



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: 07/01/2024

Subject: Appointment Letter

Dear N Sai Ram,

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 14/01/2024

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

Date: 06/10/2023

Ms. AGITHA RAMYA

Dear Ms. AGITHA RAMYA

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 13/10/2023 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

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



GLAND PHARMA LTD.



MARAM ANUDEEP
IPQA

EMP. ID: 017289

Location: Dundigal

Issuing Authority

Principal
St. Peter's Institute of Pharmaceutical Science
Vidyannagar, Hanamkonda,
WARANGAL-506 501(T.S.)

D.P. Pally, Survey No - 143 to 148, 150 151, Near
Gandimaisamma 'X' Road, Dundigal Post., Qutbullapur Mandal,
Medchal Malkajgiri Dist. - 500 043, Ph: 040 - 30510999 ; Fax : 30510800



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DATE: 07/01/2024

Subject: Appointment Letter

Dear A.Aneesh Reddy ,

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 14/01/2024

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

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DATE: 7/1/2024

Subject: Appointment Letter

Dear Umme Ammara,

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 14/01/2024.

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Website : www.teachglobal.com

DATE: 7/1/2024

Subject: Appointment Letter

Dear Polam Ramya,

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 14/01/2024.

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DATE: 7/1/2024

Subject: Appointment Letter

Dear Kasheefa Kounine,

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 14/01/2024.

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DATE: 7/1/2024

Subject: Appointment Letter

Dear Janga Varsha,

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 14/01/2024.

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DATE: 7/1/2024

Subject: Appointment Letter

Dear S.Abhinaya,

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 14/01/2024.

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DATE: 7/1/2024

Subject: Appointment Letter

Dear Bommagani Shreya,

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 14/01/2024.

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Principal

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DATE: 7/1/2024

Subject: Appointment Letter

Dear Mukkala Dharani,

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 14/01/2024.

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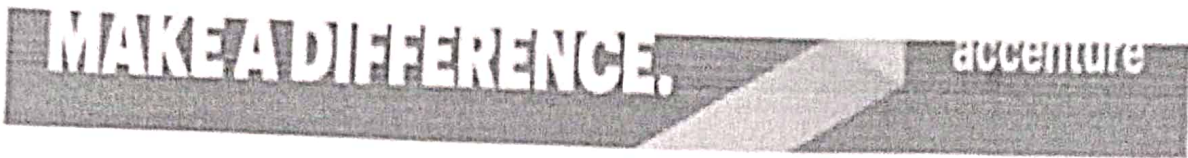
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T Sri Devi

Sincerely,
Director
Teach Global

Principal

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



22-Jan-2024

CS609310



For Accenture use only

ABHISHEK EDLA
2-92 Raghunathapally, Zaffargadh, Jangoan, India, 506143 506143
Management Level - 13
Sublevel - 3

Job Profile - Trust & Safety New Associate
Job Family Group - Content
Business Deal - Digital Operations

Dear ABHISHEK,

Based on our recent discussions with you, we are pleased to extend you an offer to join Accenture Solutions Private Ltd (hereinafter referred to as 'The Company') in Hyderabad, India as per the below terms and conditions:

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' (Annexure 2) effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this offer.

This offer is contingent upon successful completion of your current degree, awarded in the current academic year. You are required to produce the original pass certificate / mark sheet, to Accenture upon joining Accenture but no later than within 6 months of the result being declared by your institute. Failing which, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

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

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

Version 8.3 August 2023

Candidate's Signature E. Abhishek

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

Principal
Institute of Pharmaceutical Sciences
St. Peter's Institute of Pharmacy
Vidyasagar
WARANGAL

To indicate your s

ures with



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DATE: 7/1/2024

Subject: Appointment Letter

Dear Deekonda Divya,

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 14/01/2024.

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T Sri Devi

Sincerely,
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DATE: 7/1/2024

Subject: Appointment Letter

Dear Rajarapu Meghana,

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DATE: 7/1/2024

Subject: Appointment Letter

Dear Thalla Akhil,

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ACA

ASPIRE CLINI ACADEMY
Nurtures Your Future

Aspirant ID Card



ARATHI SABBANI

Reg. ID No: ACA-K122

Phone: +91-7981293425

Joining Date: 11-May-2023

CEO ACA

Authorised Signature

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



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DATE: 7/1/2024

Subject: Appointment Letter

Dear D.Swapnika,

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Sincerely,
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Teach Global

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WARANGAL-506 001(T.S.)



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Subject: Appointment Letter

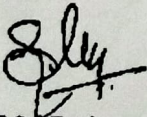
Dear Ch.Architha,

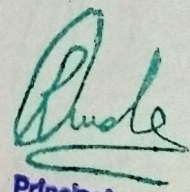
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Email Id : info@teachglobal.com
Website : www.teachglobal.com

DATE: 7/1/2024

Subject: Appointment Letter

Dear G.Vishala,

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 14/01/2024.

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Sincerely,
Director
Teach Global

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

Chase



Sekhmet
Pharmaventures



Gugulothu Pranay Kumar
Production

Optimus Pharma Pvt. Ltd.
(A Sekhmet Pharmaventures Company)

[Signature]
Issuing Authority

[Signature]

Principal
of Pharma



TeachGlobal.

Teach Global Solutions Pvt Ltd

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DATE: 7/1/2024

Subject: Appointment Letter

Dear Bollishetty Asritha,

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 14/01/2024.

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Sincerely,
Director
Teach Global

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

Date: 12th October, 2023

Mr. Battula jagadeesh,
S/o Battula Ragotham,
9-30, Dharmasagar, Markandeya temple, Peddapendyala,
Warangal, Telangana - 506151

Letter of Offer

Dear Mr. Aneesh,

With reference to your application and subsequent interview with us, we are pleased to offer you the position of **Graduate Trainee - Production (Grade: T)** in **M/s Optimus Pharma (P) Ltd.**, Plot No 73/B & 73/B/2, EPIP, IDA, Pashamylaram, Patancheru, Hyderabad – 502 307.

The detailed appointment letter will be given to you at the time of joining. You have to Join on or before **19th October, 2023** otherwise this offer will stand withdrawn automatically.

You will be paid salary as discussed with the undersigned.

You are required to carry the following documents at the time of joining.

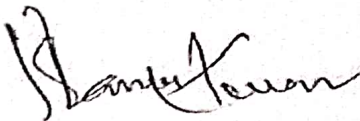
1. Copy of Offer Letter.
2. Proof of date of birth SSC/ SSLC / HSC certificate stating date of birth.
3. All Educational Qualification Certificates (Originals & Xerox Copies).
4. Six Photographs (Passport size – Colour).
5. Appointment Letter of Previous Company.
6. Relieving & Service Certificate from Previous Employer & Last Drawn Salary slip.
7. Copy of PAN & AADHAR (2 Copies Each Mandatory).
8. Form 16 & Bank Statement.
9. Employees Provident Fund - **UAN** (Universal Account Number) (if applicable).
10. All Experience and Relieving letters from Previous Companies (if applicable).
11. Pre-employment Medical Examination-You need to undergo medical tests and submit the form along with the reports on day of joining.

This letter of offer is being sent in duplicate. Kindly sign the duplicate copy of this offer as an acceptance and confirm the date by which you will be joining with us. We sincerely welcome you to our **OPTIMUS** family.

With best wishes,

For **OPTIMUS PHARMA (P) LTD,**

I accept the above terms.



AUTHORIZED SIGNATORY

Signature:

Name:

Date:

Optimus

Optimus Pharma Private Limited
(A Sekhmet Pharmaventures Company)
Registered Office Address: Plot No 6P, Sy No 37A & 37P, Signature Towers,
2nd Floor, Kothaguda, Kondapur, Hyderabad, Telangana, India - 500084
T +91- 40-3388 9898 | E customersupport@sekhmetpharma.com | W www.optimuspharma.com
CIN: U24239TG2004PTC044232

Principal
St. Peter's Institute of Pharmaceutical Sciences
Vidyanagar, Hanamkonda,
Warangal - 506001

BULK DRUGS
A D P L
Anjan Drug
Private Limited

Date: 12th October, 2023

To,
M/s Panchasheel Medical Services Pvt Ltd,
Secunderabad,
Hyderabad, Telangana.

Dear Sir / Madam,

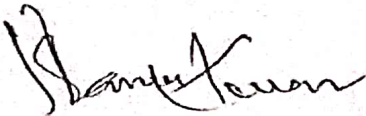
Pre-Employment Medical Health Check-Up

As per our agreement with your institution for Pre-Employment Medical Health Check-Up screening, we request you to do needful as per the details mentioned below.

Name of the Employee	:	Battula jagadeesh
Type of Check-Up	:	Pre-Employment Medical Health Check-Up
Payment Basis	:	Credit Basis
Clinic Address	:	Panchasheel, Hyderabad.
Pre-Employment Medical Certificate	:	The Employee
Invoice to be raise on the name of	:	M/s Optimus Pharma (P) Ltd.
Reports & Invoice to be sent	:	The Employer (II nd Floor, Sy No. 37/A & 37/P, Plot No.6P, Signature Towers, Kothaguda, Kondapur, Hyderabad – 500 084, Telangana.)
Note	:	Employee have to attend the Pre- Employment Medical Check-up on or before 09:00 AM with empty Stomach (Fasting)

S No	Hospital	Contact Person	Mobile No.	Clinic Address	Clinic Phone
1	Secunderabad	Mr. Yadagiri	9618111551	# 401 A&B, Navketan Complex,Clock Tower, Secunderabad ,Hyderabad, Telangana 500003.	9618111551 9000144488

For OPTIMUS PHARMA (P) LTD,



AUTHORIZED SIGNATORY



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

Optimus[®]


Optimus Pharma Private Limited
(A Sekhmet Pharmaventures Company)
Registered Office Address: Plot No 6P, Sy No 37A & 37P, Signature Towers,
2nd Floor, Kothaguda, Kondapur, Hyderabad, Telangana, India - 500084
T +91- 40-3388 9898 | E customersupport@sekhmetpharma.com | W www.optimuspharma.com
CIN: U24239TG2004PTC044232

BULK DRUGS
A D P L Anjan Drug
Private Limited

Annexure

PRE – EMPLOYMENT MEDICAL EXAMINATION

Name : Battula jagadeesh
Age : 22 Years
Sex : Male
Department : Production



Specimen Signature of the Candidate

Signature of the Official

PHYSICAL EXAMINATION

Height - _____

Weight - _____

B.P / Pulse Rate - _____

CLINICAL EXAMINATION

Complete Blood Picture - _____

Serology (Blood grouping) - _____

Complete Urine examination- _____

X-Ray chest PA View - _____

Vision Test - L _____
R _____

MEDICAL FITNESS (CERTIFICATE)

After examining Mr. /Ms. _____ I hereby certify that he/she is **FIT / UNFIT** for employment.

Signature of the Medical Officer

Date:

Enclosures: All the above Medical Reports



Principal
St. Peter's Institute of Pharmaceutical Sciences
Vidyanagar, Hanamkonda,
WARANGAL-506 001 (M.S.)
(Not to be attested by Doctor)

Optimus

Optimus Pharma Private Limited
(A Sekhmet Pharmaventures Company)

Registered Office Address: Plot No 6P, Sy No 37A & 37P, Signature Towers,
2nd Floor, Kothaguda, Kondapur, Hyderabad, Telangana, India - 500084

T +91- 40-3388 9898 | E customersupport@sekhmetpharma.com | W www.optimuspharma.com

CIN: U24239TG2004PTC044232

BULK DRUGS

A D P L

Anjan Drug
Private Limited



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Telephone : +91 40 4541 9999

Email Id : info@teachglobal.com

Website : www.teachglobal.com

DATE: 7/1/2024

Subject: Appointment Letter

Dear Peddapalli Manusha,

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 14/01/2024.

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.)

**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: 7/1/2024

Subject: Appointment Letter

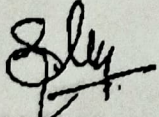
Dear Roshidul Islam,

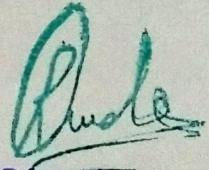
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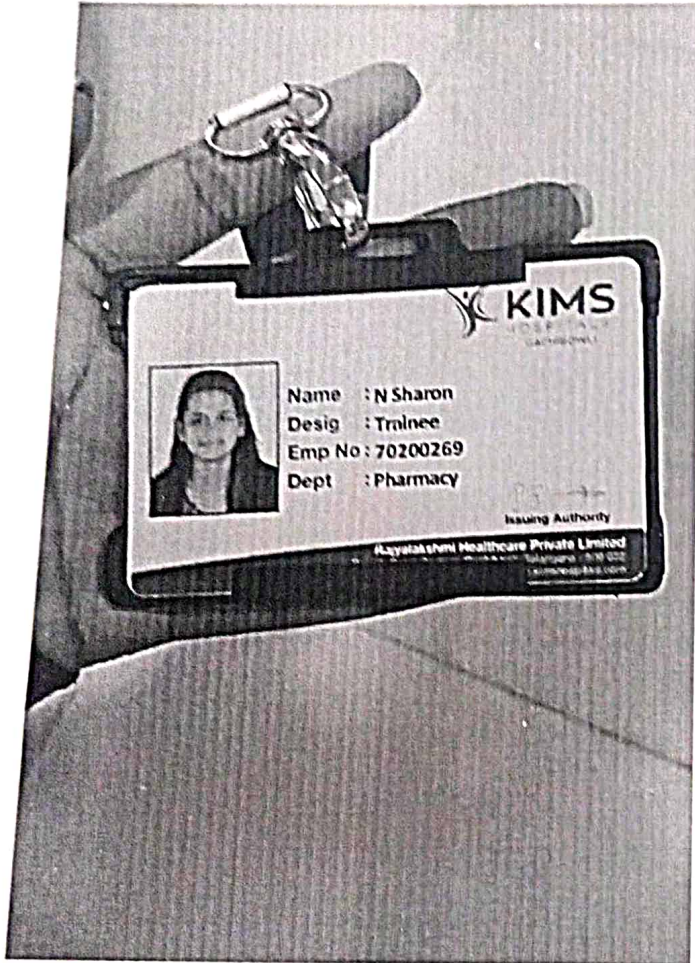
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Please sign and return this letter no later than 10 days to signal your acceptance of this offer and all its terms.

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.)




Principal
P. Peter's Institute of Pharmaceutical Sciences
Vidyanagar, Hanamkonda,
WARANGAL-506 001 (S.)

Dear Madam,


Good afternoon,

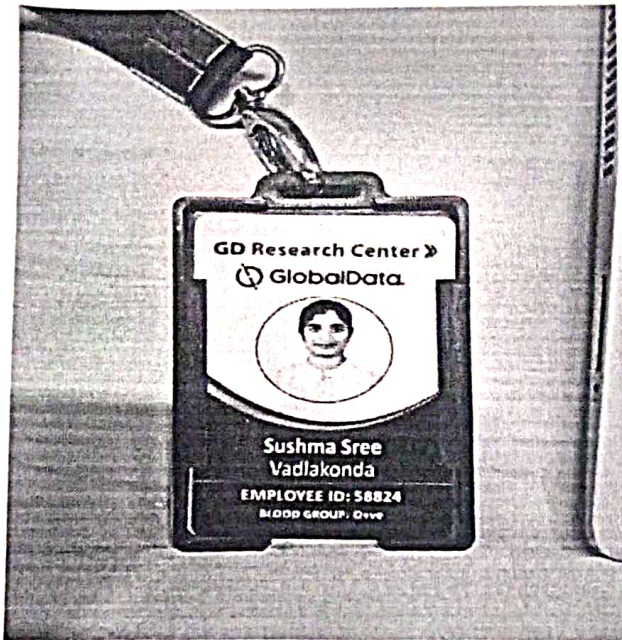
As discussed, the candidates can join us on Monday
- 11th Sep 2023 @ 10.00 AM.

S.No	Name of the Candidate	Qualification
1	Ms. Hymavathi R	B Pharmacy
2	Ms. Laya B	B Pharmacy
3	Mr. Chandra Harsan	B Pharmacy


Please inform the candidates to carry the below documents:

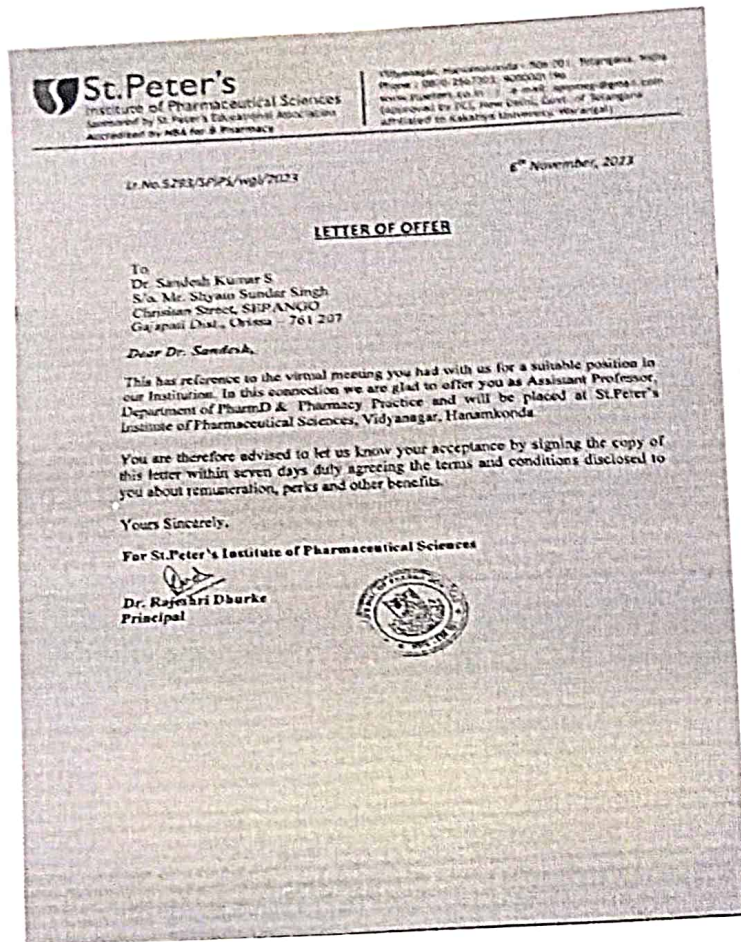
- A) Latest 4 Passport size photograph
- B) Copies of all the Educational Certificates
- C) 2 photocopies of ID Proof, Address Proof, Pan Card, Voter Card, Aadhaar Card & Passport (*****Any Three Documents are Mandatory*****)
- D) Scanned copies of Adhaar Card & Cancelled Cheque or Bank Pass Copy has to be sent to hr@iconlife.in before 11th Sep 2023.


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

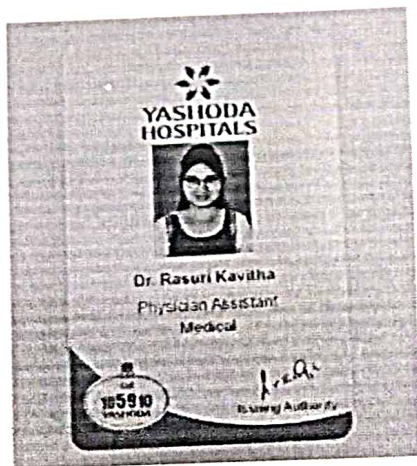


Vadlakonda Sushma Sree
18122D1009



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



18122D1015 R.Kavitha



18122D1020
T.Nikhila


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




21122D3003
S.Navya Madhuri

Attendance of S.Navya Madhuri, Narsampet for the Period from 21.11.2022 to 20.12.2022
 Attendance Submitted on: 20.12.2022

I am here with working and submitting the attendance certificate of staff working in this institution.

Sl.No	District	Place of Working	Name of the Employee	Designation	Total days in Calendar Month	No. of Working Days	Holidays	No. of Days worked	No. of D.A. Availed	Remarks
1	Narsampet	DR Narsampet	S. Navya Madhuri	SCC R2 Day	30	28	2	28	2	

M. N. S. Srinivas Reddy
 Director, Narsampet District
 District Superintendent
 DR Narsampet
 Warangal District


 Principal
 ... r'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: 07/01/2023

Subject: Appointment Letter

Dear Afeefa Taqdees,

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 01/12/2022

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.)

Date: January 22, 2023

Dear **U.Swetha**,

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 2023**, 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

- 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



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, literary, 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.

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

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 Benifits	2,666.00	31,992.00
Total Cost PA (CTC)		331,992.00

Authorized by
 Vikram Kumar N
 Talent Acquisition

Date: January 22, 2023

Dear **K.V.Saikrishna sri vyshnavi**,

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 2023**, beyond which this offer stands revoked.

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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**.

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- Reliving letter/Service certificate/ Resignation acceptance letter from your previous employer
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- Copy of AADHAR Card / Acknowledgement copy of AADHAR

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- 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)
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- 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)

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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!

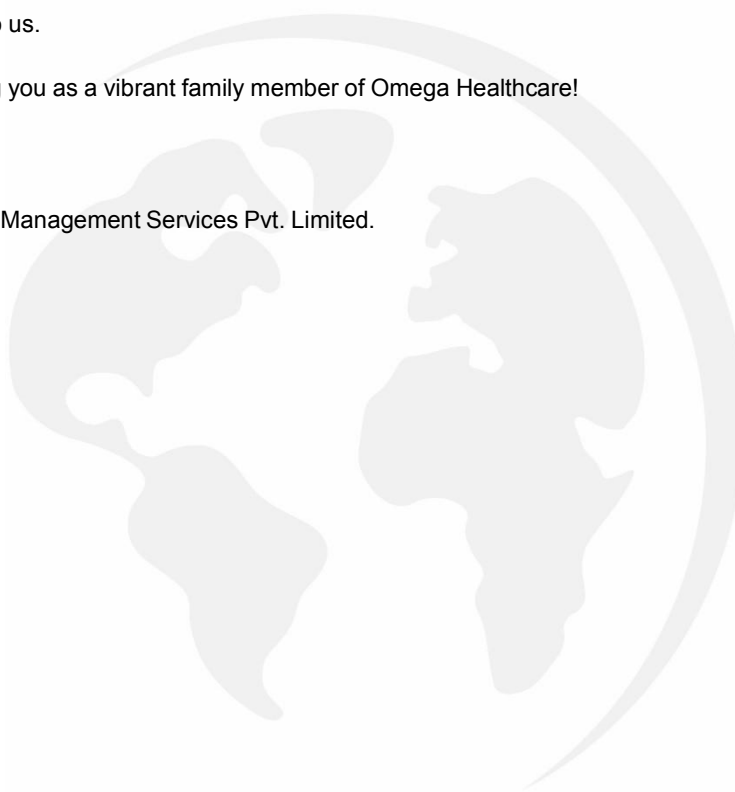
Sincerely,

For Omega Healthcare Management Services Pvt. Limited.

Vikram Kumar N

Talent Acquisition

Encl. ANNEXURE



Annexure A

Terms and Conditions of Employment

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Statement of Facts

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- 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, literary, 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.
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Conduct

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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)

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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

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 Benifits	2,666.00	31,992.00
Total Cost PA (CTC)		331,992.00

Authorized by
 Vikram Kumar N
 Talent Acquisition

GD Research Center »

Strictly Private and Confidential

Date: 6 Jan 2023

To,

M.Pratyusha
Hyderabad

Dear M.Pratyusha,

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 6-Jan-2023. 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, Jyothi Pinnacle, Survey No. 11, Kondapur Village, Serilingampally Mandal, Rang Reddy District, Hyderabad-500081 Telangana Tel:040-67426700. Email:hrindia@gdrsearchcenter.com, Fax: +91-40-67426709 Reg No:U74130TG2006PTC050526, Website: www.gdrsearchcenter.com

18122D1026

S.Sandesh


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

Date: January 5, 2023

Dear B. Bhardwaj

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 15 January 2023, 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 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 other 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 to 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 15th January 2023. 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.
- Relieving 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.B.)

Sun life science

Date: 8-01-2023

OFFER LETTER

Name: Syed Amelam Tafreen

Dear Tafreen

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.)

22-23
P.D

Sun life science

OFFER LETTER

Date: 2-01-2023
Name: Asma Mirza

Dear Mirza


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


G. Narayana Murthy
(HR Manager)


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: 07/01/2023

Subject: Appointment Letter

Dear, Masrath Naaz Mahaveen,

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 01/12/2022

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.)

Strictly Private and Confidential

Date: 10 Jan 2023

To,

Syed
NumraTanzeen
Hyderabad

Dear ,

**Syed
NumraTanzeen**

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-2023**. 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

GD Research Center Private Limited

completion of probation period, the notice period will be **Thirty** days or salary in lieu thereof as agreed and if approved by Director.

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

Annexure "A"

Date: 16 Jan2021

Name:

Syed NumraTanzeen

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

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: