

5.2.1 Number of placement of outgoing students during the year

Year	Name of student placed and contact details	Program graduated from	Name of the employer with contact details	Pay package at appointment
2024	Dadi Sumanth,	B.Pharmacy	[24]7.ai, Uppal	2.78LPA
2024	Chowgani Akanksha	B.Pharmacy	Aurobindo Pharma,	2.68 LPA
2024	V. Hari kishore Reddy 6281935109	B.Pharmacy	Aurobindo Pharma,	2.68 LPA
2024	Joku Narsimha 9553057554	B.Pharmacy	Hetero labs, jadcherla	3.02 LPA
2024	Kambhampati Sai Rupin	B.Pharmacy	ADVITY research Pvt.LTD	1.56 LPA
2024	G Kruthi 7601021350	B.Pharmacy	Inovine Publishings,	1.8LPA
2024	S Goutham Chandra 8381136370	B.Pharmacy	NATCO Pharma,	2.3 LPA
2024	Ma Parvez	B.Pharmacy	Inovine Publishings,	1.8LPA
2024	Vadla Shiva Prakash	B.Pharmacy	Inovine Publishings,	1.8LPA
2024	B.Srikanth 7569607303	B.Pharmacy	MSN Laboratories Private L	2.3 LPA
2024	Ch. Sushma 8096524840	B.Pharmacy	Primera	2.5LPA
2024	K. Krishnaveni 7989304976	B.Pharmacy	Primera	2.5LPA
2024	Y. Sushma 8008041548	B.Pharmacy	Hetero Labs, Sanath Nagar	2.3LPA
2024	S. Amsbu 7013437352	B.Pharmacy	Doctus Software solutions P	2.2 LPA
2024	B. Harshitha 8328139219	B.Pharmacy	Cognizant	2.3 LPA
2024	G. Nikitha	B.Pharmacy	A3RCM	2.4 LPA
2024	A.Kavya 7995830812	Pharm D	Velocity clinical Research	2.6 LPA
2024	Alfa Shaik9989765622	Pharm D	R1RCM	2.3 LPA
2024	D.Kalyani 9701356253	Pharm D	Supraja Hospital	2.5LPA
2024	.Vaishnavi6303506478	Pharm D	Apollo Hospital	2.5LPA
2024	K. Divya 6304675231	Pharm D	CC Sharaff Hospital	2.6 LPA
2024	Bhumnika Tiwari	M.Pharmacy	Omega Healthcare Ltd	3.2 LPA
2024	B.Anusha Kumari	M.Pharmacy	Optum	2.6LPA
2024	T.Deepthi	M.Pharmacy	Medical Coding	2.6LPA
2024	Nikhil	M.Pharmacy	MedPlus Pharmacy	2.4 LPA
2024	Shilpa	M.Pharmacy	Bharat Institute of Technology	2.6 LPA
2024	Sowjanya	M.Pharmacy	Mankind Pharma	2.6 LPA
2024	P.Anitha	M.Pharmacy	Apollo Pharmacy	2.4 LPA
2024	Saleeha	M.Pharmacy	Asian Hospitals	2.6 LPA

2024 | Harika

M.Pharmacy

Trainer in Medical coding

2.6LPA



*[Signature]*  
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Mangalagiri (V), Ibrahimpatnam (D),  
R.R. Dist - 501 510, Telangana.

sumanth dadi  
9-100, shivanarayan puram colony, badangpet, Hyderabad



### Letter of Engagement

Dear sumanth dadi

We are pleased to engage you as **Advisor** at 24/7 Customer Pvt. Ltd., NSL-SEZ (HYD), Plot No. 6, Survey No. 1, 6th floor, IDA Uppal, Hyderabad, with effect from **27-Sep-2024**. Your contract will terminate on **26-Dec-2024** and during its currency will be subject to the following terms and conditions:

**1. Accountability:**

You will report to the **Program Manager**.

**2. Working Hours:**

You will be required to work eight hours a day (excluding breaks) and forty hours a week for five days a week in any one of the shifts during the day or night. Your duty hours will be fixed from time to time depending upon the exigencies of the business. As and when required by the Management, you shall work beyond the normal working hours and on your weekly off days and holidays, in accordance with the statutory provisions applicable.

**3. Remuneration:**

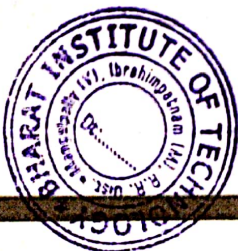
Your cost to the company (CTC) will be as per Annexure I enclosed. You will be eligible for two days of paid leave per month of service. On joining the company, as a prerequisite, you need to undergo and successfully complete the Foundation Level Training and Process Level Training. In the event of your inability to pass the same, your services are liable to be discontinued. For any unauthorized absenteeism during the FLE/PLE stage, your services are liable to be discontinued from the very next day. Only exception allowed is on medical grounds, provided the trainer is intimated in advance. In the event of such authorized absence exceeding more than two days, you will be required to restart the program from the beginning.

**4. Duties:**

You shall perform such duties, observe, and conform to such directions as may be assigned or communicated to you by the Management or such officers who are placed in authority over you.

**5. Address:**

You will keep us informed of any change in your residential address. In case of your inability to do so, any communication sent at the address available with the Management will be deemed to have been served on you.



5th Floor, Wing A, Block 1, NSL SEZ (Hyderabad), Plot No. 6, Survey No. 1, IDA Uppal, Hyderabad-500039, India | Tel. +91 9949244441 | www.247.ai

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**Mungahally, Ibrahimpatnam (M),**  
**R.R. Dist - 501 510, Telangana.**

**6. Transfer:**

You have been engaged as **Advisor at Hyderabad** but are liable to be transferred at any time from one job to another, from one department to another in the Company. The transfer will not deem to constitute a change in your conditions of service.

**7. Service Rules:**

You shall abide and be bound by the Company's policies as may be updated from time to time.

**8. Notice Period**

It is mandatory to complete the notice period to provide maximum time to find a suitable alternate resource to ensure business continuity. During the Training Period (Foundation Level Training & Process Level Training) your service can be terminated by giving one day notice on either side. After successfully completing the training, your notice period shall be for 7 days on either side. Failure to serve the notice period without approval from the department head will be considered a breach of company policy and may result in termination. The Company may, at its sole discretion, approve reducing the notice period in lieu of salary for the same.

**9. Undertaking and NDA:**

You will be required to execute an Undertaking and a NDA on joining, as part of the terms and conditions of your engagement with the company.

**10. Other Terms & Conditions:**

- a) You will not engage yourself directly or indirectly either on honorary or on remuneration in any services, trade, business vocation or occupation or in any other official capacity outside the company unless expressly permitted by the company.
- b) If at any time during the engagement you are found guilty of misconduct, theft, fraud or any willful breach or continuous negligence of the terms of this appointment letter or on account of dereliction of duties and/or instructions given to you from time to time, or if any information furnished by you to the company proves to be false or if you are found to have willfully suppressed or concealed any material information, or if you have not performed to expected levels, the Company may terminate your engagement without the liability of paying any notice period pay.

Breach of terms and conditions contained herein shall be considered a breach of the terms and conditions of your contractual engagement and as misconduct on your part and may result in termination of your services by the Company, without notice or pay in lieu thereof.

Please note that this a Conditional Offer Letter and will become a Confirmed Offer Letter after all of the documents and information are available to 247 and are validated to be accurate and as per our requirements. This letter is not a guarantee of employment.

With Best Wishes,

**Brian Alfred Dsouza**  
**AVP - HR-Recruitment**



This is a system generated letter and does not require any signatures.

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**R.R. Dist - 501 510, Telangana.**

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Hyderabad-500039, India | Tel. +91 9949244441 | www.247.ai

## Annexure I

## Annexure - I

Level / Grade : L1G1  
Designation : Advisor

SALARY COMPONENTS		Rs. PM
Basic		5,000
House Rent Allowance		2,000
Special Allowance		13,170
Advance Statutory Bonus*		1,030
Gross Salary I		21,200
<b>Fringe Benefits</b>		
Provident Fund* - Employer's Contribution		1800
ESI Contribution* - Employer's Contribution		0
Life Insurance		50
Total II		1,850
CTC PM (I+II)		23,050
Approx. Take Home Per Month		19,200

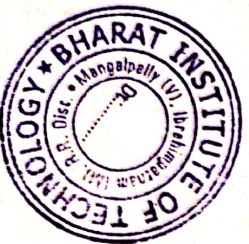
\* Employees joining after 20th of the month will get their salary along with next month's salary as arrears.  
\* Benefits as per Statutory Law is subject to change from time to time.

## Benefits

Group Insurance in lieu of EDLI (Under PF):- An insurance benefit in the event of demise of an employee is provided under this Group Insurance Scheme during an employment tenure to his/her Nominee's upto the value of Rs.7,02,000 /-

Upon the successful completion of your employment tenure, you will be entitled to Retention bonus of Rs.5000 pm. This bonus will be linked to the Attendance metrics and will be disbursed as part of your full and final settlement payment.

Self to Work - You will be eligible for Rs.3300 pm, if you are commuting on your self to office



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Mangalpet (V), Mangalpet (M),  
Dist. - 501 013, Telangana.

## Annexure 2- Company Transportation (HYD)

Employees safety is paramount to us, so we encourage all our employees to utilize the company's free transport facility to commute to work and back home. You can opt for company transportation by doing so in HRMS on the first day of your training.

You should ensure that you follow the guidelines mentioned below and go through the transport policy on our intranet post joining.

1. [24]7 will provide two-way transportation facilities to all employees, provided you reside within the company's defined Transport zone.
2. Offer is extended basis the documents and address provided during registration. Any changes to your address could affect availability of transport benefit.
3. During your employment, if you wish to change your address of current residence, you should reach out to the Transport helpdesk to confirm that it is within the transport zone so that you continue to use the company provided Transport.
4. Employees can also choose to travel "self-to-work," in which case they will be eligible for a monthly self-to-work allowance.

Note: As per government regulations, the "self-to-work option is not available for women employees working in the night shift.

[24]7 Transport Zone – HYD: Below is the current list of transport zones and last pick points.

Transport Zone	Last Pickup/Drop Point
Aramghar	Aramghar
Barkas	Barkas
Borabanda	Borabanda
Kowkoor	Kowkoor
Ghatkesar	Edulabad
Hydershahkote	Hydershahkote
Koheda X Roads	Pedda Amberpet
Manikonda	Manikonda
Risala Bazar	Risala Bazar
Suraram	Jeedimetta
Madhapur	Madhapur
KPHB	KPHB

Note: Company reserves an unconditional right to modify, amend or rescind the transport zone and last pick up /drop with or without notice to employees.



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**Bharat Institute of Technology**  
Mangalpally (M), Ibrahimpetnam (M).

R. J. Dutt - 501 510, Telangana.

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Hyderabad-500039, India | Tel: +91 9949244441 | www.247.ai

Date: 10-Dec-2024  
Ref: APL/Unit/HR/Offer/2024  
Ms. Chowgani Akanksha

Dear Ms. Chowgani Akanksha,

**Letter of Offer**

With reference to your application and subsequent interview you had with us, we are pleased to advise you that you have been selected for the position of Trainee - Packaging & Development\_HO - FDF in Aurobindo Pharma Limited, Galaxy Towers, Plot No 1 Survey No 831, Knowledge City, TSIC, Raidurg, Panmaktha, Serilingampally Mandal, Ranga Reddy District, Hyderabad 500081 on the terms and conditions as agreed by you at the time of interview and that are mentioned in Annexure - I.

You are advised to join on or before **16-Dec-2024**. You are advised to report at our Aurobindo Pharma Limited, Galaxy Towers, Plot No 1 Survey No 831, Knowledge City, TSIC, Raidurg, Panmaktha, Serilingampally Mandal, Ranga Reddy District, Hyderabad 500081 by 09:30 AM, to complete your joining formalities. Please note joining formalities will be taken either on **Monday, Wednesday or Friday** in any week.

While joining, you are advised to submit the following for our verification and records:

- Copies of certificates (including mark sheets) along with originals, for proof of age, educational qualifications, conduct etc.
- Independent references with phone Nos-Other than relatives.
- Passport size photographs – 08 Nos, stamp size photograph-02 Nos.
- Blood grouping certificate and medical fitness certificate- Original
- Copy of PAN card & Aadhar Card
- Recent Post card size colour photograph with family – full scape – 02 Nos for submitting the same to ESI (Family means Employee, spouse, children and dependent parents)

The regular appointment order will be issued at the time of your joining.

In case you do not join us by the stipulated time, this offer will be withdrawn at the sole discretion of management. Please confirm your date of joining by e-mail id: [hr@aurobindo.com](mailto:hr@aurobindo.com)

For AUROBINDO PHARMA LIMITED,

  
KRP

**KIRAN KUMAR P**  
**GENERAL MANAGER-HUMAN RESOURCES**

(CIN : L24239TG1986PLC015190)

**AUROBINDO PHARMA LIMITED**

PAN No. AABCA7366H

Corp. off.: The Water Mark Building, Plot No. 11, Survey No.8, Hitech City, Kondapur, Hyderabad - 500 084 T.S., INDIA Tel.: +91 40 6672 5000 / 1200 Fax: +91 40 6707 4039  
Regd. off.: Plot No. 2, Mangalagiri, Anaparthi, Hyderabad - 500 038 T.S., INDIA Tel.: +91 40 2373 6370 Fax: +91 40 2374 7340, Email: [info@aurobindo.com](mailto:info@aurobindo.com)

[WWW.AUROBINDO.COM](http://WWW.AUROBINDO.COM)



**PRINCIPAL**  
**Bharat Institute of Technology**  
**Mangalagiri (M), Telangana (M),**  
**P.N. Dist - 501 510, Telangana.**

Date: 06-Aug-2024

Ref: AP/HR/Offer/2023

Mr. Vemula Hari Kishore Reddy

Dear Mr. Vemula Hari Kishore Reddy,

Letter of Offer

With reference to your application and subsequent interview you had with us, we are pleased to advise you that you have been selected for the position of Trainee - Production (OSD)\_UNIT - VII in Aurobindo Pharma Limited, Unit-VII, Sy.Nos.411/P, 425/P, 434/P, 435/P & 458/P, Plot No.S1/A, Special Economic Zone (Pharma), APIC, Green Industrial Park, Polepally Village, Jedcherla Mandal, Mahaboob Nagar, 509 302, Telangana on the terms and conditions as agreed by you at the time of interview and that are mentioned in Annexure - I.

You are advised to join on or before **12-Aug-2024**. You are advised to report at our Aurobindo Pharma Limited, Unit-VII, Sy.Nos.411/P, 425/P, 434/P, 435/P & 458/P, Plot No.S1/A, Special Economic Zone (Pharma), APIC, Green Industrial Park, Polepally Village, Jedcherla Mandal, Mahaboob Nagar, 509 302, Telangana by 09:30 AM, to complete your joining formalities. Please note joining formalities will be taken either on **Monday, Wednesday or Friday** in any week.

While joining, you are advised to submit the following for our verification and records:

- Copies of certificates (including mark sheets) along with originals, for proof of age, educational qualifications, conduct etc.
- Independent references with phone Nos-Other than relatives.
- Passport size photographs – 08 Nos, stamp size photograph-02 Nos.
- Blood grouping certificate and medical fitness certificate- Original
- Copy of PAN card & Aadhar Card
- Recent Post card size colour photograph with family – full scape – 02 Nos for submitting the same to ESI (Family means Employee, spouse, children and dependent parents)

The regular appointment order will be issued at the time of your joining.

In case you do not join us by the stipulated time, this offer will be withdrawn at the sole discretion of management.

Please confirm your date of joining by e-mail [ld:hr@aurobindo.com](mailto:ld:hr@aurobindo.com)

Yours faithfully,

For AUROBINDO PHARMA LIMITED,

  
K.P.

KIRAN KUMAR P  
GENERAL MANAGER-HUMAN RESOURCES

(CIN : L24239TG1986PLC015190)

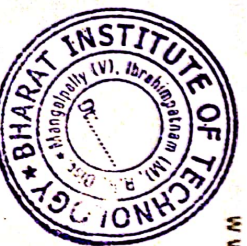
AUROBINDO PHARMA LIMITED

PAN No. AABCA7366H

Corp. off.: The Vista Mark Building, Plot No. 11, Survey No.9, Hitech City, Kondapur, Hyderabad - 500 084 T.S., INDIA Tel: +91 40 6672 5000 / 1200 Fax: +91 40 6707 4059

Regd. off.: Plot No. 2, Madhvirahna, Annamapur, Hyderabad - 500 038 T.S., INDIA Tel: +91 40 2373 6370 Fax: +91 40 2374 7340, Email: [info@aurobindo.com](mailto:info@aurobindo.com)

[www.aurobindo.com](http://www.aurobindo.com)



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### Annexure -I

1. You will be under training for a period of one year from the date of your joining. You will be paid remuneration an amount of 18,500/- per month.
2. On successful completion of the training period, you will be on probation for a period of six months. As a trainee or as a probationer, you will not have any lien or right on the regular employment either during the initial or the extended period of training or probation.
3. We are sure that you will put up outstanding performance from the commencement of your career with us. In case we find that your Performance or Behaviour leaves undesirable consequences in the system, the period of training or probation may be extended based on due diligence objectively done by the management. Unless otherwise informed to you in writing, the training / probation period may deem to have completed successfully.
4. Your appointment is subject to verification of the particulars furnished by you on the 'Application Form for Employment' and other documents submitted by you. In case any particulars mentioned by you and/or other documents, which you have submitted at the time of interview or joining or thereafter are found to be false or incorrect, your probation / confirmation shall be terminable forthwith without any notice.
5. You shall disclose pre-existing ailments voluntarily before joining the Company. However, this appointment and your continuance in the employment are subject to you being found medically fit that is required to discharge your functional responsibilities, by the authorized Medical Officer of the Company.
6. You shall discharge such duties diligently as may be entrusted to you from time to time by the Management.
7. You shall be governed by the Leave Rules of the Company and shall abide by the rules and regulations as well as Certified Standing Orders that are applicable to the establishment.
8. You shall work with high standards of discipline, initiative, efficiency and economy in the department or section, wherever you are posted and strive for achieving the objectives of the Company.
9. You shall devote your whole time to the business of the Organization and shall not undertake any other business or work, either directly or indirectly, whether on remuneration or not, with any other Organization.
10. You shall not divulge to anyone, particulars or details of the manufacturing/quality processes, technical know-how, product portfolio, on-going or future projects, marketing strategies, sales promotions plans, security arrangements, or of administrative and/or organization matters, by any means of communication, whether of confidential or not, that may become known / accessible to you for being associated with the Company.
11. Your services will be liable to be transferred or deputed to any other section / department / unit / location of the Company or its subsidiary companies that exists or may come up in future within the territory of India in your capacity for which you may be found suitable, due to business requirements or exigencies.
12. "Current Good Manufacturing Practices" (cGMPs) are regulations (laws), established by respective countries and are being monitored by their agencies, which are similar and applicable across the world. Hence, it is a mandatory responsibility of all the pharmaceutical manufacturers to establish these principles into their routine operations and ensure that a drug is safe, correctly identified, of right strength, has the purity and has the overall Quality it claims. The cGMPs exists to protect patients from dangerous, adulterated and counterfeit drugs. It is important to note that, the product that has not been manufactured according to cGMPs is considered as Adulterated Drug, even it meets all specifications. Failing to comply with cGMPs has severe implications on the Organization with respect to legal compliance, customer/ partner relations, stock holdings, reputation in the global market and in fact its existence in the market.
  - a. Non-compliance of cGMP procedures/ practices knowingly shall be considered as betrayal and breach of integrity.
  - b. Any individual fails to comply with this commitment shall be liable to a very severe disciplinary action by the Company including termination of services, based on the facts and circumstances of the case.
  - c. This clause is applicable to the employees operating in cGMP areas.

13. You shall adhere to Quality Policy and Environment, Health & Safety (EHS) Policy of the Company in true spirit without any deviations.



**Principal**  
Bharat Institute of Technology  
Mangalpally (V), Ibrahimpatnam (M),  
R.R. Dist - 501 510, Telangana.

...ence from the duty without prior written sanction and/or permission from the respective reporting superior/s shall be  
...dered as 'Un-authorized Absence' and attracts appropriate disciplinary action as per the Certified Standing Orders of  
...e Company.

15. Any unauthorized absence for more than 7 (seven) consecutive working days, 3 times continuously in a month shall be  
construed that you voluntarily abandoned your services and your name from the Company's muster rolls will be removed  
and you will lose lien on employment, without prejudice to the rights of the Company.

16. You shall keep the Company informed of your postal address, telephone/mobile number, e-mail or any other means of  
communication including changes that may occur during the period of your association with the Company. Any  
communication sent to the last informed address is deemed as final and served.

17. Acceptance of this offer also confirms your consent to the Company, to carry out necessary background verification/checks  
on your academic credentials, previous employment and other records etc by an Independent Service Provider / Internal HR  
team. Submission of inappropriate/false information by you will lead to termination of your employment without any notice  
followed by appropriate legal proceedings.

18. Your attention is drawn to the 'Code of Conduct for dealing in shares of the Company' formulated as per the requirements of  
SEBI (Prohibition of Insider Trading) Regulations, 2015. As per the Code, all types of dealings in the shares of the Company  
are subject to pre-clearance and violation of the same will lead to imposing penalties and / or other disciplinary action by the  
Company and also by SEBI. Further, you are required to disclose your shareholdings in the Company held by you or your  
immediate relative(s) as soon as you join the Company in Annexure-5 of the said Code. You may please refer to the Code  
or may contact Compliance Officer at [cs@aurobindo.com](mailto:cs@aurobindo.com) or [ig@aurobindo.com](mailto:ig@aurobindo.com).

19. You will be governed by the relevant provisions of applicable labor laws for the entitlement of benefits.

20. At the time of leaving the services of the Company, upon completion of eligible period of service for Gratuity payment, you  
are required to comply with all requirements prescribed in this regard including Claim Form to be submitted to HR, in order  
to receive the Gratuity on time.

21. You will be governed by the Annual Increment Policy of the Company. If you are serving a Notice Period at the time of  
Disbursement of Annual Increment, you are not eligible to receive the same.

22. You will be retired from the services of the Company on attainment of 58 years of age.

23. In case you wish to leave the services of the employment, it is desirable that you do so with prior notice and serve the Notice  
Period fully otherwise the Company's performance will be at stake, without proper replacement. Hence your services are  
terminable with three months' prior notice in writing from either side or Notice Pay in lieu thereof, due to any reason  
whatsoever.

24. The appropriate Courts of Law situated in Hyderabad / Secunderabad shall alone have exclusive jurisdiction to try any  
disputes arising out of this contract of employment.

You are required to return the copy of this Letter of Offer along with Annexure-1 duly signed by you as a token of your acceptance  
of all the terms and conditions mentioned herein.

We welcome you to Aurobindo family and wish you a happy and rewarding career with us.

**For AUROBINDO PHARMA LIMITED,**

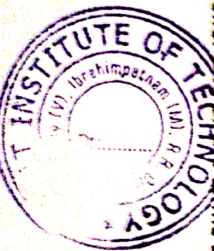
  
K.P.

**KIRAN KUMAR P**  
**GENERAL MANAGER-HUMAN RESOURCES**

**DECLARATION**

I have read and clearly understood all the terms and conditions mentioned in the Letter of Offer along with Annexure-1.  
I hereby accept the offer and all the terms and conditions as stated above in Toto.

Date:



**PRINCIPAL**  
**Bharat Institute of Technology**  
**Mangalpally (M), Bhadrachalam (M),**  
**R.R. Dist - 501 510, Telangana.**

Signature:

**Sub: Offer of employment**

Date:- 10/09/2024

**J NARASIMHA**  
KALWAKUNTALA, MUNNUGODA, NALGONDA, TS.

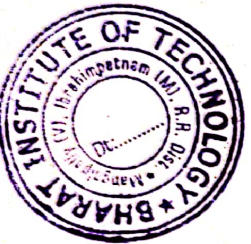
7013050438  
Email Id:- jokunarsimha03@gmail.com

Dear J NARASIMHA,

This is with reference to your application and subsequent discussion, you had with us, we are pleased to offer you the position of **JR OFFICER in PRODUCTION**.

Your place of work will initially be at **M/s HETERO LABS LIMITED, Jadcherla, UNIT-VI**.

1. This offer is valid till **23/09/2024** and you should report for joining on or before **23/09/2024**
2. You will report to Manager or any other officer authorized by the company, with regard to your day to day activities from time to time.
3. If there are any changes in the conditions of your service, the same will be notified to you.
4. You will be entitled to the gross salary as discussed and agreed upon mutually.
5. You will be on probation for a period of six months from the date of your joining.
6. You are required to sign a confidentiality and non-disclosure agreement on your joining.
7. Your appointment order indicating terms and conditions of your employment will be issued to you at the time of your joining.
8. Upon receipt of the offer, you are required to undergo medical checkup at the company authorized diagnostic centers.
9. This offer is valid only, subject to condition that you are medically declared fit.



**PRINCIPAL**  
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Mengalpally (V), Ibrahimpatnam (M),  
R.T. Dist - 501 510, Telangana.

Please ensure to bring the following documents / certificates etc., at the time of your joining.

1. Copy of your offer letter.
2. Employee Information sheet duly filled in.
3. Physical fitness certificate from a civil surgeon.
4. Copies of educational certificates and mark sheets.
5. Four passport size color photographs.
6. Proof of age: Birth certificate or 10th class certificate giving date of birth.
7. Latest pay slip and relieving letter from your previous employer.
8. Copy of your PAN card and AADHAR card. If you fail to produce PAN and Aadhar card, you will not be permitted to join
9. PF declaration form duly filled in.
10. Copy of Form 16 issued by your present employer if you are assessed to IT.

Please note that you are expected to keep the salary details strictly confidential and not to share the same with anyone.

We look forward to your acceptance of this offer and joining our organization.  
We welcome you to **HETERO**,

With best wishes,  
For Shakya HR Solutions Pvt Ltd.

**YEDDULA** Digitally signed by  
YEDDULA BHARATHI  
**BHARATHI** Date: 2024.09.10  
12:40:56 +0530'

AUTHORISED SIGNATORY

Offer Acceptance:

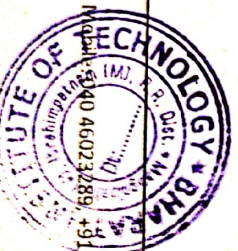
I received offer letter dated \_\_\_\_\_ for the position \_\_\_\_\_ in \_\_\_\_\_  
and I hereby accept the terms and conditions set out in the offer  
letter. I further confirm that I will be joining on or before \_\_\_\_\_.

Date \_\_\_\_\_

Signature of the Candidate

**PRINCIPAL**

Bharat Institute of Technology  
Mangalpathy (V), Ibrahimpatnam (M),  
Vikasuri, Erragadda,  
HYDERABAD - 500018.



## Salary Structure

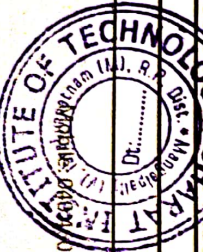
Name	J Narasimha	
Business Unit	UNIT VI	
Department	PRODUCTION	
Designation	JR OFFICER	
Components	Monthly	Annum
Basic	8,400	100,800
HRA	5,600	67,200
Washing Allowance	400	4,800
Statutory Bonus	1,400	16,800
Gross	15,800	189,600
Variable Benefits ***		
Attendance Allowance	1,500	18,000
Production Allowance	1,500	18,000
Night Shift Allowance	2,000	24,000
Aseptic Allowance	-	-
Local Allowance	-	-
Total Variable Benefits	5,000	60,000
Statutory Deductions		
PF Employee	1,008	12,096
ESI Employee	116	1,392
Prof. Tax	150	1,800
Total Deductions	1,274	15,288
Net	19,526	234,312
Total CTC (incl. Variable Benefits)	20,800	249,600
Annual Benefits		
Employer PF	1,008	12,096
Employer ESI	501	6,012
Retention Bonus **	2,500	30,000
Total	4,009	48,108
Social Security Benefits		
Gratuity	405	4,860
Total CTC (incl. Variable Benefits & Other Bene	25,214	302,568
**** Eligibility Guidelines		
Attendance Allowance: Should not take any Leave, If availed 01 leaves, allowance will be paid Rs.1000 instead of Rs.1500		
Production Allowance :Maximum of 2 Leaves can be allowed and G Shift should not exceed 8 In a month		
Night Shift Allowance: Employees with 4 - 7 Night shifts are eligible for Rs.1000 and Rs. 2000 for employees worked 8 & above Night Shifts		
** Retention Bonus		
Retention Bonus will be paid upon completion of 1st Year, 2nd Year & 3rd Year		
** Gratuity		
As per Payment of Gratuity Act, 1972		
Group Mediclaim: 1 +5 Family floater policy with a coverage of 1 Lakh Sum insured		
Group Accident Policy coverage of Rs. 25 Lakhs		
Group Health Insurance Policy coverage of Rs. 25 Lakhs		

PRINCIPAL

Bharat Institute of Technology

Mangalpally (V), Ibrahimpatnam (M),

R.R. Dist - 501 510. Telangana.



023289, +91 8309880312 Email id: info@shakyahr.com, Website: www.shakyahr.com

Ref: ADVITY/HR/AUG-23/003

Date: 14 Aug 2023

Ms. Kambhampati Sai Rupini  
H.No. 3-1/210  
Dr Reddys Enclave Makitha BK Enclave  
Miyapur  
Hyderabad-500049  
Telangana

LETTER OF OFFER

Dear Ms. Kambhampati Sai Rupini,

Congratulations! Further to your application for employment with us, and the subsequent selection process, we are delighted to offer you the role of Associate - PV in Pharmacovigilance department. Your Annual total Cost to Company (CTC) will be INR 1,56,000 (Rupees One Lakh Fifty Six Thousand) being paid out on monthly basis.

You will be posted at Hyderabad and will perform your duties as assigned by the company. You will be governed by all the policies of the company as amended from time to time.

You will be on probation for a period of 6 months. If you wish to resign from the services of the company, you will be required to give 3 months' notice. The company is at its discretion may waive the notice period.

Please note that all the salary details are strictly confidential.

To confirm your acceptance of this letter, please sign the offer and return a scanned copy of this letter. If not accepted within 3 days, it will be construed that you are not interested in this offer and this offer will be automatically withdrawn.

We are confident you will be an excellent addition to our team ADVITY Research Private Limited and look forward to having you onboard.

Sincerely,

For ADVITY Research Private Limited



Dr. Rajendra Prasad Muppavarapu  
Managing Director & CEO



RESEARCH PRIVATE LIMITED  
Confidential, Add: Kukatpally Metro  
Kukatpally, Hyderabad 500072.

CIN No.: U24230TG2021PTC154573  
GSTIN No.: 36AAVCAT288G1Z2



040 69089999



info@advityresearch  
www.advityresearch

Principal





# Inovine Publishing Pvt Ltd.

Flat No: 51, 5th floor, Sreeman Rama Towers, Pillar Number: 1557, Chaitanya puri, Dilukhnagar, Hyderabad  
Phone: +91 9989609377, contact@inovineconferences.com

## Offer Letter

Dear G. KRUTHI,

Greetings from INOVINE!!

With reference to your application and the subsequent Interview you had with us, we are pleased to inform that you are selected for the position "Program Coordinator "at Inovine Publishing Private Limited.

Please note our offer of employment is subject to submission of your antecedents at the time of joining (List of documents enclosed)

You will receive the Salary Payment of Rs. 15000/- per month only. Apart from payment, you are also eligible for Incentives upon reaching the targets.

The Fixed term employment letter will be issued to you at the time of joining. You are requested to join on or before **22<sup>nd</sup> July 2024** at **09.30 AM** at the following venue:

**INOVINE PUBLISHING PVT LTD,**  
Flat No: 511, 5<sup>th</sup> floor,  
Sreeman Rama Towers, Chaitanyapuri, Dilukhnagar, Hyderabad, TELANGANA, 500060 IN  
Mobile Number: +91-9989609377.

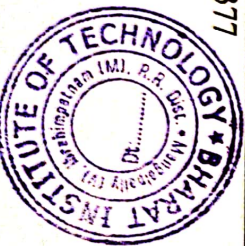
We are welcoming you on board for a successful career with Inovine Family. If the above terms are acceptable, Kindly acknowledge the receipt of the same.

### List of Documents to be submitted at the time of Joining

1. One copy of original educational certificates (SSC or Intermediate).
2. Passport size photo.
3. Copy of PAN Card/AADHAR Card/Ration Card (As address proof)

Regards

Ramakrishna | Director  
Inovine Publishing Pvt Ltd  
Email: [contact@inovineconferences.com](mailto:contact@inovineconferences.com)  
Mob: +91-9989609377



**PRINCIPAL**  
Bharat Institute of Technology  
Mangalpally (V), Ippahmetnam (M),  
R.R. Dist - 501 510, Telangana.





## Natco Pharma Limited

Regd. Of. : NATCO HOUSE, Road No. 2, Banjara Hills, Hyderabad - 500034.  
Telangana, INDIA. Tel : +91 40 23547532, Fax : +91 40 23548243  
CIN : L24230TG1981PLC003201, www.natcopharma.co.in

Ref: HR / OIR / 2024

### OFFER LETTER

MR. SURAPUREDDY GOWTHAM CHANDRA  
S/O. MR. S. SAI SREENIVASA RAO  
H.NO.: 6-3-2373/(C)868, NGOS COLONY  
VANASTHALIPURAM, HAYATHNAGAR  
RANGA REDDY DISTRICT  
TELANGANA - 500070.

Dear Mr. Gowtham Chandra,

We refer to your application and the subsequent interview you had with us. We are pleased to offer you the position of **TRAINEE - QUALITY ASSURANCE** in our Organization based at **KOTHR** as per the terms and conditions discussed and mutually agreed.

This offer is valid up to **23.09.2024**. However, we would like you to join us as early as possible kindly confirm your acceptance and date of joining within 7 days, failing which this offer will stand cancelled.

Your appointment will be subject to your medical fitness and your appointment letter will be issued soon after your joining.

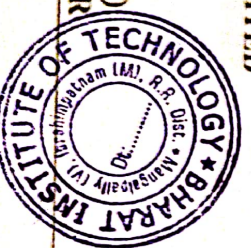
Please bring with you relevant documents as mentioned below:

1. Photocopies of all educational qualifications, including school-leaving certificates.
2. Recent Passport size photographs. (5 no's).
3. Recent photographs (post card size 2 Nos. family for E S I).
4. You have to undergo a thorough medical checkup before joining us.
5. Photocopy of PAN CARD (Self) and AADHAR CARD (Self and Family).
6. Carry Covid Vaccination Certificate.
7. Carry linking copy of Aadhar and PAN cards on the e-Filing Portal.

We look forward to welcoming you.

for NATCO PHARMA LIMITED

*P. Lakshma Rao*  
(A. LAKSHMINARAYANA)  
SR. VICE PRESIDENT - HR



**PRINCIPAL**  
Bharat Institute of Technology  
Mangalpally (W), Ibpatmangal (R.R. Dist.)  
R.R. Dist - 501 510, Telangana.



# Inovine Publishing Pvt Ltd.



Flat No: 51, 5th floor, Sreeman Rama Towers, Pillar Number: 1557, Chaitanya puri, Disukhnagar, Hyderabad  
Phone: +91 9989609377, [contact@inovineconferences.com](mailto:contact@inovineconferences.com)

## Offer Letter

Dear MA PARVEZ,

Greetings from INOVINE!!

With reference to your application and the subsequent Interview you had with us, we are pleased to inform that you are selected for the position "Program Coordinator "at Inovine Publishing Private Limited.

Please note our offer of employment is subject to submission of your antecedents at the time of joining (List of documents enclosed)

You will receive the Salary Payment of Rs.15000/- per month only. Apart from payment, you are also eligible for Incentives upon reaching the targets.

The Fixed term employment letter will be issued to you at the time of joining. You are requested to join on or before **22<sup>nd</sup> July 2024** at **09.30 AM** at the following venue:

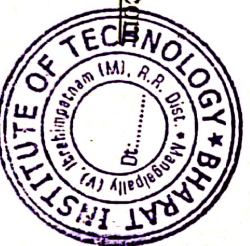
**INOVINE PUBLISHING PVT LTD,**  
Flat No: 511, 5<sup>th</sup> floor,  
Sreeman Rama Towers, Chaitanya puri, Disukhnagar, Hyderabad, TELANGANA, 500060 IN  
Mobile Number: +91-9989609377.

We are welcoming you on board for a successful career with Inovine Family. If the above terms are acceptable, Kindly acknowledge the receipt of the same.

### List of Documents to be submitted at the time of Joining

1. One copy of original educational certificates (SSC or Intermediate).
2. Passport size photo.
3. Copy of PAN Card/AADHAR Card/Ration Card (As address proof)

Regards  
Ramakrishna | Director  
Inovine Publishing Pvt Ltd  
Email: [contact@inovineconferences.com](mailto:contact@inovineconferences.com)  
Mob: +91-9989609377



**PRINCIPAL**  
Bharat Institute of Technology,  
Mangalpally (V), Disukhnagar (M),  
R.R. Dist - 501 519, Telangana.





# Inovine Publishing Pvt Ltd.

Flat No: 51, 5th floor, Sreeman Rama Towers, Piller Number: 1557, Chaitanya puri, Dilukhnagar, Hyderabad  
Phone: +91 9989609377, contact@inovineconferences.com

## Offer Letter

Dear V. SHIVA PRAKASH,

Greetings from **INOVINE!!**

With reference to your application and the subsequent Interview you had with us, we are pleased to inform that you are selected for the position "**Program Coordinator**" at Inovine Publishing Private Limited.

Please note our offer of employment is subject to submission of your antecedents at the time of joining (List of documents enclosed)

You will receive the Salary Payment of Rs.15000/- per month only. Apart from payment, you are also eligible for Incentives upon reaching the targets.

The Fixed term employment letter will be issued to you at the time of joining. You are requested to join on or before **22<sup>nd</sup> July 2024 at 09.30 AM** at the following venue:

**INOVINE PUBLISHING PVT LTD,**

Flat No: 511, 5<sup>th</sup> floor,

Sreeman Rama Towers, Chaitanya puri, Dilukhnagar, Hyderabad, TELANGANA, 500060 IN  
Mobile Number: +91-9989609377.

We are welcoming you on board for a successful career with Inovine Family. If the above terms are acceptable, Kindly acknowledge the receipt of the same.

### List of Documents to be submitted at the time of Joining

1. One copy of original educational certificates (SSC or Intermediate).
2. Passport size photo.
3. Copy of PAN Card/AADHAR Card/Ration Card (As address proof)

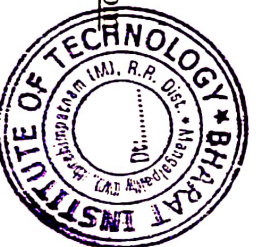
Regards

Ramakrishna | Director

Inovine Publishing Pvt Ltd

Email: [contact@inovineconferences.com](mailto:contact@inovineconferences.com)

Mob: +91-9989609377



**Principal**  
Bharat Institute of Technology  
Mangalpally (M), Brahmapetnam (M),  
R.R. Dist - 501 510, Telangana.





### MSN Laboratories Private Limited

MSN House, Plot no.C-24,  
Sanath Nagar Industrial Estate, Sanath Nagar,  
Hyderabad, Telangana, Pincode:500018, India  
CIN:U24239TG2003PTCG041583  
Phone: +91-40-30438600 Fax: +91-40-30438798

05-11-2024

Bykani Srikanth

+91 7569607303

Dear Bykani Srikanth,

#### Sub: Offer and Appointment Letter

This has reference to your application and the subsequent interview you had with us, we are pleased to offer you an employment with the following Terms & Conditions:

#### 1. Designation:

As part of this employment, you will be designated as **Junior Executive-Trainee, Grade GT3 in Quality Assurance** Department based at **MSN Laboratories Pvt. Ltd- Kothur-Osd, Kothur, Telangana, India** Location.

#### 2. Remuneration:

Detailed Annual compensation structure as Total Cost to Company **Rs. 2,30,000/-** is mentioned in the Annexure-I.

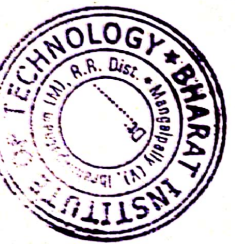
#### 3. Documents to be Submitted:

Please bring all the following documents in original with Photostat copies of the same at the time of joining.

- Passport Size Color Photographs (Self) - 7 nos. and Dependent-family members photograph - 1 nos. each.
- All Educational Certificates and any other Certificates related to specific Training and Skills
- Previous employment Service Certificate / Relieving Letter, if any
- Last Six Months Bank Statement Updated / Latest E - Aadhaar Cards of self and dependent family members
- PAN Card
- Passport / Driving License
- A cancelled cheque leaf of active bank account
- Medical Certificate with Reports

#### 4. Medical Fitness:

This Offer and Appointment is subject to your medical fitness, for which you need to undergo Medical Examination at Company's Designated Medical Center as per Annexure- III.



**PRINCIPAL**  
Bharat Institute of Technology  
Mangalpet (V), Brahmapet (M)  
R.R. Dist - 501 510, Telangana.

Corporate Office: MSN Corporate, H. No. 2-91/10&11/MSN, Whitefields, Kondapur,  
Hyderabad, Pincode: 500084, Telangana, India,  
[www.msnlabs.com](http://www.msnlabs.com)



**Bykani Srikanth**

**5. Terms & Conditions:**

- Your employment is governed by the detailed Terms & Conditions furnished in Annexure - II.
- As discussed, you need to join us on or before **11-11-2024**, failing which this offer and Appointment Letter stands withdrawn.

Kindly arrange to send us your written confirmation within two working days, from the date of receipt of this offer letter as a token of your acceptance by signing on the Xerox copy of this letter, mentioning your Date of joining.

Please feel free to contact **Pasam Uma Maheswari**, Contact No. , Email ID: **umamaheswari.pasam@msnlabs.com** for further clarifications, if any.

We would like to take this opportunity to welcome you into our MSN family and wishing you a long & successful association with us.

Thanking you,

Yours sincerely,  
**For MSN Laboratories Pvt. Ltd**



**Udaya Kumar Daki**  
Deputy General Manager



**PRINCIPAL**  
**Bharat Institute of Technology**  
Mangalpally (V), Jharkhand  
R.R. Dist - 801 510, Telangana.

**Annexure-I**

**Bykani Srikanth**  
**Designation: Junior Executive-Trainee**  
**Grade: GT3**  
**Department: Quality Assurance**

**TOTAL COST TO COMPANY**

**All figures in INR**

SALARY COMPUTATION		
Components	Per Annum	Per Month
Basic	1,80,000	15,000
Statutory Bonus	8,400	700
Minimum Guaranteed Bonus	5,305	442
Gross Total	1,93,704	16,142
Bonus	8,400	700
Provident Fund	21,600	1,800
ESIC	6,295	525
Statutory Emoluments	36,295	3,025
Total CTC	2,30,000	19,167

Apart from the above, you are also eligible for following Benefits as per the Company Policy.

1. Gratuity shall be paid as per the provisions of the Payment of Gratuity Act 1972
2. Coverage under Group Personal Accident Policy
3. Coverage under Group Term Life Insurance Policy.
4. You will be Covered Under ESIC Insurance Scheme

**For MSN Laboratories Pvt. Ltd**



**PRINCIPAL**  
**Bharat Institute of Technology**  
**Mangalpally (V), Warangal District, Telangana.**  
**R.R. Dist - 501 510, Telangana.**

**Udaya Kumar Daki**  
**Deputy General Manager**

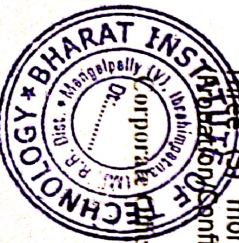
Corporate Office: MSN Corporate, H. No. 2-91/10&11/MSN, Whitefields, Kondapur,  
Hyderabad, Pincode: 500084, Telangana, India.  
[www.msnulabs.com](http://www.msnulabs.com)

**Bykani Srikanth**

**Annexure-II**

**TERMS & CONDITIONS OF THE EMPLOYMENT**

1. The effective date of joining shall not be later than **11-11-2024**, failing which this offer and Appointment Letter stands withdrawn.
2. Your initial place of posting shall be at **MSN Laboratories Pvt. Ltd - Kothur-Osd, Kothur, Telangana, India**. However, your services are transferable to any Location in India or outside India to serve the Company in any of its Departments, Factories, Establishments, Group Companies and its associates. You will abide by the working conditions and policies of the area concerned and the transfer arrangement will not deem to constitute a change in your service conditions.
3. Your appointment with the Company would be subject to successful pre and/or post-employment background checks, in respect of accuracy of the testimonials, experience and information provided by you in securing the employment with the company. If you have made any false declaration or willfully suppressed any material information, you will be liable for removal from the service without notice.
4. Your Date of Birth is recorded as **21-04-2003** by the Company on the basis of documentary evidence produced by you at the time of your appointment. You are advised to take note of the same, and this date will be considered as the authenticated date of birth for all purposes throughout your service with the Company, and will not be changed under any circumstances.
5. You will be on training for a period of one year, and the same may be extended at the discretion of the management by such further period not exceeding six months. During the period of training (including any extended period), your services are subject to termination without any notice or assigning any reason. After successful completion of your training period based on your performance & suitability, your employment will be confirmed. At the time of confirmation of your Employment, a separate confirmation letter will be issued with new Terms & Conditions as applicable.
6. During the Probation period, this agreement of employment is terminable by either party by giving one (1) month notice and upon confirmation of the services in the company, a three (3) months' notice period will be applicable. This contract of employment is terminable with or without reason by either party giving one (1) or three (3) months' notice in writing based on the current Probation Period. If the employee is not confirmed, the Company reserves the right to pay the employee basic salary for the probation period. The Company reserves the right to pay the employee basic salary for the probation period. The Company reserves the right to pay the employee basic salary for the probation period.



MSN Corporate, H. No. 2-91/10&11/MSN Nagar, Sanath Nagar Industrial Estate, Sanath Nagar, Hyderabad, Pincode: 500084, Telangana, India. Dist - 501 310. Telangana.  
www.msnilabs.com

lieu of notice period. Further the Company may at its discretion, relieve you on such date as it may deem fit even prior to the expiry of the notice period.

7. MSN reserves the right to terminate your employment immediately and without notice or payment in case of proven misconduct, intentional negligence, attempted cheating, or involvement in data theft or tampering. The company may also relieve you at its discretion.

8. You are required to keep us informed of any changes in your personal details, residential address, marital status, educational qualifications, dependents' details etc.

9. You shall do the best of your ability and devote your experience, knowledge, skills and working hours full of attention and energy for the business of the Company. You shall use your best endeavors to promote the interest and welfare of the Company. The Company shall be entitled to all the benefits and profits arising from such work and efforts of yours.

10. Changes in your compensation are discretionary and will be subject to the overall performance of the Company, your individual effective performance and policies of the Company. You shall keep details of your salary and employment benefits strictly confidential within and outside the Company.

11. You will be liable to conform to the Company Policies and Procedures, rules and regulations, discipline and general work practices, which are subject to change from time to time.

12. As per the policy of the Company, we expect you to devote full attention and effort to the business of the Company and to continuously develop professional skills in mutual interest. We clearly disapprove of any employee directly or indirectly engaging himself/herself in or devoting any time or attention to any part-time employment or business or monetary position other than that of the Company. You will not undertake either directly or indirectly any activities, which are contrary to or inconsistent with your obligations to the Company, its reputation, image and interest whether direct or indirect. At any time, if it is found that there is any breach of this condition on your part, your services are liable to be terminated at the discretion of the management.

13. You will be responsible for the safe keep and return in good condition and order, of all property such as tools, equipment, instruments, books, uniforms etc., which may be in your use, custody, care or charge. The Company shall have the right to deduct the monetary value of all such things from your dues and take such other action, as we deem proper in the event of your failure to account for such property to our satisfaction.

14. As per the Company's policy, the age of superannuation is **58** years' subject to your being physically and mentally fit as certified by a medical practitioner designated by the Company and meeting the performance expectations of the Company. Retention of your services beyond the age of superannuation will be entirely at the discretion of the management.

15. You will be required to sign an Employee Non-disclosure/Confidential Agreement with the Company at the time of joining. In the performance of your duties, you will come to possess information connected with the Company's financials, operations of manufacturing processes, documents, plans, drawings, prints, trade, secrets, technical information, reports, statements, correspondence etc., and other matters relating to the Company's business, written or unwritten and also information and instructions that pass through you or come to your knowledge. All such information shall be held by you in strict confidence and shall not be divulged to any person during your services with the Company or thereafter. In the event of your acting in any contrast or

**PRINCIPAL**



MSN Corporate, H. No. 2-9/1/0&1, **Bharat Institute of Technology**,  
Hyderabad, Pincode: 500084, Telangana  
www.msnilabs.com

R.R. Dist - 504 510, Telangana.

thereafter, the Company will be at liberty to initiate appropriate proceedings to safeguard the interests of the Company.

16. Upon termination, you shall cooperate with the Company, as reasonably requested by the Company, to ensure a smooth transition of your responsibilities and ensure that the Company is aware of all matters being handled by you.

17. Upon termination of your employment with the Company for any reason, you shall promptly return to the Company any keys, credit cards, passes, confidential documents or material, or other property belonging to the Company, and return all writings, files, records, correspondence, notebooks, notes and other documents and things including any copies thereof, containing Confidential Information or relating to the business or proposed business of the Company or its subsidiaries or affiliates. The Company reserves the right not to relieve you of your employment in the event that all the Company's documents/ property / Confidential Information in your custody have not been properly handed over by you to an authorized representative of the Company.

18. The Company reserves the right during any period of notice to exclude you from the premises of the Company, or to require you to carry out specified duties at premises other than those referred to in clause 2 of this letter of Offer and Appointment Letter, or to carry out no duties, and to instruct you not to communicate with clients, employees, agents or representatives of the Company until your employment has been terminated, provided that you will continue to be paid and to enjoy normal contractual benefits during any such period, except in the case of suspension. You will not be entitled to engage in any other employment, work or business during the notice period.

19. Any breach of the Company's regulations/policies, failure to attain or maintain a satisfactory work standard or any misconduct by an employee will be regarded as per the disciplinary matter and Disciplinary action will be initiated accordingly as per the Company regulations / policies.

20. Jurisdiction: Any disputes arising out of and /or related to your employment with the Company shall be subject to Hyderabad City Jurisdiction.

### **Acknowledgement for the Acceptance of the Offer and Appointment Letter**

I read & understand all Terms & Conditions relating to my Offer and Appointment Letter and declare that I hereby unconditionally and irrevocably accept the same.

I shall report for duty on \_\_\_\_\_

Signature:

Date



**PRINCIPAL**  
**Bharat Institute of Technology**  
Mangalpally (V), Ibrahmpetnam (M),  
R.R. Dist - 501 510, Telangana.

## EMPLOYMENT OFFER

07/10/2024

Sushma Chindam

Dear Sushma Chindam,

With reference to your application for employment and interview and further discussions, we are pleased to offer you employment as Trainee - Medical Coder in PrimEra Medical Technologies Private Limited.

### 1. Date and place of joining:

You are expected to join on **09/10/2024**. 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 - Capital Park.

### 2. Salary:

Your CTC will be INR 275000/- (Rupees Two Lakh Seventy Five Thousand Only) Which includes Gross Salary of INR 254000/- per annum. Statutory deductions will be applicable as per prevailing laws viz., Income tax, PT, PF, ESI etc. All perquisites and benefits including reimbursements are subject to Income Tax provisions, which may be applicable, including taxation on perquisite value. Detailed Salary Breakup available in Salary Annexure.

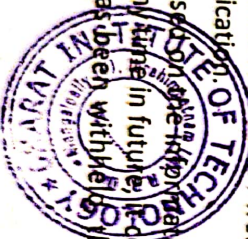
### 3. Conditions for the Employment offer:

Further to inform that, The company will conduct Back ground verification including but not limited to Education, previous employment and criminal records etc.,. In the event of statements and documents furnished at any stage of the recruitment or during employment founds false, misleads, omission or suppression of facts or if the company receive or notice adverse report against you that may detrimental to interest of the company, then the company shall have a right to terminate your employment at any point of time without giving a notice, nor any payment for any work done or in lieu of as stipulated any document, notwithstanding any other terms and conditions envisaged in any document. The company reserve the rights to initiate the action against you in the court of law as they deem fit for criminal breach of trust.

### 4. Offer Validity:

This offer of employment is valid for 24 working hours from the date of intimation to the candidate 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.



**PRINCIPAL**

**Bharat Institute of Technology**  
Mangalpally (V), Ibrahimpetnam (M),  
R.R. Dist - 501 510, Telangana

### 5. Authorized Representative:

## SALARY ANNEXURE

Name: Sushma Chindam

Designation: Trainee - Medical Coder

## COMPENSATION DETAILS

Salary Components	INR - Monthly	INR - Annualized
Salary Components		
Basic	11458	137500
HRA	4583	55000
Special Pay	3125	37500
Statutory Bonus.	2000	24000
Sub Total	21166	254000
Employer Contribution		
PF & EPS - Employer Cont.	1750	21000
Sub Total	1750	21000
Cost to the Company	22916	275000
Deduction		
PF (Employee Contribution)	1750	21000
Professional Tax	200	2400
Sub Total	1950	23400
Net Take Home (Excluding Applicable Taxes)	19217	230600

## Notes: Details of Benefits offering by the company

- 1 Bonus/Statutory Bonus, if applicable as The Payment of Bonus Act, 1965, shall be paid in 12 equal monthly installments in advance
- 2 Gratuity is applicable as per Payment of Gratuity Act 1972
- 3 Benefits – PrimEra Medical Technologies Pvt Ltd., will provide Medical Insurance for self, spouse and up to 2 kids. Also provide Accidental insurance for employee only
- 4 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
- 5 Company is providing the Meal card as per the policy which is not salary component.
- 6 Salary Structure of The Company may be altered/modified at any time without any prior notice and your remuneration and other terms may accordingly be altered/modified from time to time.



**PRINCIPAL**  
**Bharat Institute of Technology**  
Mangalpally (V), Ibrahimpatnam (M),  
R.R. Dist - 501 510, Telangana.

*M. S. S. S.*

**Associate Director - HR**



**PRINCIPAL**  
Bharat Institute of Technology  
Marathally (O), Idrimimnam (M).  
F. Dist - 601 101, India.

## EMPLOYMENT OFFER

08/11/2024

Krishnaveni Kondra

4-75/10/09, Donkal, Nizamabad, Telangana - 503311

Dear Krishnaveni Kondra,

With reference to your application for employment and interview and further discussions, we are pleased to offer you employment as **Trainee Medical Coder** in **PrimEra Medical Technologies Private Limited**.

### 1. Date and place of Joining:

You are expected to join on **11/11/2024**. 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 - Capital Park.

### 2. Salary:

Your CTC will be **INR 275000/- (Rupees Two Lakh Seventy Five Thousand Only)** Which includes Gross Salary of **INR 254000/- per annum**. Statutory deductions will be applicable as per prevailing laws viz., Income tax, PT, PF, ESI etc. All perquisites and benefits including reimbursements are subject to Income Tax provisions, which may be applicable, including taxation on perquisite value. Detailed Salary Breakup available in Salary Annexure.

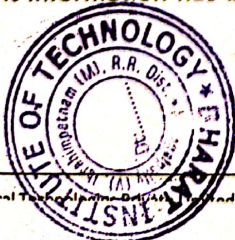
### 3. Conditions for the Employment offer:

Further to inform that, The company will conduct Back ground verification including but not limited to Education, previous employment and criminal records etc.,. In the event of statements and documents furnished at any stage of the recruitment or during employment founds false, misleads, omission or suppression of facts or if the company receive or notice adverse report against you that may detrimental to interest of the company, then the company shall have a right to terminate your employment at any point of time without giving a notice, nor any payment for any work done or in lieu of as stipulated any document, notwithstanding any other terms and conditions envisaged in any document. The company reserve the rights to initiate the action against you in the court of law as they deem fit for criminal breach of trust.

### 4. Offer Validity:

This offer of employment is valid for 24 working hours from the date of intimation to the candidate 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.



**PRINCIPAL**  
Bharat Institute of Technology  
Mangalpally (M), Ibrahimpatnam (M).  
R.R. Dist - 501 510, Telangana.

## SALARY ANNEXURE

Name: Krishnaveni Kondra

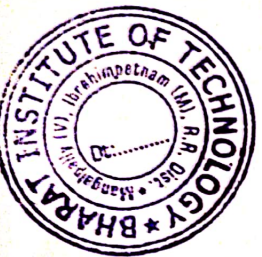
Designation: Trainee Medical Coder

## COMPENSATION DETAILS

Salary Components	INR - Monthly	INR - Annualized
Salary Components		
Basic	11458	137500
HRA	4583	55000
Other Allowance	0	0
Special Pay	3125	37500
Statutory Bonus.	2000	24000
<b>Sub Total</b>	<b>21166</b>	<b>254000</b>
Employer Contribution		
PF & EPS - Employer Cont.	1750	21000
<b>Sub Total</b>	<b>1750</b>	<b>21000</b>
Reimbursements		
Retention Bonus	0	0
<b>Sub Total</b>	<b>0</b>	<b>0</b>
<b>Cost to the Company</b>	<b>22916</b>	<b>275000</b>
Deduction		
PF (Employee Contribution)	1750	21000
Professional Tax	200	2400
<b>Sub Total</b>	<b>1950</b>	<b>23400</b>
<b>Net Take Home (Excluding Applicable Taxes)</b>	<b>19217</b>	<b>230600</b>

## Notes: Details of Benefits offering by the company

- 1 Bonus/Statutory Bonus, if applicable as The Payment of Bonus Act, 1965, shall be paid in 12 equal monthly installments in advance
- 2 Gratuity is applicable as per Payment of Gratuity Act 1972
- 3 Benefits – PrimEra Medical Technologies Pvt Ltd., will provide Medical Insurance for self, spouse and up to 2 kids. Also provide Accidental insurance for employee only
- 4 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
- 5 Company is providing the Meal card as per the policy which is not salary component.
- 6 Salary Structure of The Company may be altered/modified at any time without any prior notice and your remuneration and other terms may accordingly be altered/modified from time to time.



**Principal**  
**Bharat Institute of Technology**  
 Mangalpet (V), Ibrahimpet (M),  
 R.R. Dist - 501 510, Telangana.

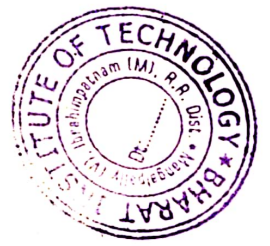
- Employment, Invention and Confidential Information Agreement
- The detailed list of job related accountabilities and work-related terms and conditions including the code of Ethics and detailed break of CTC would be provided along with the Appointment letter

PrimEra Medical Technologies Private Limited

*N. Sridevi*

Sridevi Menon

Associate Director - HR



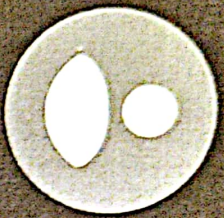
**PRINCIPAL**  
**Bharat Institute of Technology**  
Mangalpally (M), R.R. Dist. Telangana.  
R.R. Dist - 501 510. Telangana.



Hetero Corporate  
7-2-A2, Industrial Estates,  
Sanath Nagar, Hyderabad-500018  
Telangana, India

**Principal**  
Chhatrapati Institute of Technology  
Mangalagiri (M.T. A.P. Dist.)  
Warangal (M.T. A.P. Dist.)  
R.R. Dist - 501 510, Telangana.





Umashan... 04/07/2024  
to me, Tejaswarar... ↩



Dear Sinamgaram Amshu ,

Congratulations From Doctus!

We are pleased to offer you appointment in our  
Organization as **Review Analyst**.

You need to report at your work location **Doctus  
Software Solutions PVT. LTD** on **05 th july 2024  
(Friday) , 9:30 AM**

We request you to please go through the offer and  
your quick revert will help us proceed with  
completion of other pre-joining formalities.  
Detailed employment offer letter will be issued to  
you after your joining.



**PRINCIPAL**  
Sharat Institute of Technology  
Mangalagiri (U), Andhra Pradesh (U-1)  
R.R. Road, 521111, Telangana

At the time of joining, you are expected to carry  
below documents to complete joining formalities.





RCM Healthcare Pvt. Ltd

Contact : +919346490075  
Email ID : hr@a3rcmhealthcare.com

Name: Nikhitha Komera

Date: 02-Jan-2025

Dear Nikhitha

Welcome to A3 RCM Health Care Pvt Ltd!

Subject: Appointment letter

With reference to your application, subsequent interview and discussions, we are pleased to inform that you have been appointed as "Medical Coder" with our organization commencing from 03-Jan-25. your annual compensation will be Rs. **2,40,000 /-**. The details of the terms and conditions of the employment are detailed in the enclosed annexures.

1. SALARY

Your offered salary breakup shall be as follows:

Details	Monthly CTC	Annual CTC
Basic	12,460	1,49,520
HRA	6,220	74,640
Statutory Allowances	700	8,400
Other Allowances	620	7,440
<b>Total</b>	<b>20,000</b>	<b>2,40,000</b>

\*\*Approximate take home value is subject to vary based on actual earnings of the month. Taxes and any statutory deductions will be calculated on Income Tax norms.



**PRINCIPAL**

Gharaat Institute of Technology  
Mangalagiri (V), Ibrahimpatnam (M),  
R.R. Dist. 501 510, Telangana,

1-10-3/3, Old Cargo Complex, Prakash Nagar,  
Begumpet, Hyderabad, Telangana-500016



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3. As per the agreement, Trainees with no experience and joined as fresher in the organization should serve a notice period of three months after the completion of one year.

Leaves are not allowed during notice period. If taken will result in the extension of notice period.

If anyone wants to relieve immediately without serving the notice period as per the above company norms, then

1. Freshers with no experience should pay three month's salary amount to the company as buyout.
2. Experienced employees less than one year experience should pay three month's salary amount to the company as buyout.
3. Experienced employees having more than one year experience should pay three month's salary amount to the company as buyout.

You are requested to serve the Company with loyalty and honesty and strictly follow all instructions given to you by your supervisors in carrying out your duties.

You shall not take or engage in any other employment, trade, and business, whatsoever outside the business of the Company during the period of your employment.



**PRINCIPAL**  
Bharat Institute of Technology  
Mangalpet (TV), Ibrahimpetnam (TM),  
F.T. Dist - 501 510, Telangana.

1-10-3/3, Old Cargo Complex, Prakash Nagar,  
Begumpet, Hyderabad, Telangana-500016.



RCM Healthcare Pvt. Ltd

Contact : +919346490075  
Email ID : hr@a3rcmhealthcare.com

To avoid any doubt, it is hereby declared that the property and all such documents used in the course of your work belong to the company.

If you are agreeable to the above terms and conditions of the agreement, kindly confirm your acceptance by signing and returning the duplicate copy of this letter for our file and records.

Yours sincerely,

I agree to the agreement and accept the above terms and conditions of service.

Signature:

Vikram Raj

Name:

Senior Manager-Human Resource

A3 RCM Healthcare Pvt Ltd

Date:



**PRINCIPAL**  
Bharat Institute of Technology  
Mangalpally (V), Mangalagiri (M),  
R.R. Dist - 501 510, Telangana

1-10-3/3, Old Cargo Complex, Prakash Nagar,  
Begumpet, Hyderabad, Telangana-500016



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(A Unit of Dhanturi Hospitals PVT. LTD.)

### EMPLOYEE ID CARD

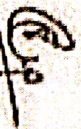


Name : Dr Damera Kalyani

Department : Medical

Designation : Clinical Pharmacist

Emp. ID : 396

  
Issuing Authority



Nagole X Roads Hyderabad Phone: 040-29332 999

Principal

Bharat Institute of Technology

Hyderabad (M), Hyderabad (M),

Hyderabad (M), Hyderabad (M),

Hyderabad (M), Hyderabad (M),





**PETA ANITHA**  
Trainee Pharmacist

Employee No : APL58828  
Department : Pharmacy



Issuing Authority



**APOLLO PHARMACIES LIMITED**

Health City, AMER Building, 2nd Floor, Jubilee Hills,  
Hyderabad - 500 096, Telangana Ph: 040 2348 1094

**PRINCIPAL**  
Bharat Institute of Technology  
Mangalpally (V), Ilurampetnem (Tal)  
R.R. Dist - 501 510, Telangana

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AINU

Aslan Institute of  
Nephrology & Urology

Centre for Advanced Kidney Care & Robotic Surgery...

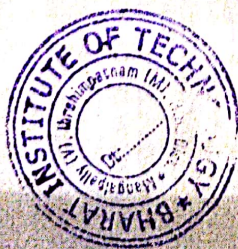


**Saleha**

**Pharmacist**

Dept. : Pharmacy

Emp. No. : 100921



*C. P. Naddy*  
Issuing Authority

**PRINCIPAL**  
Bharat Institute of Technology  
Mangalpet, R.R. Dist - 801 510, Telangana

