You may have to sign
 - The Non-Disclosure Agreement and Non Compete Agreement (as applicable)
 - The Code of Business Conduct and Ethics
 - Prohibition or Disclosure or Use of Inside Information (as applicable)

Separation from the company

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- c. You will not be entitled to such notice period, If the Company terminates your services due to misdemeanor, unsatisfactory performance or any other disciplinary matter.

I accept the terms and conditions of the Company mentioned above.

Signature

Name


Date


 P. Prasad
 St. Peter's Institute of Pharmaceutical Sciences
 Vidyanagar, Hanamkonda,
 WARANGAL-506 001(T.S.)

Annexure - B SALARY
STRUCTURE

Salary Components	Amount - Monthly	Amount - Yearly
Basic	12,500.00	150,000.00
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Advance Statutory Bonus	1,250.00	15,000.00
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Group Term Life Insurance	100.00	1,200.00
Total Benefits	2,666.00	31,992.00
Total Cost PA (CTC)		331,992.00

Authorized by
Vikram Kumar N
Talent Acquisition


 Principal
 Dr. Peter's Institute of Pharmaceutical Sciences
 Vidyanagar, Hanamkonda,
 WARANGAL-506 001 (T.S.)

Strictly Private and Confidential

Date: 10 Jan 2020

To,

P.Himavarsha,
Hyderabad

Dear P.Himavarsha,

Thank you for the keen interest you have shown in joining our organisation. Consequent to your application, interviews and subsequent discussions with us, we are pleased to offer you a career at **GD Research Center Private Limited**, Hyderabad. Please accept our heartiest congratulations and a warm Welcome to the **GDRC Family**.

You would be designated as **Senior Researcher**. Your employment start date is **16-Jan-2020**. Your annual emoluments will be **Rs.288081 (Rupees Two Lakhs Eighty Eight Thousand Eighty One Only)** Total Cost to Company (CTC) basis. Please refer to **Annexure A** for the break-up.

You will be governed by the Company's Rules and Regulations in force from time to time and as applicable to you.

Terms and Conditions:-

1. Working Hours:-

Your working hours will be regulated from time to time purely at the discretion of the management of the establishment to which you are attached. You should be flexible to work in shifts as per business needs.

2. Please note if the information and supporting documents provided by you, based on which this offer is being extended, is found to be incorrect or unauthentic, your services will be terminated with immediate effect, without any notice or notice pay.

3. You will devote whole time attention to the business of the company and will not be interested or engaged directly or indirectly in other trade or business or as principal agent or servant for any person, firm or company

4. Your employment is transferable to any of the group companies in India or abroad.

5. Leaves :-

You shall be entitled to avail leave and other benefits applicable to you as per the company policy, in force and/or which may be revised from time to time. Leave of any type can be taken, in excess of this would be treated as leave without pay. Leave will have to be pre-approved by your manager. Refer to leave policy in the HR Handbook.

6. Performance Appraisals :-

Your performance and promotion readiness will be assessed on the basis of your competency and skills, the results of your work, the value you contribute to successful project delivery and client development efforts, and your demonstrated stewardship and commitment to the Company.

You will be eligible for a promotion and salary review assessment in the next appraisal cycle as per company policies. Your emoluments will be reviewed on an annual basis. Please note that eligibility for promotion assessment does not automatically qualify you for promotion but only makes you entitled to be evaluated for a possible selection to the next level.

7. Probation and Notice Period:- (depending on designation)

Employees at the level of **Senior Researcher** will be on probation for a period of six months. During this time the notice period will be **Fifteen** days or salary in lieu thereof, as agreed and if approved by Director. On the completion of probation period, the notice period will be **Thirty** days or salary in lieu thereof as agreed and if approved by Director.

GD Research Center Private Limited

3rd Floor, Jvothi Pinnacle, Survey No.11, Kondapur Village, Serilingampally Mandal, Ranga Reddy District, Hyderabad-500081, Telangana, India.

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WABANGAL, 509 004 (T.S.)

8. Provident Fund:-

You will be entitled to become a member of PF scheme, which is governed under the Employee Provident Fund Act, 1952. The current rate of contribution is 12% of basic per month (however, where basic is less than INR 15,000 per month, EPF contribution will be made on both Basic and Special allowance) and equal contribution will be made by the company, which will be a part of gross emoluments.

9. Medical Scheme:-

You will be eligible to participate in Company's Group Medical & Term Life Insurance Policy as applicable to your category of employees.

10. Gratuity:-

Applicable as per the Government Regulation.

11. Income Tax:-

Income Tax will be deducted as applicable from your salary. You shall be responsible to the company for all Taxes and obligations. Company shall not be liable for any misstatement or declaration. Permanent Account Number (PAN) is mandatory.

12. Customary Bonus:-

The Customary bonus will be payable in the month of your anniversary date and will be based on your prevailing CTC salary as of your anniversary date. This Bonus payment will be subject to prevailing customary bonus policy.

Please note that your compensation is confidential information. Under no circumstance you should divulge your compensation details to anybody within or outside the organisation, without written permission from the organisation. Any non-adherence to this clause will be constituted as indiscipline and could lead to action as per the HR policies of the organisation, including termination from the services of the organisation without any notice or notice pay.

Please ensure that by accepting this offer, you warrant that before your date of Joining with the company you will clear all the pending issues with your previous organisation and GDRC is not liable to make any payments in respect of the same. By accepting this offer, you also accept the terms and conditions of Non disclosure agreement and HR policies of the Company. The full terms and conditions of your employment are as detailed in the GD Research Center Private Limited staff manual which will be provided to you on your commencement date.

Please contact Human Resources (040-67426702) if you have any questions. In the meantime, we look forward to you commencing employment with us and hope that it proves to be the start of a long and successful working relationship.

By accepting this offer, you also hereby declare that you have never indulged in any criminal activity and convicted for any criminal or illegal activities. You also declare that there are no legal cases pending against you as on this date



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GD Research Center »

Annexure "A"

Date: 16 Jan2020

Name: P.Himavarsha,

Designation: Senior Researcher


Compensation details with effect from 26-Jun-23 are as given below -

Component	Annual Gross (INR)	Monthly Gross(INR)	Particulars
Basic	168000	14000	Base Pay
HRA	67200	5600	House Rent Allowance (Tax exempted as per prevailing IT Act)
Provident Fund contribution 12%	20700	1725	Employer contribution towards Provident fund will be made on both Basic and Special allowance with an upper ceiling limit of INR 15000.
Customary Bonus*	19600	1633	Annual Component & will be paid after completion of each full year of service as per company's Policy
Special Allowance	4500	375	
Gross Compensation	280000	23333	
Gratuity @ 4.81% on Base Salary	8081	673	Paid as per Gratuity Act.
TOTAL CTC	288081	24007	Cost to Company

* Customary Bonus is a yearly fixed component and will be paid after completion of each full year of service as per company's policy.

Yours sincerely

Praveen Kumar Chanda
Head - Human Resources, India & APAC


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GD Research Center Private Limited

3rd Floor,Jvotthi Pinnacle,Survey No.11, Kondapur Village,Serilingampally Mandal,Ranga Reddy District,Hyderabad-500081 Telangana Tel:040-


Acceptance of offer

I understand and accept all the terms & conditions of employment mentioned in the 'Offer of Appointment'. I confirm that there have been no other commitment made during the hiring process other than those specified in the offer letter. (Example Salary Hike, Promotion, transport facility etc). Please clarify in case any such commitment was made during the offer process.

Candidate's Signature

Date:

Place:


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OFFER LETTER

09-March-2020

Dear T.Ashalatha,

With reference to your application for employment and subsequent interview you had with us, we are pleased to offer you employment as "Associate" in PrimEra Medical Technologies Pvt. Ltd.

1. Date and place of Joining:

You are expected to join on **11-March-2020** as *agreed between both the parties*. You are required to complete the Joining Formalities and the documents required are mentioned in Annexure – A along with other Terms.

Your place of posting will be at **Hyderabad**.

2. Salary:

Your CTC will be **INR 225000/- (Rupees Two Lakh Twenty Five Thousand Only)** per Annum, including Gross Salary of **INR 200440/-** per annum, the breakup of which will be as provided in Annexure A and subject to applicable taxes, payment of provident fund and other statutory deductions. .

However, the structure of your compensation may be altered / changed from time to time in line with the compensation policy and practices of the Company.

3. Offer Validity:

This offer of employment is valid for 24 hours from the date of intimation to you by any digitalized communication.

This letter of offer is based on the information furnished in your application and during the interviews you had with us. If, at any time in future, it comes to light that any of this information is incorrect or any relevant information has been withheld, then your employment is liable to be terminated without notice.

Kindly, refer to enclosed Annexure A for the terms and conditions of the offer.

With best wishes and looking forward to a mutually fruitful association.



Authorized Signatory

Name: Sridevi Menon

Designation: Human Resource Manager

Date: 09-March-2020



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I declare and acknowledge that have read the Appointment letter and understood the content and obligation. I have signed this offer without any coercion and free of mind to accept the same.

Signature of Employee:

Date:

Place:

(Attach a valid document to verify the signature)



Principal

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Date: January 22, 2020

Dear M.Tejaswi,

Congratulations! We take great pleasure in inviting you to be an integral part of Omega Healthcare Management Services Private Limited.

We are pleased to make you an offer of employment as **TRAINEE CODER** full time and your place of posting will be **Hyderabad I** with an Annual CTC Compensation of **Rs. 331,992.00 (Rupees Three Lakh Thirty One Thousand Nine Hundred Ninety Two Only)**. Your date of joining will be on or before **25 January 2020**, beyond which this offer stands revoked.

We are an international organization with people capabilities across India, Philippines, and the USA. You will discover with us 'passion, energy and commitment' to be the best in class and take pride in doing things differently. As we refine and continuously improve on our people process, we count on your support in making Omega Healthcare one of the Best Place to Work.

Combining the largest medical coding staff in the world, with proprietary technology, analytics and automation capabilities, Omega Healthcare helps thousands of providers eliminate administrative burdens, accelerate cash flow and reduce health management costs. The company streamlines medical billing, coding and collections processes, and offers telephone and message-triage services to provide the most comprehensive and scalable outsourced revenue cycle management solutions in the industry.

Most of us here are ordinary people, but constantly seeking to do extraordinary things. We are not perfect, but we are open to feedback, learning and change. While we have our own individuality, we also share a common vision and complement each working as a team.

What differentiates us from other places to work is our passion and commitment towards superior customer service. You will find strong core values and brand promise that we live up that is hallmark amongst all our Service offerings.

We firmly believe in employee engagement and our evolving people processes. We assure you enrichment, growth and fulfillment at the end of each working day. Discover Camaraderie, Harmony and Accomplishment with us.

We look forward to a long and fruitful association with you and confident of making Omega Healthcare a truly world class and an aspirational MNC to work for.

By accepting this offer, you agree to abide by this clause that this offer of employment entails **Working from Office (WFO) effective 18th September 2020**.


With this arrangement we look forward in extending our Best Welcome, Induction and Training in making you successful and experience our culture and team spirit.

In the event of work assignment that stipulates remote working, you agree to have access to Broad-band Internet connection for effective discharge of your duties and the same would be reimbursed to the tune of **Rs.800/month**.

Your offer and subsequent appointment will be governed by the terms and conditions of employment presented in the enclosed Annexure A. You will also be governed by rules and regulations in vogue that may change from time to time.

At the time of your joining, the following documents need to be submitted:

- Signed Copy of the Offer/Appointment Letter
- Photocopy of your educational HSC/Degree/Diploma valid certificates and marks cards in support of your educational qualifications.
- Reliving letter/Service certificate/ Resignation acceptance letter from your previous employer
- Photocopy of your Birth Certificate/ DOB Proof
- Copy of PAN Card /Acknowledgement copy of PAN Application
- Copy of AADHAR Card / Acknowledgement copy of AADHAR


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- Self ID Proof - 2 Copies (Passport/ Driving License/Voter's ID/ Ration Card/ PAN Card/ Aadhaar/College ID)
- 2 References for professional / character reference checks
- Last 3 months pay slips or latest copy of Form 16(applicable to experienced candidates)
- Residence Proof - 2 copies Permanent & Temporary (Passport /Driving License/ Voter's ID / Ration Card/ Aadhaar / Mobile Bill or Telephone Bill / LIC Policy / BANK Passbook/ Electricity Bill/Gas Bill/Water Bill/Rental Agreement- (Letter from owner or Self Declaration letter required if it's not in your name)
- Passport size photographs - 6 Nos.
- Post card Size photographs - 2 Nos. (for ESI Employees)
- Parents DOB details. (Documents not required. Only date is required to fill in nominee forms)
- Physical standard (Blood Group, Height, Weight - details only required for filling the application form. Proof not required)

While at Office, we attire Formally on Mondays and Smart Business Casuals on the Rest of the Days.

Please do not hesitate to contact us, should you need any assistance or information regarding your onboarding. You are required to sign the duplicate of this Offer Letter and the Annexure as your acceptance and submit the same to us.

We look forward having you as a vibrant family member of Omega Healthcare!

Sincerely,

For Omega Healthcare Management Services Pvt. Limited.

Vikram Kumar N

Talent Acquisition

Encl. ANNEXURE



Principal

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Annexure A

Terms and Conditions of Employment

You shall be governed by the following terms and conditions of service during your employment with **Omega Healthcare Management Services Private Limited** (hereafter referred to as the "company"), and those that may be amended from time to time.

Statement of Facts

- a. The company has made the offer of employment on the basis of the bonafide statements and facts provided by you in your application form and Resume for employment. At the time of employment or during employment if the company finds the information provided to be false or misleading, it reserves the right to take appropriate disciplinary action against you.
- b. Subsequent to your appointment, if there were to be any negative feedback from your previous employment, you would be liable to be removed from services without any notice.

Duties

- a. During working hours, you shall use your best energies and abilities to serve the company faithfully. You shall comply with the rules, regulations and procedures as notified by the company in the letter and spirit,
- b. During working hours, you shall entirely devote your time, attention and abilities to the business of the company.
- c. You shall not, without company's prior written consent, be in any way directly or indirectly concerned with any other business or employment during or outside your hours of work in the company. You shall however, undertake honorary, social or charitable nature, library, and artistic or scientific character only with the express written permission from the competent authority.
- d. During your employment, you shall not directly or indirectly engage in any conduct averse to the best interest of the company. Also, you shall not divulge any confidential information or violate any agreement with your prior employers or their clients.

Place of Work

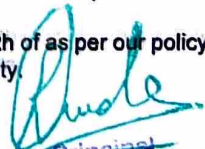
You will be in employment at the company's office or other work locations as required. The company reserves the right to transfer you on a temporary or permanent basis to other job functions, departments or locations within the company, when necessary.

Hours of Work

- a. The working day shall comprise of 9.00 working hours inclusive of 30 minutes of Lunch break and 30 minutes for 2 Tea breaks. You may be required to work on shift as assigned. The shifts may be scheduled across 24 hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time on which your reporting officer will notify you in advance.
- b. Omega Healthcare observes national and festival holidays as per policy which will be notified during induction. The festival holidays may vary every year and across region/Service line.

Leave and Vacation

- a. From the date of joining, you will be entitled to and 1 day of Sick/ Casual Leave Per month as per Leave policy applicable to your grade from subsequent month of joining.
- b. On a prorata basis, you would also be entitled for 1 day of Privileged Leave Per month of as per our policy. You can refer Leave policy for further information on leave policies and its applicability.


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Conduct

- a. You shall at times, maintain exemplary conduct and decorum. You shall uphold honesty and integrity in all your actions.
- b. You shall, honor and comply with all Rules and Regulations of the Company and statutory requirements, in letter and spirit.

Confidentiality

- a. You shall maintain utmost secrecy with regard to confidential and proprietary information relating to the company. This information includes and is not limited to trade secrets, technical processes, finances, and dealings with information relating to suppliers, employees, agents, distributors and customers.
- b. You shall not, during your employment and at all times thereafter directly or indirectly use or disclose confidential information except for the sole benefit of the Company. This restriction shall cease to apply when it may come into the public domain otherwise than through unauthorized disclosure by you or such information which you shall be obliged to disclose by law.
- c. You shall not take copies of confidential documents or information for your own purposes and forth with upon termination, you shall return to the Company all documents, records and accounts in any form (including electronic, mechanical, photographic, and optic recording) relating to matters concerning the business or dealings or affairs of the Company.
- d. You shall not during your employment and at all times thereafter do or say anything that may injure directly or indirectly damage the business of the Company
- e. You shall maintain utmost confidentiality with regard to your compensation and benefits. You shall not discuss your compensation and benefits with anyone, but with Manager you report to.
- f. You may have to sign
 - The Non-Disclosure Agreement and Non Compete Agreement (as applicable)
 - The Code of Business Conduct and Ethics
 - Prohibition or Disclosure or Use of Inside Information (as applicable)

Separation from the company

- a. The retirement age of the company is 58 years. At the time formally resigning from service, you shall serve the notice period of as appended below:

Notice Period Clause/Bands	Band 1 - Trainees	Band 1 - Laterals	Band 2	Band 3	Band 4	Band 5	Band 6
During Probation	30	60	60	60	60	90	90
After confirmation	60	60	60	60	60	90	90

- b. When you resign formally from the service of the Company, the Company may solely at its discretion, Permit you to pay up for the notice period in lieu for the un-served notice period.
- c. You will not be entitled to such notice period, If the Company terminates your services due to misdemeanor, unsatisfactory performance or any other disciplinary matter.

I accept the terms and conditions of the Company mentioned above.

Signature

Name

Date



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