



BHARAT INSTITUTE OF TECHNOLOGY

(Sponsored by Chinta Reddy Madhusudhan Reddy Educational Society)
(Affiliated to JNTU, Recognised by AICTE & Approved by Pharmacy Council of India)

5.2.1 Percentage of placement of outgoing students and students progressing to higher education during the last five years A.Y 2018-19 to A.Y. 2022-23

A.Y 2022-23

Year	Name of student who has been placed	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)
2023	AKKALADEVI VARSHITHA	B.Pharmacy	2023	PRIME ERA MEDICAL TECHNOLOGIES, Mr.Tharun, 7285974339	3.5LAKHS
2023	BEJIGAMA PRIYANKA	B.Pharmacy	2023	HETERO LABS, Mr. Anil Sharma, 8919421130	2.8LAKHS
2023	B ABHINAV KUMAR	B.Pharmacy	2023	CORRO HEALTH, Mr.Manish 9396226164	2.5LAKHS
2023	GANNU ANVITHA	B.Pharmacy	2023	CLARUS RCM INFOTECH, Mr. Rakesh, 9133512523	2.5LAKHS
2023	K VIKRAM	B.Pharmacy	2023	CLARUS RCM INFOTECH, Mr. Rakesh, 9133512523	2.5LAKHS
2023	KAMBHATI SAI RUPINI	B.Pharmacy	2023	ADVITY RESEARCH PVT LTD, Mr. Akshith, 6301857186	3.5LAKHS
2023	KOKKONDA SAI PRASANNA	B.Pharmacy	2023	OPTUM GLOBAL SOLUTIONS, Mr. Vamshidhar, 6305673626	2.5LAKHS
2023	LAKKI REDDY SRIVALLI	B.Pharmacy	2023	COTIVITI, Anjali, 9739907934	2.2LAKHS
2023	MAHENDERKAR RESHAB	B.Pharmacy	2023	ZERVENTIE FLORINA DIVISION, Mr. Vamshi	2.8LAKHS

2023	MOREDDY PRATHYUSHA	B.Pharmacy	2023	INTENT HEALTH CARE SOLUTIONS, Mr. K. Subhash	2.8LAKHS
2023	MUDAVATH PARAMESH	B.Pharmacy	2023	OMICS , Mr. M. Manikanta	3.5LAKHS
2023	NAGARAM TEJA CHARY	B.Pharmacy	2023	CLARUS RCM INFOTECH, Mr. Rakesh, 9133512523	2.5LAKHS
2023	THALLA AKHILA	B.Pharmacy	2023	ANKURA HOSPITAL, Mr. Ramesh	2.5LAKHS
2023	SAMASAI KRISHNA REDDY	B.Pharmacy	2023	AIZANT DRUG RESEARCH SOLUTION PVT.LTD,	2.7LAKHS
2023	SURARAPU LEELA VARA PRASAD	B.Pharmacy	2023	NOVARTIS, Mr. S. Srinivas, 9886707154	2.3LAKHS
2023	GADDAM MYTHILI REDDY	B.Pharmacy	2023	OPTUM GLOBAL SOLUTIONS, Mr. Vamshidhar, 6305673626	2.5LAKHS
2023	B. SHIVA PRASAD	B.Pharmacy	2023	TORRENT PHARMACEUTICS, Mr. K. Vijay Kumar, 9394648815	2.8LAKHS
2023	ANUSHA	B.Pharmacy	2023	OPTUM GLOBAL SOLUTIONS, Mr. Vamshidhar, 6305673626	2.6LAKHS
2023	N.GANESH	B.Pharmacy	2023	MEDPLUS OPTIVAL HEALTH SOLUTIONS, Mr. Sreenivas, 9849382041	2.2LAKHS
2023	K.CION KUMARI	B.Pharmacy	2023	MEDPLUS OPTIVAL HEALTH SOLUTIONS, Mr. Sreenivas, 9849382041	2.2LAKHS
2023	U.MOHAN RAJ	B.Pharmacy	2023	MEDPLUS OPTIVAL HEALTH SOLUTIONS, Mr. Sreenivas, 9849382041	2.2LAKHS
2023	M.NAGESH	B.Pharmacy	2023	MEDPLUS OPTIVAL HEALTH SOLUTIONS, Mr. Sreenivas, 9849382041	2.2LAKHS

2023	K.SAIKIRAN	B.Pharmacy	2023	MEDPLUS OPTIVAL HEALTH SOLUTIONS, Mr. Sreenivas, 9849382041	2.2LAKHS
2023	G.INDUPRIYA	B.Pharmacy	2023	APOLLO PHARMACY, Mr.Preetham, 9063219123	2.5LAKHS
2023	Ch.YOGESH	B.Pharmacy	2023	OPTUM GLOBAL SOLUTIONS, Mr. Vamshidhar, 6305673626	2.5LAKHS
2023	G.YAMINI	B.Pharmacy	2023	CLARUS RCM INFOTECH, Mr. Rakesh, 9133512523	2.5LAKHS
2023	G.RAHUL	B.Pharmacy	2023	PRIME ERA MEDICAL TECHNOLOGIES, Mr.Tharun, 7285974339	2.8 LAKHS
2023	K. YOGITHA	B.Pharmacy	2023	PRIME ERA MEDICAL TECHNOLOGIES, Mr.Tharun, 7285974339	2.8 LAKHS
2023	K. PRASANNA	B.Pharmacy	2023	APOLLO PHARMACY, Mr.Preetham, 9063219123	2.5LAKHS
2023	L. NIKSHITHA	B.Pharmacy	2023	APOLLO PHARMACY, Mr.Preetham, 9063219123	2.5LAKHS
2023	M.NAGESHWARI	B.Pharmacy	2023	CLARUS RCM INFOTECH, Mr. Rakesh, 9133512523	2.5LAKHS
2023	P.SIRISHA	B.Pharmacy	2023	CORRO HEALTH, Mr.Manish 9396226164	2.5LAKHS
2023	P.MEGHANA	B.Pharmacy	2023	CORRO HEALTH, Mr.Manish 9396226164	2.5LAKHS
2023	T. DEEPIKA SINGH	B.Pharmacy	2023	PRIME ERA MEDICAL TECHNOLOGIES, Mr.Tharun, 7285974339	2.5LAKHS

2023	T.SOWMYA RANI	B.Pharmacy	2023	APOLLO PHARMACY, Mr.Preetham, 9063219123	2.5LAKHS
2023	G.NAGESH	B.Pharmacy	2023	LUPIN LIMITED, Mr. Praveen, 8522068514	3.2 LAKH
2023	B.ROHIT KUMAR	B.Pharmacy	2023	OPTUM GLOBAL SOLUTIONS, Mr. Vamshidhar, 6305673626	2.5LAKHS
2023	B.SRAVANI	B.Pharmacy	2023	CORRO HEALTH, Mr.Manish 9396226164	2.5LAKHS
2023	J. YASHASHWINI	B.Pharmacy	2023	TECHNO CODE HEALTHCARE PVT LTD, Mr. Pradeep, 9603065819	2.2 LAKHS
2023	J. MAHESH	B.Pharmacy	2023	TECHNO CODE HEALTHCARE PVT LTD, Mr. Pradeep, 9603065819	2.2 LAKHS
2023	J. INDRASENA	B.Pharmacy	2023	ERGAM LIFESCIENCES PVT LTD, Rudra Sai, 8125300959	2.5 LAKHS
2023	B.SRAVANI	B.Pharmacy	2023	ERGAM LIFESCIENCES PVT LTD, Rudra Sai, 8125300959	2.5 LAKHS
2023	B.SANDEEP	B.Pharmacy	2023	ERGAM LIFESCIENCES PVT LTD, Rudra Sai, 8125300959	2.5 LAKHS
2023	P. RAKESH	B.Pharmacy	2023	TECHNO CODE HEALTHCARE PVT LTD, Mr. Pradeep, 9603065819	2.2 LAKHS
2023	K. ESHWAR	B.Pharmacy	2023	TECHNO CODE HEALTHCARE PVT LTD, Mr. Pradeep, 9603065819	2.2 LAKHS
2023	M. KAVITHA	B.Pharmacy	2023	TECHNO CODE HEALTHCARE PVT LTD, Mr. Pradeep, 9603065819	2.2 LAKHS
2023	CH AMULYA	M.Pharmacy	2023	BHARAT INSTITUTE OF TECHNOLOGY, 9640909044	2.5LAKHS

2023	PONNALA ASHWINI	M.Pharmacy	2023	BHARAT INSTITUTE OF TECHNOLOGY, 9640909044	2.5LAKHS
2023	G SRUJANA	M.Pharmacy	2023	BHARAT INSTITUTE OF TECHNOLOGY, 9640909044	2.5LAKHS
2023	B.SUDHA	M.Pharmacy	2023	OPTUM GLOBAL SOLUTIONS, Mr. Vamshidhar, 6305673626	2.5LAKHS
2023	SAIRAM	M.Pharmacy	2023	ERGAM LIFESCIENCES PVT LTD, Rudra Sai, 8125300959	3.12LAKHS
2023	D SRI VIDYA	M.Pharmacy	2023	CLARUS RCM INFOTECH, Mr. Rakesh, 9133512523	2.5LAKHS
2023	CH GANESH REDDY	M.Pharmacy	2023	OMEGA HEALTHCARE, Divya HR, 8438101648	2.5 LAKHS
2023	DASARI SHIVA	M.Pharmacy	2023	OMEGA HEALTHCARE, Divya HR, 8438101648	2.5 LAKHS
2023	B.RAKESH	M.Pharmacy	2023	ERGAM LIFESCIENCES PVT LTD, Rudra Sai, 8125300959	3.12LAKHS
2023	N.GANESH	M.Pharmacy	2023	ERGAM LIFESCIENCES PVT LTD, Rudra Sai, 8125300959	3.12LAKHS
2023	SRIPALLY DEEPIKA	M.Pharmacy	2023	PHARMACIST, Enterpreuner	2.4 LAKHS
2023	U SOWJANYA	M.Pharmacy	2023	MANKIND PHARMA LTD	3 LAKHS
2023	P. PRAVALIKA REDDY	Pharm D	2023	TECHNO CODE HEALTHCARE PVT LTD, Mr. Pradeep, 9603065819	2.2 LAKHS
2023	G. SANKEERTHANA	Pharm D	2023	TECHNO CODE HEALTHCARE PVT LTD, Mr. Pradeep, 9603065819	2.2 LAKHS

2023	AFIA SULTANA	Pharm D	2023	TECHNO CODE HEALTHCARE PVT LTD, Mr. Pradeep, 9603065819	2.2 LAKHS
2023	M. SRI VARSHINI	Pharm D	2023	TECHNO CODE HEALTHCARE PVT LTD, Mr. Pradeep, 9603065819	2.2 LAKHS
2023	B R PRATIBHA	Pharm D	2023	TECHNO CODE HEALTHCARE PVT LTD, Mr. Pradeep, 9603065819	2.2 LAKHS
2023	N.PRAVEEN	M.Pharmacy	2023	ERGAM LIFESCIENCES PVT LTD, Rudra Sai, 8125300959	3.12LAKHS


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



PrimEra

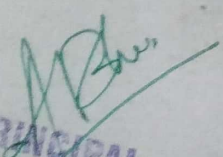
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Varshitha Akkaladevi

Emp No : 08321

Blood Group : B+ve


PRINCIPAL
Bharat Institute of Technology
Mangalpally (V), Ibrahim
P.R. Dist - EC



EMPLOYMENT OFFER

20/03/2024

Akkaladevi Varshitha
Vanasthilipuram - 500070
Telangana
India
500070

Dear Akkaladevi Varshitha,

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

1. Date and place of Joining:

You are expected to join on **21/03/2024**. 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 - CV Heights.

2. Salary:

Your CTC will be **INR 175000/- (Rupees One Lakh Seventy Five Thousand Only)** Which includes Gross Salary of **INR 157362/- 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.

Sub: Offer of Employment

25-12-2023

MR. JAY & PRIYANKA

Marugupally, Bangalore-560014

TC, India

Mobile: 9307589080

Email: priyanka@753@gmail.com

Dear Mr. & Priyanka

This is with reference to your application and subsequent discussion, you had with us, we are pleased to offer you the position of **Software Engineer**.

Your place of work will initially be at **SEA SOLUTIONS (PVT) LIMITED, Marugupally, UNIT-V**.

1. This offer is valid till **02-01-2024** and you should report for joining on or before **02-01-2024**.
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 checking at the company authorized diagnostic center.
9. This offer is valid only subject to condition that you are medically declared fit.

Dharma Workforce Services

2nd floor, Rama Srinivas, 6th Main Road, 7th Stage, A Road, Marugupally, Bangalore-560014

Website: www.dharmaworkforce.com

Email: info@dharmaworkforce.com


PRINCIPAL
Sharat Institute of Technology
Marugupally (V), Bangalore-560014
S.K. Das - 987 876 7654

To

Mr. Boini Abhinav kumar

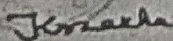
H.no-9-25,Vijaya sree building,hydershakote,bandlaguda jaglr, Hyderabad,500091

Dear Mr. Boini Abhinav kumar,

Sub: Letter of Appointment

We are pleased to offer you an appointment in our organization on the following terms and conditions:

- 1 Your date of commencement of service is: **8-Apr-24**. Team member ID **CHHYD7421**, Designation: **Jr Executive- Coding Services**. File No **7121**, Place of posting: **# Hyderabad**
- 2 You will be entitled to a **CTC of Rs. 18000 (Rupees Eighteen Thousand Only)** per month till the confirmation, which would be subject to revision periodically based on your performance. **Ref - Annexure A**
- 3 You will be eligible for other benefits in accordance with the company's rules and statutory benefits, if any, applicable to you from time to time. You will also be entitled to leave, ESIC, PF and Gratuity and as per Act. Your Performance Review will be done on a yearly basis. Remuneration paid to you shall be subject to Tax Deduction at Source as per the rules applicable at the time of disbursement.
- 4 Team members will be on probation for the first 6 months from the date of joining. During probationary period, either party has right to terminate the services of the team members with 15-day notice. At the end of probation period (6 months), if the performance of the Team member is found satisfactory, his/her services will be confirmed based on the inputs from the functional heads. No salary revision will be done during confirmation. If functional heads propose to initiate separation due to non-performance, we will place them on bench for 15 days and relieve them at the end of 15 days. Team member is eligible to avail One leave per month during probation. In certain cases, If the Team member's performance is found unsatisfactory at the end of the probationary period due to performance issues, extension of period of probation letter will be issued. If a team member is sponsored for any certification during this period, their mandatory work agreement will precede this probation clause and they will not be covered under this policy. They will have to complete the mandatory work period mentioned in the certification agreement.
- 5 We waive off notice period only on serious medical conditions, which are substantiated with medical documents such as hospitalization records, discharge summary, scan report, blood test reports. We will send them to our medical panel and once they validate and approve the documents, immediate relieving will be initiated. Handwritten documents are not accepted as valid documents.

**Accepted By - Mr. Boini Abhinav kumar**

CorroHealth InfoTech Private Limited (Formerly Coditech Software Solutions India Private Limited)

Registered Address: F-83, Profit Centre, Gate No 1, Near Pizza Hut, Mahavir Nagar, Kandivali Mumbai MH 400067 IN CIN: U72900MH2019FTC333609

Branch Address: SEZ Unit: GAR Laxmi Infobhan, 12th Floor, Tower 2, Survey No 107, SEZ, Kokapet, Telangana - 500075.

CorroHealth InfoTech Private Limited (Formerly Coditech Software Solutions India Private Limited)

Registered Address: F-83, Profit Centre, Gate No 1, Near Pizza Hut, Mahavir Nagar, Kandivali Mumbai MH 400067 IN CIN: U72900MH2019FTC333609

Branch Address: SEZ Unit: 12th Floor, Tower 1 & 2, Laxmi Infobhan, SEZ Sy No 107/P, Kokapet Village, Gandipet, Hyderabad - 500 075

CorroHealth

Temporary ID Card

Emp ID.

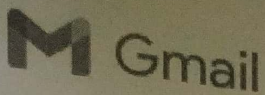
Full Name

Issued Date

Expiry Date

Authorised Sign.:

CHHYD 7421
B. Abhinav
12/04/2024
12/06/24
Srin



sandhya pandu <sandhyapandu84@gmail.com>

Fwd: Freshers Training Email

k. Vikram <katrothvikram546@gmail.com>
To: sandhya pandu <sandhyapandu84@gmail.com>

Mon, Apr 15, 2024 at 10:36 PM

K VIKRAM
19171R0039
2019 to 2023 batch
B pharmacy bit

----- Forwarded message -----
From: **HR Hyderabad** <hr.hyd@clarusrcm.com>
Date: Tue, Mar 12, 2024, 6:43 PM
Subject: Freshers Training Email
To: Nisha R <Nisha.r@clarusrcm.com>, <anuradha.suregodu@clarusrcm.net>

Dear all.

Congratulations to all of you.

Greetings from Clarus!!!

This is to inform you that the "fresher's training" will start on March 21, 2024, at 10 a.m.

Required documents to be submitted (mandatory)

- All Educational Documents (Xerox Copy)
- Original Certificates.
- 4 passport-size photos
- Adhar and Pan Card (Xerox Copy)

Training Adders:

CLARUS RCM INFOTECH (INDIA) PVT LTD.,

Watermark building. Ground floor.
HITECH City. oppt oppt.-Tech Mahindra Building
Hyderabad.

Please find below the link for your route map.

<https://maps.app.goo.gl/XzrCdBX7vz3144Sv5>.

Email: hr.hyd@clarusrcm.com

Web: www.clarusrcm.com

Note: If you are unable to report the date,, I request that you inform me of the below contact details.

<https://mail.google.com/mail/u/0/?ik=0b4b3a9659&view=pt&search=all&permmsgid=msg-f:1796421262815336537&simpl=msg-f:1796421262815336537> 1/2



Ref: ADVITY/HR/AUG-23/003

Date: 14 Aug 2023

Ms. Kambhampati Sai Rupini
H.No. 3-1/210
Dr Reddys Enclave Maktha 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.

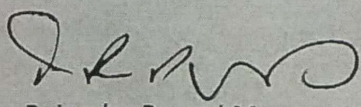
Please note that all the salary details are strictly confidential.

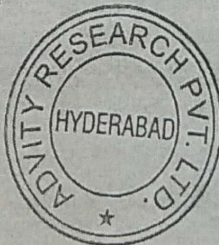
To confirm your acceptance of this letter, please sign the offer and return a scanned copy of this letter. If not accepted within 3 days, it will be construed that you are not interested in this offer and this offer will be automatically withdrawn.

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

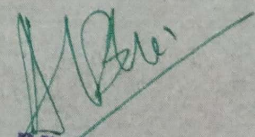


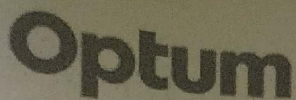
RESEARCH PRIVATE LIMITED
Continental, Adj: Kukatpally Metro
Kukatpally, Hyderabad 500072.

CIN No.: U24230TG2021PTC154573.
GSTIN No.: 36AAVCA7268G1Z2

 040 69089999

 info@advityresearch
www.advityresearch


PRINCIPAL
Bharat Institute of Technology
Mangalpally (V), Ibrahimpetnem
R.R. Dist. 501 512, Telangana



March 27, 2024

Kokkonda Sai Prasanna
2-24-105/15/B Laxminarayana colony IDA Uppal road no 24
Hyderabad Telangana
500039

Dear Kokkonda Sai Prasanna,

Further to your recent meetings and discussions with us, we are pleased to offer you employment with Optum Global Solutions (India) Pvt. Ltd. ("the Company") a UnitedHealth Group Company, in the position of **Medical Coding Analyst** at **salary grade 23**. Your work location shall be at Company's office located at **Raheja, Hyderabad**. The terms and conditions of your employment are set out hereinafter:

EMPLOYMENT

We are pleased to extend this offer to you basis the selection process administered. Your effective date of joining shall be no later than **April 3, 2024**. Your employment with the Company shall be subject to the timely submission of the following listed mandatory documents for background verification purposes, to be submitted prior to or latest by your Start Date. Successful pre and/or post-employment background checks, accuracy of the testimonials and information provided by you and your being free from any contractual restrictions preventing you from accepting this offer or starting work with us on the above-mentioned date, are required for your employment with the company:

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

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

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

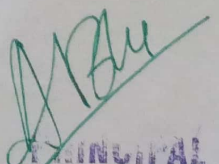
PROBATION

You shall serve a minimum probation period of **180 days** from the date of your joining the Company ("Probation") following which you shall get confirmed into the Company by default unless you receive a letter for confirmation extension. The Company reserves the right to extend the probation period for an additional Thirty (30) days in the event that your performance is not up to expectation.

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

During the period of Probation, either the Company or you may at any time terminate your employment without cause by giving in writing to the other party, Thirty (30) days notice or in lieu thereof a sum equal to the amount or pro-rated amount of salary which would have accrued to you during the period or remaining period of notice. You shall not be entitled to any notice pay if your employment is terminated in accordance with condition 7.6 of the Appendix 3 to this letter of appointment.

PLACE OF POSTING


Principal
Bharat Institute of Technology
Mangalpally (V), Ibrahimpatnam
Hyderabad - 500082





Zuventus
Healthcare Limited

Head Office: Zuventus House, Plot V2, CTS No: 358/A2, Near Nahur Railway Station, Nahur (West), Mumbai - 400 078
Tel: 022-35060000 / 62838000 • Fax: 022-20812898 • E-Mail: zuventus.corporate@zuventus.com • Website: www.zuventus.co.in
CIN - U85320PN2002PLC018324

REF:FLD:OFF:ZUV/1702533473131809

Date: 03-Jan-2024

Mr. Reshab MAHENDERKAR
Rangareddy
Telangana.

Dear Mr. Reshab MAHENDERKAR,

This has reference to your application and the subsequent interviews you had with us. We are pleased to offer you the position in our **"Zuventus Florina Division"** as **Business Officer** to be based at **Hyderabad HQ, Telangana** on the following terms and conditions:

Validity of Offer Letter

This offer will be valid not later than **04-Jan-2024**.

Salary

You will be paid annual CTC of **Rs. 3,00,000/- (Rupees Three Lakhs Only)** inclusive of all benefits, the break-up of which will be given to you at the time of joining.

Leave Rules

Applicable as per Company's Leave Rules and as amended from time to time.

ESIC/Mediclaim Policy/Accident Insurance

All employees having a gross monthly salary of Rs. 21000/- or below are insured under ESIC. All employees shall be covered under the Mediclaim Policy and Group Accident Insurance Policy as per the rule applicable from time to time.

Probation/Confirmation

The probation period will be of Six (6) months. On successful completion of probation or extended probation period, the Company may confirm you as a permanent employee of the Company, such confirmation shall be in writing. (i.e. an employee would be confirmed after six months of service). Unless the Company confirms you by its order in writing, you will continue to be on probation.

Notice Period

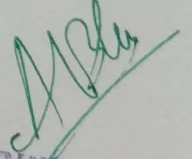
During Probation Period: One day's notice on either side.

After Confirmation: 30 days notice period on either side with the Company retaining the right to pay 30 days salary in lieu of the notice.

Offer Cancellation

Zuventus Healthcare Limited

Registered Office: T-184, MIDC, Bhosari, Pune 411 026. Tel.: 020-35010000, 020-40700000 • Fax: 020-35010000


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



Scanned with OKEN Scanner





**ankura
hospital**

for women & children



Name : T. Akhila

Designation : Pharmacy Executive

Tem. ID : LB7738

Blood Group :

Valid upto :

www.ankurahospital.com

[Signature]
Bharat Institute of Technology
Mangalore (VT), Ibrahimpatnam
Mangalore - 575 510, Talaasana.



18th Aug 2023

AIZ/HR/OFF/AUG/23/39

Mr Sama Sai Krishna Reddy,
S/o Dasarath Reddy,
2-61, Bahadurpur, Jainath Mandal,
Deepaiguda, Adilabad District,
Telangana-504309.

Dear Sai Krishna Reddy,

This has reference to your application and subsequent discussion with us.

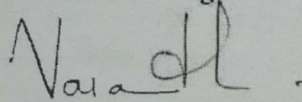
We are delighted to offer you a position as **Trainee Custodian in Clinical Pharmacology** with **Aizant Drug Research Solutions Pvt. Ltd.** on the terms and conditions as have been mutually agreed and the specifics of the offer are as follows.

1. You will be posted at Sy. No. 172 & 173, Apparel Park Road, Dulapally, Medchal, Hyderabad – 500100.
2. You are required to join the organization on or before **21st August 2023** or by the mutually agreed date between you and the company failing which this offer of employment stands withdrawn.
3. During your employment with us, you shall be subject to the company's existing rules and regulations as varied by us from time to time at our discretion.
4. Your offer of employment will be contingent upon clearance of the background verification check that is mandatory as per the company policy. Please refer Annexure II for the details and documents to be furnished before joining.
5. Our formal appointment letter giving detailed terms and conditions of your employment shall be issued upon your joining the company. Please sign the duplicate copy of offer letter indicating your acceptance and date of joining and return the same to us for our records.
6. As a token of acceptance of our offer, please send us the confirmation of the acceptance within a day of receipt of this mail. After acceptance please share the resignation letter within 4 days from receipt of this mail & joining should be on or before the mentioned date of joining failing which the offer letter will stand void.

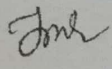
Wishing you a great career with Aizant Drug Research Solutions Pvt. Ltd.

Yours Sincerely,

For **Aizant Drug Research Solutions Pvt. Ltd.**

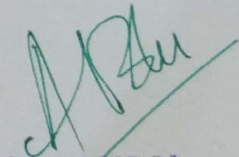


B Vasanthi
Director – Human Resources



Aizant Drug Research Solutions Private Limited

Regd. Off : Sy No. 172 & 173, Apparel Park Road, Dulapally Village, Dundigal, Medchal - Malkajgiri (Dist.), Hyderabad - 500 100
Tel : 91 40 23792190/91/92, Fax : +91 40 23792223, Web : www.aizant.com
CIN : U24239TG2005PTC048133, E-mail : info@aizant.com



PRINCIPAL

Charch Institute of Technology
Mangalpally (V), Ibrahimpatnam (M)
H.A. Dist - 501 510, Telangana.

FORM A
 [See rule 22 (1)]
LETTER OF APPOINTMENT

Ref. No. : TH-1/TPL/AL/Sigma/
 Date : 28.11.2022

1. Name of Establishment : Torrent Pharmaceuticals Ltd.
2. Address : "Torrent House", Off Ashram Road Ahmedabad 380 009.
3. Name of the Employer : Torrent Pharmaceuticals Ltd.
 Name and Address of employee : B Shiva Prasad, 3-13-105/2/B/1, Bank Colony, Mallapur Kapra, Hyderabad, 500062, Andhrapradesh.
4. B Shiva Prasad is appointed as Trainee Medical Representative in this establishment with effect from 05-12-2022
5. B Shiva Prasad is on probation for a period of twelve months 02-01-2023
6. Your scale of wages per month shall be Rs. 20834/- (Rs. Twenty Thousand Eight Hundred Thirty Four Only)
7. Your total wages of Rs. 20834/- (Rs. Twenty Thousand Eight Hundred Thirty Four Only) per month composed of the following, namely;
 - (i) Basic Pay (in Rs.) : 10638/-
 - (ii) Other Allowances (in Rs.) : 10196/-

8. **OTHER CONDITIONS OF SERVICE:**

I. **Training:**

- a. You shall undergo training for a period of one year from 05-12-2022 On successful completion of the training you will be confirmed in the Company's employment as 'Medical Representative'. In case your performance and progress is not up to the expected standards, you will be released from the employment of the Company. Company reserves the right to extend your services on probation for a period up to six months thereafter as deemed suitable. However, at the end of the probation period you will be either confirmed in the services of the company or released depending upon your performance and progress during the said probation period.
- b. Total period of training and probation will not be beyond one year and six months. In case no extension of the training /probationary period is given in writing, probationary period will be deemed to have been extended.
- c. During the training period or period of probation, your services are liable to be terminated by the Company without any notice. However, if you intend to leave the services, you shall be required to give one month's notice to the Company or one month's salary in lieu thereof.
- d. No leave will be granted during the period of training and/or probation.

II. **Confirmation:**

On Confirmation you will be placed in the following category:

CATEGORY	DEPARTMENT	DESIGNATION
M.R.	MARKETING	MEDICAL REPRESENTATIVE

* On Confirmation if you want to leave us you shall have to give us one month's notice in writing.

III. **Salary:** Break Up of the salary shall be as per the attached Annexure A.

Note: Basic Salary, HRA, Conveyance Allowance, CCA & Interim Bonus will be reduced proportionately in the following cases:

- Remaining absent on loss of pay for day/days unauthorized for the period of such absence.
- On leave without pay for any reason whatsoever for such period.
- Salaries etc will be subject to all statutory deductions as applicable.

IV. **Working Allowances:**

The Working Allowances have been mentioned in the Annexure A



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



V. Appointment, Promotion, Etc.

- a. Appointment, Absorption, Promotion, Payment of personal pay or special pay or releasing of "Special Increment" employee will be within the sole discretion of the Company.
- b. General Rules:
The newly appointed Medical Representative is required to submit the following documents/information etc. and failure to submit the said documents/information will result in termination of services of Medical Representative.

- (i) Medical Fitness certificate of Registered Medical Practitioner.
 - (ii) Details of membership, if any, of Provident Fund, Employees' Pension Scheme etc.
 - (iii) Original Certificate related to your date of birth, your educational and technical qualification along with a photo copy of each certificate.
 - (iv) Original certificate of past experience and relieving certificate from the previous employer along with a photo copy of each certificate.
 - (v) References from two respectable persons.
 - (vi) Joining report in duplicate
- c. Medical Check - Up:
You will have to submit yourself for medical check-up periodically at a reasonable time to be decided by the Management. Refusal to submit for medical check-up/check-ups at the prescribed time will be treated as a severe misconduct. If you are found medically unfit to continue in service on the basis of medical checkup, your services will be dispensed with by payment of one month's notice pay.

- d. Date of Birth:
School Leaving Certificate / S.S.C. certificate as evidence of date of birth should be provided to the Management by you at the time of employment and if for any genuine reason some genuine correction is to be made in the date of birth, such a change can be effected within six months of the appointments. Thereafter no complaint in respect of correction of date of birth will be entertained.

VI. Duties of Medical Representative:

- a. Your hours of work/attendance in a day will solely depend on business needs and customer requirements. You will be required to submit online your day-wise work plan, daily call reports, account of samples etc, distribution details in proper forms (including those on computer) as per applicable work norms/rules to your post.
- b. You will attend and participate actively in periodic training to properly equip yourself to propagate for the organization and its products or for any other products as required by the Management and to promote and secure sales as per targets fixed by the Management from time to time and to constantly remain in touch with the doctors, chemists, stockiest, dealers etc. and other purchasing agencies for propagating and ensuring sales and proper distribution and/or any other duties assigned by the Company from time to time.
- c. You will observe and fulfill all SOPs, instructions, directions, circulars and orders given by Company as well as by your superiors
- d. You will attend to any work entrusted by the company from time to time. You will follow up technical and trade inquiries and will endeavor to facilitate early realization of payments and early retirement of documents relating to supplies affected. You will keep up the image of the organization, Management and your superiors and will protect the interests of the Management at all times. You will undertake market survey and submit reports as required from time to time.
- e. You will scrupulously follow the instructions as mentioned in the various circulars issued by Company or from your superiors. Furthermore, you will report only those doctors' calls / chemist calls where you had met the doctor / chemist and detailed the product to him/her or carried out RCPA.
- f. You will not be given any advance for your traveling and other expenses. However, Expenses incurred by you every month will be reimbursed by demand draft / bank transfer on receipt of statement of expenses from you in the prescribed form and on approval of the same by the Company. Allowance and other expense statements should be submitted online by you as per the rules applicable from time to time. You will not be entitled to collect any cash or stocks either from dealers or from stockiest.
- g. Your predominant duty will be to promote the sales of the products of the Company and to utilize your professional knowledge and skills to enhance the sales of the Company.
- h. You will be responsible for the charge and care of the Company's money, goods, stores and other property that may be entrusted to you or that may at any time come in your hands or under your charge on account of the Company and you will truly and faithfully account for pay over or deliver the same to the proper person.

TORRENT PHARMACEUTICALS LIMITED

CIN: L24230GJ1972PLC002126

Page 2 of 6

be prepared for a tour of at least 15 days in a month as per the tour program suggested by the company. It is very necessary for you to comply strictly with tour program as suggested by company.

You will strive to achieve the prescribed doctor call average per day (generally being 12) and prescribed chemist call average at day (generally being 5). To comply with the requirements, you will work as per needs of the customers and the Company. These work norms are deemed to have been accepted by you on acceptance of this contract of employment. Dereliction of any aforesaid duties will be construed as misconduct.

Transfer:

- a. The Management has the right to transfer your services to any place at any time in India without assigning any reason. Your services are liable to be transferred with or without any additional remuneration or any kind of allowances in connection with the work of the Company at its sole discretion and you will perform such duties as may be assigned to you from time to time. On such transfer, you will be governed by the rules and regulations as may be applicable to you at the place of transfer.
- b. On such transfer, you will be eligible for transfer expenses as per the prevailing policy applicable to your post at the time of transfer. (As per prevailing Transfer Policy of the Organization)

VIII. Abandonment:

If you will abstain yourself from work for more than 8 days without prior written consent of your superior or otherwise fail to attend to your duties for more than 8 days or fail to report for duties within 8 days after the sanctioned leave is over, it shall be assumed that you have abandoned your employment.

IX. Code of Conduct, Discipline And Norms:

Breach of the following rules, norms and acts of omissions and commissions on your part will amount to misconduct:

- a. You will devote your whole time & attention for the work of the Company and you will serve the Company in its business at such place/ places as you may from time to time be directed.
- b. You will conform to and abide by terms & conditions of this contract of employment and will observe, comply with and carry out all orders & directions which may, from time to time, be given to you by the Management or persons authorized in this behalf.
- c. You will promote the interest of the Company and will serve the Company honestly and faithfully and will show courtesy and attention in the discharge of your duties.
- d. You will not take active part in politics or in any political demonstration or stand for election or be a member of any local authority or legislative body.
- e. You will not make public or publish any document, paper or information which may come into your possession during the course of your duties.
- f. You will not accept, solicit or seek any outside employment whether stipendiary, honorary or otherwise.
- g. Quarrelling, having exchange of words with customers, creating unpleasant scene in respect of any issue or for any reason shouting aloud in the course of service.
- h. Sudden stoppage of service to the Doctor / Chemist / Stockiest and other customers for any reason.
- i. Willful insubordination or disobedience, whether or not in combination with other persons, of any lawful and reasonable order of a superior or the Company.
- j. Going on an illegal strike or abetting, inciting, instigating or acting in furtherance thereof.
- k. Willful slowing down in performance of work or abatement or instigation thereof.
- l. Theft, fraud or dishonesty in connection with the Company's business of property or the theft of property of another employee of the Company.
- m. Taking or giving bribe or any illegal gratification.
- n. Habitual Breach of any rules applicable to the Company
- o. Drunkenness, riotous, disorderly or indecent behavior during the course of duties.
- p. Commission of any act subversive of discipline or good behavior during the course of duties.
- q. Neglect of work or demonstration of negligence
- r. Willful damage to work in process or the any property of the Company
- s. You will not disclose, divulge or make public or personally use for your gain of the materials, process, accounts, transaction, dealings, information etc., whether the same may be confined to you or may become known to you during the course of your service or otherwise.
- t. You will not take out patents for any invention made by you except with the prior written permission of Company. You will not divulge or make known any manufacturing process, formulas, specifications, inventions or any secrets, accounts dealing of or relating to the Company to any person other than the Management of the Company.
- u. Gambling
- v. Distributing or exhibiting pamphlets, posters, such other things or causing to be displayed by means of signs or writing or other means on any matter without previous sanction of the superior.
- w. Refusal to accept or make sheet of office communication served in accordance with discipline applicable to your organization.
- x. Unauthorized possession of any letterhead paper.



PHARMACEUTICALS LIMITED

CIN: 12125001972PLC002129

- y. Surrounding or forcibly Superiors and/or managerial personnel of the Company within its premises or outside the premises or during the joint working or demonstrating in any manner whatsoever or demonstrating inside or outside the premises of the Company.
- z. Humiliating in any manner a superior or co-employee or obstructing them from
 - aa. Performing their duties, making false or malicious statements against Company, or an employee of the Company,
 - bb. Abuse, assault or threat or violence to other employees of the Company including Superiors
 - cc. Instigating other employees of the Company to indulge in violence
 - dd. Misstatement or withholding of any relevant information on the application for employment or otherwise
 - ee. Tampering records of attendance, falsification of information, delacement or destruction of records of Company
 - ff. Canvassing, sale of tickets, coupons in respect of any scheme, doing business relating to share, L.I.C. in any manner during field work
 - gg. Obtaining leave on false pretext.
 - hh. Holding, organizing, attending or taking part in any meetings without any written permission
 - ii. Irregular submission of daily call reports, sample distribution statement and such business related documents as prescribed from time to time.
 - jj. Abating, aiding or attempting at furtherance of above misconducts. Any other misconduct committed within or outside the premises of the Company

Explanation - The aforesaid misconducts are only illustrative but not exhaustive.

X. Departmental Inquiry and Proceedings:

- a. **Venue or place of Departmental Inquiry:** The place/places where departmental inquiry would be conducted against a delinquent will be decided only by the Management and the same may be within or outside the premises of the Company.
- b. **Inquiry Officer:** Departmental inquiry may be conducted either by the Manager or by any person authorized in this behalf by the Management and would include an outsider and Consultant or an Advocate or any other person.
- c. **Preliminary Inquiry:** Management may conduct a preliminary enquiry in order to investigate whether there is a prima facie case against any Medical Representative for the purpose of conducting a departmental inquiry. During the preliminary inquiry Management may gather facts and data in the form of statements, documents, etc. No Medical Representative will be entitled to get such materials gathered in the preliminary inquiry. Preliminary inquiry may or may not precede a departmental inquiry. No Medical Representative will insist on a hearing in any form in a preliminary inquiry.
- d. **Departmental Inquiry:** The Medical Representative against whom a departmental inquiry has been instituted will be served a Charge-sheet / Show Cause Notice. The delinquent will be given opportunity to defend himself/herself in the departmental inquiry and an order or punishment would be passed after conducting the departmental inquiry if charge or charges against the delinquent are proved. The standard of proof would not be the same as in a criminal trial. During the departmental inquiry the delinquent will not insist upon the presence of the complainant if any nor will he/she insist on the production of the preliminary inquiry papers or any details thereof.
- e. **Departmental inquiry may be dispensed with in the following cases and circumstances :**
 - (i) If Medical Representative has been convicted by a Criminal Court for any offense irrespective of the fact whether an appeal or any other proceedings are pending against the said convictions or whether the Medical Representative intends to file such proceedings.
 - (ii) If Medical Representative conducts himself/herself in such a way that it is not in the interest of the Company to conduct any inquiry against him/her or that it is not desirable to conduct departmental inquiry having regard to the circumstances of the case.
 - (iii) If Medical Representative conduct himself / herself in such a way that reputation of the Company would be jeopardized or tarnished.
- f. **Suspension:** Any Medical Representative may be placed under suspension before the commencement of departmental inquiry or during the pendency of departmental inquiry or at any time or stage in the course of service. During such suspension the Medical Representative will be entitled to Subsistence Allowance at the rate of one-half of normal rate of wages. In case of suspension on the ground of unauthorized absence no suspension allowance will be payable.
- g. **Address for Communication:** You will submit in writing your residential address and any change of your residential address to the Management and should obtain receipt to the effect that the Management has taken note of your address or any change in address. Any communication letter or notice sent to such an address will be deemed to be a proper service. Any communication of the Company referred from such an address with an endorsement like "not found", "left", "refused", etc. will be deemed to be adequate communication
- h. **Punishment for misconduct:** The Medical Representative found guilty of misconduct may be:
 - (i) Censored
 - (ii) Warned;
 - (iii) Punished by way of stopping of increments with / without permanent effect;
 - (iv) Reduced to a lower post or lower step;

TORRENT PHARMACEUTICALS LIMITED

CIN : L24230GJ1972PLC002120

Page 4 of 6

Suspended by an order in writing for a period not exceeding four days;

(vi) Discharged by giving one month's notice salary in lieu of one month's notice;

(vii) Dismissed

Termination of Service:

Your services may be terminated by giving one month's notice or by paying one month's salary in lieu of notice if it is not in the interest of the Company to retain you in service or if you are engaged in activities which are prejudicial to the interest of the Company.

- b. Your service may be terminated by paying one month's notice pay on compassionate grounds if a qualified Medical Practitioner appointed by the Company certifies that you are permanently incapacitated for further service in the Company.
- c. Your services are liable to be terminated at any time without giving any notice or without payment of any compensation in case if it is found that the information given by you for seeking employment is found incorrect or you have willfully suppressed the material information
- d. Termination of Probationer: Any Medical Representative appointed on Probation may be terminated from services by the Management prior to the completion of Probation period or on the expiry of Probation period or during the extended period of Probation or on the expiry of the extended period of Probation without assigning any reason.
- e. Notwithstanding anything contained in any other clauses of this appointment letter, your services may be terminated without assigning any reason by giving one month notice or by giving one month's pay in lieu thereof.

XII. No Work No Pay:

The Management will be entitled to deduct your wages for the period during which you have not actually worked for the whole time although you may be present in the field whole day on the principle of "no work no pay".

XIII. Discretion of the Management regarding Special Pay, Personal Pay, Increment, Incentive Etc.:

It will be within the sole discretion of the Management to give Special Pay or Personal Pay or Special Increments or incentives to any Trainee Medical Representative / Medical Representative without assigning any reason. In such an event no other Trainee Medical Representative / Medical Representative can demand such a benefit/payment.

XIV. Re-Organization:

The Management will have the sole discretion to organize and re-organize change or make any type of amendment in organizational set up at any time without affecting the salary of any Trainee Medical Representative / Medical Representative.

XV. Leave:

- a. Leave can be availed by the employee subject to a written sanction accorded by the Superior or the Company

XVI. Disclosure Agreement & Contracts:

You cannot enter into any agreement for yourself or on behalf of any other person, with any shareholder or any other third party with regard to compensation or profit sharing in connection with dealings in securities of the Company without obtaining prior approval of the Company. In case you are already having such subsisting agreement, you need to intimate the details of such agreement(s) along with the copy of the same to HR Department at the time of joining.

XVII. Increment:

You will not be entitled to increment (of any type) automatically. The same will depend on the discretion of the Management and particularly on various factors like your general behavior, aptitude for the job, efficiency shown, conduct towards superiors, regularity and results achieved, etc.

XVIII. Superannuation: Every Medical Representative shall retire from service on attaining the age of 58 years.

XIX. That whenever the words like "Employee", "Medical Representative", "Trainee Medical Representative", "He", "She", "His", "Him", "Her", "You", "Your", are used the same mean you and whenever the words like "Management", "Organization", "Employer", "Firm", "Company", etc. occur, that means ourselves, the Employer.

XX. All disputes and differences shall be inquired and shall be dealt with/are to be settled at Ahmedabad. And that the Courts, Tribunals and / or Authorities at Ahmedabad only shall have jurisdiction to entertain, try and decide such disputes or differences arising out of or pertaining to this Contract of Employment between you and Torrent Pharmaceuticals Limited, irrespective of the fact that your Head Quarter of posting may be elsewhere at that time.

Yours faithfully,
For Torrent Pharmaceuticals Limited

Anand Iyer
VP - HRD



PRINCIPAL
Bharat Institute of Technology
Mangalsipally (V), Jbrahimpattnam (M),
R.R. Dist - 501 510. Telangana.

TORRENT PHARMACEUTICALS LIMITED

CIN : L24230GJ1972PL C002126

Ref:EmploymentNo.OHS/OTG00362/2023/APR/3837

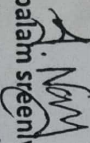
Date: 17/04/2023

To,
Naru Ganesh
H.No: Main road, kothur,
Pattancervu, prakasham,
AP.

Dear N.Ganesh

APPOINTMENT LETTER

1. We are pleased to appoint you as CSA In Pharmacy Department effective from 29/05/2023
As per the terms and conditions of employment of the company as given in appendix A. you will be eligible for the gross Salary of Rs.12174/-(twelve thousand one hundred seventy four rupees only) per month, As relevant to your position , you required to execute a Non Solicitation and non Compete agreement as appendix-B.
 2. Your place of work will be at Hyderabad. However , your services are transferable.
 3. This appointment is subject to satisfactory feedback upon reference checks and medical fitness upon medical examination.
 4. You are required to sign and return copy of this Appointment letter as having accepted, to the HR Department along with the Appendices which shall from part and parcel of terms of your employment with the company.
- We look forward to a long and fruitful association with you.
- You're sincerely
- OPTIVAL HEALTH SOLUTIONS PRIVATE LIMITED

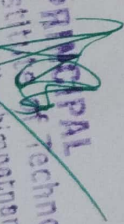

Gopalram sreenivas
Senior Manger-Human Resource

I have read and understood the contents of the Appointment letter including all the annexure/appendices and accept the same as being part of my contract of employment without any reservations.

Date:

Signature
N.Ganesh




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

Optival Health Solutions Pvt.Ltd

Registered and corporate office: H.No.11-6-56, survey No: 257&258/1, Opp:IDPL Railway Siding Road, (Moosapet),
Kukatpally, Hyderabad, Telangana , India, 500037 040-67246724
CIN NO: U851102005PTCO46821 | Website: www.medplusindia.com | Email: wecare@medplusindia.com

Ref:EmploymentNo.OHS/OTG00362/2023/APR/3838

Date: 17/04/2023

To,
Katikula Cion Kumari
H.No: outer no:283,block 24
Central police Forest Street,
Sec-bad-Malkajiri, TS.

Dear K. Cion Kumari:

APPOINTMENT LETTER

1. We are pleased to appoint you as CSA In Pharmacy Department effective from 29/05/2023
As per the terms and conditions of employment of the company as given in appendix A. you will be eligible for the gross Salary of Rs.12174/-(twelve thousand one hundred seventy four rupees only) per month, As relevant to your position , you required to execute a Non Solicitation and non Compete agreement as appendix-B.
2. Your place of work will be at Hyderabad. However, your services are transferable.
3. This appointment is subject to satisfactory feedback upon reference checks and medical fitness upon medical examination.
4. You are required to sign and return copy of this Appointment letter as having accepted, to the HR Department along with the Appendices which shall from part and parcel of terms of your employment with the company.
We look forward to a long and fruitful association with you.
You're sincerely
OPTIVAL HEALTH SOLUTIONS PRIVATE LIMITED

Gopalam sreedixās

Senior Manger-Human Resource

I have read and understood the contents of the Appointment letter including all the annexure/appendices and accept the same as being part of my contract of employment without any reservations.

Date:

Signature
K.Cion Kumari.



PRINCIPAL
Bharat Institute of Technology
Mangalpally
R.R. Dist 501 510, Telangana.

Optival Health Solutions Pvt.Ltd

Registered and corporate office: H.No.11-6-56, survey No: 257&258/1, Opp:IDPL Railway Siding Road, (Moosapet),
Kukatpally, Hyderabad, Telangana , India, 500037 040-67246724
CIN NO: U851102005PTCO46821 | Website: www.medplusindia.com | Email: wecare@medplusindia.com

Ref:EmploymentNo.OHS/OTG00362/2023/APR/3838

Date: 17/04/2023

To,
Ummeda. Mohan Raj.
H.No: 24/140, Shivasai nagar,
Perauscheruvu,sunscity,
Telangana

Dear U. Mohan Raj.

APPOINTMENT LETTER

1. We are pleased to appoint you as CSA In Pharmacy Department effective from 29/05/2023
As per the terms and conditions of employment of the company as given in appendix A. you will be eligible for the gross Salary of Rs.12174/-(twelve thousand one hundred seventy four rupees only) per month, As relevant to your position , you required to execute a Non Solicitation and non Compete agreement as appendix-B.
 2. Your place of work will be at Hyderabad. However, your services are transferable.
 3. This appointment is subject to satisfactory feedback upon reference checks and medical fitness upon medical examination.
 4. You are required to sign and return copy of this Appointment letter as having accepted, to the HR Department along with the Appendices which shall from part and parcel of terms of your employment with the company.
- We look forward to a long and fruitful association with you.
- You're sincerely
- OPTIVAL HEALTH SOLUTIONS PRIVATE LIMITED

A. Nawa

Gopalram sreedivas

Senior Manger-Human Resource

I have read and understood the contents of the Appointment letter including all the annexure/appendices and accept the same as being part of my contract of employment without any reservations.

Date:

Signature
U.Mohan raj



PRINCIPAL
Bharat Institute of Technology
Mangalpally (V), Hyderabad (M).
R.D. Gate - 501 510, Telangana.

Optival Health Solutions Pvt.Ltd

Registered and corporate office: H.No.11-6-56, survey No: 257&258/1, Opp:IDPL Railway Siding Road, (Moosapet),
Kukatpally, Hyderabad, Telangana, India, 500037 040-67246724
CIN NO: U851102005PTC046821 | Website: www.medplusindia.com | Email: wecare@medplusindia.com

Ref:EmploymentNo.OHS/OTG00362/2023/APR/3836

Date: 17/04/2023

To,

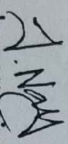
M. Nagesh

H.No:3-46,Gandhinagar
Metpally, Jagtiala, telangana

Dear M.Nagesh

APPOINTMENT LETTER

- 1.We are pleased to appoint you as CSA In Pharmacy Department effective from 29/05/2023
As per the terms and conditions of employment of the company as given in appendix A. you will be eligible for the gross Salary of Rs.12174/-(twelve thousand one hundred seventy four rupees only) per month, As relevant to your position , you required to execute a Non Solicitation and non Compete agreement as appendix-B.
 2. Your place of work will be at Hyderabad. However , your services are transferable.
 3. This appointment is subject to satisfactory feedback upon reference checks and medical fitness upon medical examination.
 4. You are required to sign and return copy of this Appointment letter as having accepted, to the HR Department along with the Appendices which shall from part and parcel of terms of your employment with the company.
- We look forward to a long and fruitful association with you.
- You're sincerely
- OPTIVAL HEALTH SOLUTIONS PRIVATE LIMITED

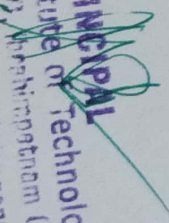

Gopalam Sreenivas
Senior Manager-Human Resource

I have read and understood the contents of the Appointment letter including all the annexure/appendices and accept the same as being part of my contract of employment without any reservations.

Date:

Signature
M.Nagesh




PRINCIPAL
Bharat Institute of Technology
Mangalpally (M), Mangalpally (M),
R.H. Dist - 500 512, Telangana.

Optival Health Solutions Pvt.Ltd

Registered and corporate office: H.No.11-6-56, survey No: 257&258/1, Opp:IDPL Railway Siding Road, (Moosapet).
Kukatpally, Hyderabad, Telangana, India, 500037 040-67246724
CIN NO: U851102005PTC046821 | Website: www.medplusindia.com | Email: wecare@medplusindia.com

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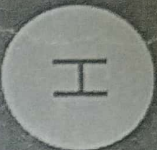
Signal strength, Wi-Fi, and battery icons



Freshers Training Email



Inbox



HR HY... Mar 19
to Nisha, a... v



Dear all.

Congratulations

Greetings from Clarus!!!

This is to inform you that the
"fresher's training" will start on March 21,
2024, at 10 a.m.

Required documents to be submitted
(mandatory)

- All Educational Documents (Xerox Copy)
- Original Certificates.
- 4 passport-size photos
- Adhar and Pan Card (Xerox Copy)

Training Adders:

**CLARUS RCM INFOTECH (INDIA) PVT
LTD.,**



4:36

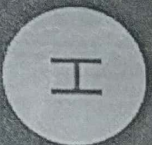
99% 30

N. N. N. N. N.



Freshers Training Email

Inbox



HR HY... Mar 19
to Nisha, a... v



Dear all.

Congratulations

Greetings from Clarus!!!

This is to inform you that the
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- 4 passport-size photos
- Adhar and Pan Card (Xerox Copy)

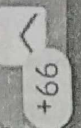
Training Adders:

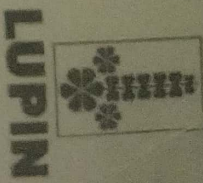
CLARUS RCM INFOTECH (INDIA) LTD.,



PRINCIPAL
BYTE Institute of Technology

Hyderabad (M), R.R. Dist. - 510. Telangana.





December 9, 2023
Mr. Golla Nagesh
Metacare – Hyderabad
HQ: Hyderabad

Subject: Offer Letter

Dear Mr. Golla Nagesh,

With reference to the interview you had with us, as mutually agreed, we are pleased to offer you the post of **Marketing Trainee** at **MT** in our **Metacare** division based at **Hyderabad**.

You are requested to submit the following:

- Copy of your resignation with your present employer, duly acknowledged by your superior.
- Copy of resignation acceptance letter from present employer (may be submitted at the time of joining)

You shall be paid gross remuneration of **Rs. 3,20,762 /-** per annum inclusive of Provident Fund, Gratuity, Bonus and ESIC given to employees as per rules.

You are requested to join the Company on or before **11.12.2023**.

Please contact **Mr. Ramesh V**, Regional Sales Manager – Hyderabad mobile no. **9985726492** for further guidance.

The Appointment letter will be given to you on your joining the Company. Your appointment is subject to following:

- Submission of your medical fitness certificate on joining duties.
- Reference check.
- No Criminal records.
- Validation of all above documents.

Kindly return the duly signed copy of this letter in acceptance of the offer.

Wishing you all the very best.

Yours faithfully,

FOR LUPIN LIMITED

Suraj Singh

Suraj Singh
SR. EXECUTIVE – HR

Enclosed: Remuneration structure
LUPIN LIMITED

Registered Office: 3rd Floor, Kalpataru Inspire, Off W.E. Highway, Santacruz(East), Mumbai - 400055 India.
Tel: (91-22) 6640 2323 Corporate Identity Number: L24100MH1983PLC029442 www.lupin.com

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

TECHNO CODE HEALTHCARE

13 September 2023

TO

J Yashashwini

Hyderabad

Telangana

Appointment Letter and Employee Agreement

With reference to your application and subsequent interview with us, we are pleased to offer you employment with our Company, **Techno Code Healthcare** in the position of **Quality Analyst**. The acceptance of your offer is contingent on you agreeing to the terms and conditions as stipulated in the Company's Employment Agreement. On signing this document, you will be agreeing to the terms and conditions set forth in the Employment Agreement, which reads as follows:

APPOINTMENT/PROBATIONARY PERIOD

1. Your employment will be effective from the date of joining. You will be reporting to work on **13 October 2023**, failing which it shall be presumed that you do not intend to join the employment of the Company and in breach of your acceptance of this offer. From the date of joining, you will be on a probationary period of Three (2) months, this period may be extended to a period of up to Three (2) additional months at the absolute discretion of the Company.
2. On successful completion of the probationary period or extended probationary period as the case may be, your appointment will be confirmed in writing by the company, subject to your services and performance being found satisfactory to Company standards. You will not be deemed confirmed unless you receive intimation in writing.
3. During the probationary period, you are terminable by 15 days' notice period in writing from either side of salary in lieu thereof. On completion of the probationary period, your services are terminable by for 30days notice executives and 60days notice for managers, in writing from either side or salary in lieu there off.

GENERAL EXPECTATIONS, DUTIES AND RESPONSIBILITIES

4. As **Quality Analyst**, the Company your field of work shall primarily involve roles, responsibilities and targets assigned by the Company, to your immediate reporting officer.



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

TECHNO CODE HEALTHCARE

13 September 2023

TO

J Mahesh

Hyderabad

Telangana

Appointment Letter and Employee Agreement

With reference to your application and subsequent interview with us, we are pleased to offer you employment with our Company, **Techno Code Healthcare** in the position of **Quality Analyst**. The acceptance of your offer is contingent on you agreeing to the terms and conditions as stipulated in the Company's Employment Agreement. On signing this document, you will be agreeing to the terms and conditions set forth in the Employment Agreement, which reads as follows:

APPOINTMENT/PROBATIONARY PERIOD

1. Your employment will be effective from the date of joining. You will be reporting to work on **13 October 2023**, failing which it shall be presumed that you do not intend to join the employment of the Company and in breach of your acceptance of this offer. From the date of joining, you will be on a probationary period of Three (2) months, this period may be extended to a period of up to Three (2) additional months at the absolute discretion of the Company.

2. On successful completion of the probationary period or extended probationary period as the case may be, your appointment will be confirmed in writing by the company, subject to your services and performance being found satisfactory to Company standards. You will not be deemed confirmed unless you receive intimation in writing.

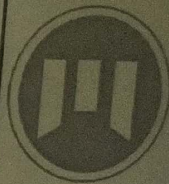
3. During the probationary period, you are terminable by 15 days' notice period in writing from either side of salary in lieu thereof. On completion of the probationary period, your services are terminable by for 30days notice executives and 60days notice for managers, in writing from either side or salary in lieu there off.

GENERAL EXPECTATIONS, DUTIES AND RESPONSIBILITIES

4. As **Quality Analyst**, the Company your field of work shall primarily involve responsibilities and targets assigned to the **Quality Analyst** of the Company. You shall be expected to report to the **Principal** of the Company immediately reporting officer.



Principal
Principal of Techno Code Healthcare
Mangalpally (V), Ibrahimpatnam (M),
R.R. Dist - 501 510, Telangana.



ERGAM LIFESCIENCES PVT.LTD.

Date: 22/08/2023

Dear **J. Indrasena**

Our hiring team was positively excited to meet and get to know you over the past few days. It is my pleasure to offer you a position at **ERGAM LIFE SCIECNES PRIVATE LIMITED** in the role of Sales and Marketing Team. You will be reporting to the Head of our Marketing team which belongs in the Human Resources department.

Your expected starting date is the 04/09/2023

We will be offering you the following compensation and benefits:

- Annual gross salary of Rs.3.12 Lakhs (12 monthly wages per year)
- Allowances will be Extra
- Private health and dental insurance plan
- Computer workstation of your choice
- Paid vacation leave per annum
- Educational materials and expenses, subject to management approval
- Eligibility for any additional employee benefits that the company may provide in the future

This offer is valid until the 31-07-2024. To accept the offer, simply hit reply on the email that contained this offer letter and confirm that you agree with the proposed terms. If you prefer to accept the offer by phone, feel free to call **Sai Rudra** on +91-8125300959.

We are looking forward to having you in our team and to seeing you achieve great things at **ERGAM LIFE SCIECNES PRIVATE LIMITED**.

Sincerely,
Sai Rudra

For,
ERGAM LIFE SCIECNES PRIVATE LIMITED

[Signature]
Authorized signatory,




[Signature]
PRINCIPAL
BHARAT INSTITUTE OF TECHNOLOGY
Hyderabad (M), H.R. DIST.
Sai Rudra - 501 515, Telangana



ERGAM LIFESCIENCES PVT. LTD.

Date: 22/08/2023

Dear B. Sandeep

Our hiring team was positively excited to meet and get to know you over the past few days. It is my pleasure to offer you a position at **ERGAM LIFE SCIECNES PRIVATE LIMITED** in the role of Sales and Marketing Team. You will be reporting to the Head of our Marketing team which belongs in the Human Resources department.

Your expected starting date is the 04/09/2023

We will be offering you the following compensation and benefits:

- Annual gross salary of Rs.3.12 Lakhs (12 monthly wages per year)
- Allowances will be Extra
- Private health and dental insurance plan
- Computer workstation of your choice
- Paid vacation leave per annum
- Educational materials and expenses, subject to management approval
- Eligibility for any additional **employee benefits** that the company may provide in the future

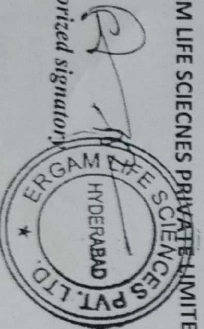
This offer is valid until the 31-07-2024. To accept the offer, simply hit reply on the email that contained this offer letter and confirm that you agree with the proposed terms. If you prefer to accept the offer by phone, feel free to call **Sai Rudra** on +91-8125300959.

We are looking forward to having you in our team and to seeing you achieve great things at **ERGAM LIFE SCIECNES PRIVATE LIMITED**.

Sincerely,
Sai Rudra

For,
ERGAM LIFE SCIECNES PRIVATE LIMITED

Authorized signatory



S. Rudra
PRINCIPAL
Bharat Institute of Technology
Geelapally (N), Ibrahimpatnam (R.O.),
R.R. Dist - 501 010, Telangana.

TECHNO CODE HEALTHCARE

13 September 2023

TO

P. Rakesh

Hyderabad

Telangana

Appointment Letter and Employee Agreement

With reference to your application and subsequent interview with us, we are pleased to offer you employment with our Company, **Techno Code Healthcare** in the position of **Quality Analyst**. The acceptance of your offer is contingent on you agreeing to the terms and conditions as stipulated in the Company's Employment Agreement. On signing this document, you will be agreeing to the terms and conditions set forth in the Employment Agreement, which reads as follows:

APPOINTMENT/PROBATIONARY PERIOD

1. Your employment will be effective from the date of joining. You will be reporting to work on **13 October 2023**, failing which it shall be presumed that you do not intend to join the employment of the Company and in breach of your acceptance of this offer. From the date of joining, you will be on a probationary period of Three (2) months, this period may be extended to a period of up to Three (2) additional months at the absolute discretion of the Company.
2. On successful completion of the probationary period or extended probationary period as the case may be, your appointment will be confirmed in writing by the company, subject to your services and performance being found satisfactory to Company standards. You will not be deemed confirmed unless you receive intimation in writing.
3. During the probationary period, you are terminable by 15 days' notice period in writing from either side of salary in lieu thereof. On completion of the probationary period, your services are terminable by for 30days notice executives and 60days notice for managers, in writing from either side or salary in lieu there off.

GENERAL EXPECTATIONS, DUTIES AND RESPONSIBILITIES

4. As **Quality Analyst**, the Company your **Principal** shall primarily involve roles responsibilities and targets assigned to the **Principal** of the Company, **Institute of Technology Bharat Institute of Technology**, Mangalpally (V), Ibrahimpatnam (M), A.R. Dist - 501 510, Telangana.



TECHNO CODE HEALTHCARE

13 September 2023

TO

K. Eshwar

Hyderabad

Telangana

Appointment Letter and Employee Agreement

With reference to your application and subsequent interview with us, we are pleased to offer you employment with our Company, **Techno Code Healthcare** in the position of **Quality Analyst**. The acceptance of your offer is contingent on you agreeing to the terms and conditions as stipulated in the Company's Employment Agreement. On signing this document, you will be agreeing to the terms and conditions set forth in the Employment Agreement, which reads as follows:

APPOINTMENT/PROBATIONARY PERIOD

1. Your employment will be effective from the date of joining. You will be reporting to work on **13 October 2023**, failing which it shall be presumed that you do not intend to join the employment of the Company and in breach of your acceptance of this offer. From the date of joining, you will be on a probationary period of Three (2) months, this period may be extended to a period of up to Three (2) additional months at the absolute discretion of the Company.
2. On successful completion of the probationary period or extended probationary period as the case may be, your appointment will be confirmed in writing by the company, subject to your services and performance being found satisfactory to Company standards. You will not be deemed confirmed unless you receive intimation in writing.
3. During the probationary period, you are terminable by 15 days' notice period in writing from either side of salary in lieu thereof. On completion of the probationary period, your services are terminable by for 30days notice executives and 60days notice for managers, in writing from either side or salary in lieu there off.

GENERAL EXPECTATIONS, DUTIES AND RESPONSIBILITIES

4. As **Quality Analyst**, the Company your **posts of work** shall primarily involve roles, duties, responsibilities and targets assigned by the COO of the Company, to your immediate reporting officer.



MANAGER
Institute of Technology
Bharat Inst. of Technology (M),
Mangalagiri (M), Ibrahimpatnam (M),
R.R. Dist - 501 510, Telangana.



TECHNO CODE HEALTHCARE

13 September 2023

TO

M. Kavitha

Hyderabad

Telangana

Appointment Letter and Employee Agreement

With reference to your application and subsequent interview with us, we are pleased to offer you employment with our Company, **Techno Code Healthcare** in the position of **Quality Analyst**. The acceptance of your offer is contingent on you agreeing to the terms and conditions as stipulated in the Company's Employment Agreement. On signing this document, you will be agreeing to the terms and conditions set forth in the Employment Agreement, which reads as follows:

APPOINTMENT/PROBATIONARY PERIOD

1. Your employment will be effective from the date of joining. You will be reporting to work on **13 October 2023**, failing which it shall be presumed that you do not intend to join the employment of the Company and in breach of your acceptance of this offer. From the date of joining, you will be on a probationary period of Three (2) months, this period may be extended to a period of up to Three (2) additional months at the absolute discretion of the Company.
2. On successful completion of the probationary period or extended probationary period as the case may be, your appointment will be confirmed in writing by the company, subject to your services and performance being found satisfactory to Company standards. You will not be deemed confirmed unless you receive intimation in writing.
3. During the probationary period, you are terminable by 15 days' notice period in writing from either side of salary in lieu thereof. On completion of the probationary period, your services are terminable by for 30 days notice executives and 60 days notice for managers, in writing from either side or salary in lieu there off.

GENERAL EXPECTATIONS, DUTIES AND RESPONSIBILITIES

4. As **Quality Analyst**, the Company you will be primarily involve in the Company's responsibilities and targets assigned by the COO. You shall immediately reporting officer.



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



BHARAT INSTITUTE OF TECHNOLOGY

(Approved by AICTE & PCI, New Delhi and Affiliated to JNTU, Hyderabad)
Sponsored by : CHINTA REDDY MADHUSUDHAN REDDY EDUCATIONAL SOCIETY
Mangalpally (Village), Ibrahimpatnam (Mandal), Ranga Reddy District - 501 510, Telangana.
Ph : 08414-252265, Fax : 08414-252645, E-mail : bitpharm@yahoo.com

Ref.:

Ref: BIT/Pharm/Appt-Ord/2024

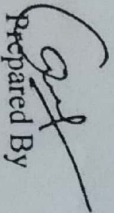
Dated:18/04/2024

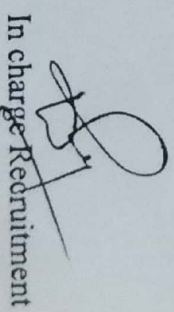
APPOINTMENT ORDER

The Management of CHMR Educational Society, is pleased to appoint Ms. Amulya as Assistant Professor, in Pharmacutics Department of Bharat Institute of Technology, with a pay of Rs.21,600/- per month w. e. f. 18/04/2024

This appointment order is subject to the following conditions:-

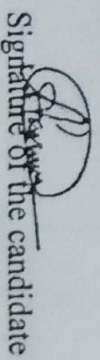
1. The appointment is liable to be terminated with a notice if the services of the candidates are found unsatisfactory.
2. The candidate can discontinue his/her services to this college in the middle of the Academic year as per the conditions mentioned in the agreement.
3. He/she should handover the accounts, files, relevant records, books, cash etc. to the Management, while leaving the college. Only after verification and obtaining "no dues certificate" from the college he/she can be relieved.
4. The candidate should adhere to job responsibilities, general rules and services conditions enclosed herewith.
5. The candidate should serve the organization to the best of their ability and should not directly/indirectly be instrumental in adversely affecting the image of the organization.
6. Authorized appointment order will be issued only after verification of the credentials/date submitted by you.

Prepared By 

In charge Recruitment 

ACCEPTANCE

I received the appointment order and the enclosures appended thereto. I accept the above terms and conditions.

Signature of the candidate 

Cc to 1) HR Dept.
2) Personal file



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

JOINING REPORT

Date: 18/04/2024

To

The Principal

Prasad Institute of Technology

Mangalpally (V), Ibrahimpatnam (M),

Rangareddy (Dt), 501510

Sir/Madam,

Subj Joining report for the post of Professor/Associate Professor/ Assistant Professor.

I, Pradya appointed as Professor/ Associate Professor/ Assistant Professor/Lecturer in Pharmaceutical department. I would like to join from 18/04/2024.

Kindly accept my joining report.

Thanking you,

Yours faithfully,



(Name and sign)



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



BHARAT INSTITUTE OF TECHNOLOGY

(Approved by AICTE & PCI, New Delhi and Affiliated to JNTU, Hyderabad)
Sponsored by : CHINNA REDDY MADHUSUDHAN REDDY EDUCATIONAL SOCIETY
Mangalpally (Village), Ibrahimpatnam (Mandal), Rangareddy District, 501 510, Telangana
Ph: 0844 4252265, Fax: 0844 2526045, E-mail: bti@bharat-tech.edu.in

Ref:

Ref: BIT/Pharm/Appt-Ord/2023

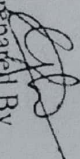
Dated:04/12/2023

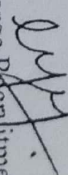
APPOINTMENT ORDER

The Management of CHMR Educational Society, is pleased to appoint Ms. Ashwini as Assistant Professor, in Pharmaceutics Department of Bharat Institute of Technology, with a pay of Rs.21,600/- per month w. e. f. 04/12/2023

This appointment order is subject to the following conditions: -

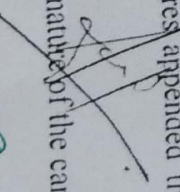
1. The appointment is liable to be terminated with a notice if the services of the candidates are found unsatisfactory.
2. The candidate can discontinue his/her services to this college in the middle of the Academic year as per the conditions mentioned in the agreement.
3. He/she should handover the accounts, files, relevant records, books, cash etc. to the Management, while leaving the college. Only after verification and obtaining "no dues certificate" from the college he/she can be relieved.
4. The candidate should adhere to job responsibilities, general rules and services conditions enclosed herewith.
5. The candidate should serve the organization to the best of their ability and should not directly/indirectly be instrumental in adversely affecting the image of the organization.
6. Authorized appointment order will be issued only after verification of the credentials/date submitted by you.

Prepared By 

In charge Recruitment 

ACCEPTANCE

I received the appointment order and the enclosures appended thereto. I accept the above terms and conditions.

Signature of the candidate 

Cc to 1) HR Dept.
2) Personal file



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

JOINING REPORT

Date: 04/12/2023

To

The Principal

Bharat Institute of Technology

Mangalpally (V), Ibrahimpatnam (M),

Rangareddy (Dt), 501510

Sir/Madam,

Sub: Joining report for the post of Professor/Associate Professor/ Assistant Professor.

I, Ashwini appointed as Professor/ Associate Professor/ Assistant

Professor/Lecturer in Pharmaceutics department. I would like to

join from 04/12/2023

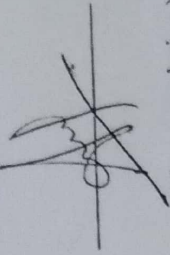
Kindly accept my joining report.

Thanking you,

Yours faithfully,



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


(Name and sign)



BHARAT INSTITUTE OF TECHNOLOGY

(Approved by AICTE & PCI, New Delhi and Affiliated to JNTU, Hyderabad)

Sponsored by : CHINTA REDDY MADHUSUDHAN REDDY EDUCATIONAL SOCIETY

Mangalupally (Village), Ibrahimpatnam (Mandal), Rangareddy District - 501 510, Telangana
Ph : 08414-252265, Fax : 08414-252645, E-mail : bitpharm@yahoo.co.in

Ref:

Ref: BIT/Pharm/Appnt-Ord/2023

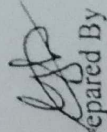
Dated: 18/12/2023

APPOINTMENT ORDER

The Management of CHMR Educational Society, is pleased to appoint
SRUJANA as Lecturer, in Pharmaceutics Department of Bharat Institute of Technology,
with a pay of Rs.21,600/- per month w. e. f. 18/12/2023

This appointment order is subject to the following conditions: -

1. The appointment is liable to be terminated with a notice if the services of the candidates are found unsatisfactory.
2. The candidate can discontinue his/her services to this college in the middle of the Academic year as per the conditions mentioned in the agreement.
3. He/she should handover the accounts, files, relevant records, books, cash etc. to the Management, while leaving the college. Only after verification and obtaining "no dues certificate" from the college he/she can be relieved.
4. The candidate should adhere to job responsibilities, general rules and services conditions enclosed herewith.
5. The candidate should serve the organization to the best of their ability and should not directly/indirectly be instrumental in adversely affecting the image of the organization
6. Authorized appointment order will be issued only after verification of the credentials/date submitted by you.


Prepared By


In charge Recruitment

ACCEPTANCE

I received the appointment order and the enclosures appended thereto. I accept the above terms and conditions.

Cc to 1) HR Dept.
2) Personal file




Signed by the candidate


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

JOINING REPORT

Date: 18/12/2023

To

The Principal

Bharat Institute of Technology
Mangalwally (V), Ibrahimpatnam (M),
Rangareddy (Dt), 501510

Sir/Madam,

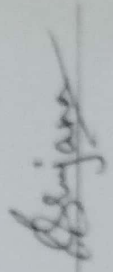
Sub: Joining report for the post of Professor/Associate Professor/ Assistant Professor.

I, Sujana appointed as Professor/ Associate Professor/ Assistant Professor/Lecturer in Pharmaceuticals department. I would like to join from 18/12/2023.

Kindly accept my joining report.

Thanking you,

Yours faithfully,


Principal
Bharat Institute of Technology
Mangalwally (V), Ibrahimpatnam (M),
Rangareddy (Dt), 501510, Telangana

(Name and sign)



STRICTLY CONFIDENTIAL

Date: 07-Jul-2023

To:

Ch. Ganesh Reddy

EMP ID: 1043742
Hyderabad II

Dear Ch. Ganesh Reddy

This is with reference to your offer letter dated **07-Jul-2023**. We are pleased to appoint you as **CODER in Grade 1C**, with effect from **07-Aug-2023**.

The offer is subject to the following terms and conditions.

1. Your appointment and continuance in service is subject to the Company receiving:
 - a. A satisfactory reference from the list of referees furnished by you at the time of interview / joining.
 - b. Correct particulars regarding your age, qualification, experience, etc.
2. You will be on Training cum Probation and will be confirmed on rolls upon satisfactory completion of the training and probation period. The normal probation period is six months, but is liable for extension if the performance is not found satisfactory.
3. Your remuneration shall be as detailed in the annexure.
4. You shall be considered as being employed at **Hyderabad II**, your services are transferable at short notice to any office, division of this Company, you will be sent on deputation to any subsidiary company/holding/group company/sister concern of this Company in India and or abroad. In the event of your transfer/deputation, as the case may be, the terms and conditions of the employment outlined herein shall continue to apply along with any modifications thereof as may be applicable. However, you shall be required to adhere to the rules and regulations as prevalent at the new place of posting to which you are sent on deputation.
5. Your appointment will be governed by the terms and conditions of employment presented in this letter of appointment. You will also be governed by the rules of the Company as applicable, enforced, amended or altered from time to time during the course of employment. Any other terms, conditions, stipulations not specifically mentioned herein shall be governed by the HR manual and other policies and procedures of the Company as presently applicable and as may be amended from time to time.
6. You shall devote yourself exclusively to the business and no outside appointments are allowed without prior consent of the company in writing. In particular, you shall not in any way provide your services or accept any commission or remuneration from any other company, or individual. Your service with the company can be terminated under the following conditions:
 - a. On resignation, by giving a written notice of at least **60** days during probation / **60** days after confirmation or as a special case, Basic Salary in lieu to the Company.
 - b. The right to decide whether to collect basic salary in lieu of employee not serving notice period is solely based on the discretion of management. Company also reserves the right to issue relieving letter in such cases.
 - c. In case, not completing relieving formalities within **7** days of last working day after resignation, the same will be treated as Voluntary Abandonment of services.
 - d. Without any notice in case of serious misconduct on your part.
 - e. Voluntarily abandonment of your services in case you abstain from work for more than **7** days without prior intimation in writing to the company.
 - f. Upon failure to complete the process training / assessment criteria to perform the given assignment.
8. The retirement age is **58**.
9. 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

Omega Healthcare Management Services Private Limited

Regd. Office: 33, NAL Wind Tunnel Road, Murugeshpalaya, Bengaluru-560 017
P: +91 80 4155 7333



PRINCIPAL
Charat Institute of Technology (M).
Hyderabad (V), Ibrahimpatnam (M).
Telangana.
501 510.

STRICTLY CONFIDENTIAL

Date: 04-Dec-2023

To:

DASARI SHIVA
EMP ID: 1043276
Chennai

Dear **DASARI SHIVA**

This is with reference to your offer letter dated **04-Dec-2023**. We are pleased to appoint you as **CODER in Grade 1C**, with effect from **04-Dec-2023**.

The offer is subject to the following terms and conditions.

1. Your appointment and continuance in service is subject to the Company receiving:
 - a. A satisfactory reference from the list of referees furnished by you at the time of interview / joining.
 - b. Correct particulars regarding your age, qualification, experience, etc.
2. You will be on Training cum Probation and will be confirmed on rolls upon satisfactory completion of the training and probation period. The normal probation period is six months, but is liable for extension if the performance is not found satisfactory.
3. Your remuneration shall be as detailed in the annexure.
4. You shall be considered as being employed at **Hyderabad II**, your services are transferable at short notice to any office, division of this Company, you will be sent on deputation to any subsidiary company/holding/group company/sister concern of this Company in India and or abroad. In the event of your transfer/deputation, as the case may be, the terms and conditions of the employment outlined herein shall continue to apply along with any modifications thereof as may be applicable. However, you shall be required to adhere to the rules and regulations as prevalent at the new place of posting to which you are sent on deputation.
5. Your appointment will be governed by the terms and conditions of employment presented in this letter of appointment. You will also be governed by the rules of the Company as applicable, enforced, amended or altered from time to time during the course of employment. Any other terms, conditions, stipulations not specifically mentioned herein shall be governed by the HR manual and other policies and procedures of the Company as presently applicable and as may be amended from time to time.
6. You shall devote yourself exclusively to the business and no outside appointments are allowed without prior consent of the company in writing. In particular, you shall not in any way provide your services or accept any commission or remuneration from any other company, or individual.
7. Your service with the company can be terminated under the following conditions:
 - a. On resignation, by giving a written notice of at least **60** days during probation / **60** days after confirmation or as a special case, Basic Salary in lieu to the Company.
 - b. The right to decide whether to collect basic salary in lieu of employee not serving notice period is solely based on the discretion of management. Company also reserves the right to issue relieving letter in such cases.
 - c. In case, not completing relieving formalities within 7 days of last working day after resignation, the same will be treated as Voluntary Abandonment of services.
 - d. Without any notice in case of serious misconduct on your part.
 - e. Voluntarily abandonment of your services in case you abstain from work for more than 7 days without prior intimation in writing to the company.
 - f. Upon failure to complete the process training / assessment criteria to perform the given assignment.
8. The retirement age is 58.
9. 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

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Mangalpally (V), Ibrahimpatnam (M)
R.R. Dist - 501 510, Telangana

processes, finances, and dealings with information relating to suppliers, employees, agents, distributors and customers.

10. You shall not either during the continuance of your employment or thereafter divulge to any person and shall use your best endeavors to prevent the unauthorized publication or disclosure of any information concerning the business.

11. 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.

12. 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.

13. 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

14. 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.

15. You should adhere to the organizational Quality and Security policies and procedures formulated and communicated from time to time.

16. You will have to sign Non-Disclosure Agreement and Code of Business Conduct and Ethics separately during the course of employment.

17. You will be required to execute a separate employment agreement in case you are sent abroad for any client specific training or an on-site assignment etc., during the course of your employment.

18. You will be required to execute a separate 'Service Bond' in case you take up any certification program through company, during the course of your employment.

19. Although your normal work will consist of the duties assigned to you from time to time, you may at any time be called upon to discharge any other duties which in the opinion of the Company are within your capacity to discharge and you will forthwith undertake to discharge those duties with diligence and care.

20. You shall be responsible to meet all requirements under the Indian Tax laws, including tax compliance and filing tax returns. The company may withhold from any compensation or benefits payable to you, all central, state or other taxes as may be required to be paid by you pursuant to any legislation, regulation or notification.

21. You shall not do anything or cause to do anything, which shall bring dishonor and /or disrepute to the Company or engage in any unlawful/immoral activities. If at any time you get involved into any legal/administrative/quasi-judicial proceeding(s) you shall immediately inform the company thereof. You shall not at any time use your association with the Company to gain unfair advantage for personal purposes.

22. **INTELLECTUAL PROPERTY** : All works developed by you during the course of your employment with the company, shall belong exclusively to the Company and you hereby assign the ownership of copyrights of such works and those of any others derivative works, to the Company. You will promptly provide to the Company a complete written disclosure for each such work identifying the features or concepts you or the Company believe to be new or different. You grant to the Company an irrevocable, nonexclusive, worldwide, perpetual, paid-up license under these works. The license scope is to make, have made, used, sell, license or transfer items of such Works and to practice and have practiced methods pertaining to such Works. You are specifically made aware that you will not be liable to any compensation for such acts of yours, and that any rewards which the company may choose to bestow will not be deemed to confer any rights towards that invention, discovery or improvement in system or method, for you.

23. **INDEMNITY** : You shall indemnify the Company against any loss, damage, proceedings which the Company might suffer due to any wrongful acts, malafides acts, negligence and/or gross

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US Office: 2424, North Federal Highway, Suite #205, Boca Raton, Florida 33431.

E: mail@omegahealthcare.com

PRINCIPAL
Bharat Institute of Technology
Mangalpetly (V), Ibrahimpattanam (M),
R.R. Dist - 501 510. Telangana.

dereliction of duties on your part. Such indemnity shall not prejudice the right of the Company to terminate your services on such account or the right of the Company to seek other remedies, which the Company may have to make good the loss/damage.

24.

RELATIONSHIP WITH DIRECTORS : You will declare your relationship, if any, with any of the Directors of the Company in terms of section 6 of The Companies Act, 2013. In case you become related to any of the Directors of the Company, you will inform the Company within 7 days of becoming so.

25.

LEAVE : You will be entitled for availing leave and paid holidays as per the policy of the Company as presently applicable and as may be modified from time to time. However, even if there is sufficient leave balance to your credit, you cannot remain absent from duty/office [for the reason other than due to sickness or similar urgency which is beyond your control] without prior sanction from competent authority. Further, any such unauthorized absence continuously for more than the specified number of days as per policy will be treated as "Absconding/disappearing" in which case your services are liable to be terminated, at the option of the Company.

26.

NON-SOLICITATION : You agree to undertake that during the term of your employment with the Company and for a period of 2 years thereafter immediately following the termination of your employment with the Company, you shall not:-

(a) Directly or indirectly solicit, induce, recruit or encourage any of the Company's employees to leave their employment, or join any other employment or undertake any other activity that is of similar nature so as to give any sort of competition to the business of the Company.

(b) Take away any clients or customers of the Company or attempt to solicit, induce, recruit, encourage or take away clients or customers of the Company, either for yourself or for any other person or entity.

(c) Join the services or be associated in any manner with any organization which is undertaking or seeks to undertake any activity in India, competing with the business of the Company.

You also acknowledge and agree that the above restriction are considered reasonable for the legitimate protection of the business and the goodwill of the Company, in the event that such restriction shall be found to be void, but will be valid if some part therefore was deleted or the scope, period or area of application were reduced. The above restriction shall apply with the deletion of such words or such reduction of scope, period or area of application as may be required to make the restrictions contained in this clause valid, binding and effective. Notwithstanding the limitation of this provision by any law for the time being in force, you undertake to, at all times, observe and be bound by the spirit of this clause. Any dispute arising out from this shall be resolved through arbitration process under the India

Arbitration and Conciliation Act. Arbitration language shall be in English only and place of Arbitration and jurisdiction of courts shall be Bengaluru city only.

27.

I hereby accept and agree that my pictures, videos or voice recordings, taken during the employment for the official purposes, may be used and displayed on the Company website, TV channel, advertisements, brochures, catalogues, flyers, theatres, banners, hoardings, radios or any other medium for any events or activities organized by the Company for branding, advertisements, commercial, official or other purposes. I acknowledge that the Company will not be under the obligation to remove or delete pictures, videos or voice recordings from the social media after termination of my employment with the Company.

28.

FORCE MAJEURE: In the event of either party being rendered unable by force majeure to perform any obligation required to be performed by them under this agreement, the relative obligation of the affected party by such force majeure shall be suspended for the period during which such cause lasts. The term "force majeure" as employed herein shall mean, acts of god, war, revolt, riot, fire, flood, pandemic, endemic occurrences and acts and regulations of the Government of India/respective State Government or any of its authorized agencies. Upon the occurrence of such cause and upon its termination the party alleging that it has been rendered unable as aforesaid thereby shall notify the other party in writing within 7 (seven) day of the

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P. +91 80 4155 7333

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PRINCIPAL

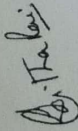
Bharat Institute of Technology
Mangalpally (V), Brahmapatnam (M),
R.R. Dist - 501 510, Telangana.

alleged beginning and ending thereof giving full particulars. If the work is suspended by force majeure conditions lasting for more than 15 days, the Company shall have the option of cancelling the employment in whole or in part thereof at its own discretion. For the period of force majeure, no remuneration shall be payable on account of no work being assigned or carried out by you for whatsoever reason.

29. **BACKGROUND VERIFICATION/ PAST RECORDS/ ASSURANCE AND UNDERTAKINGS:**
we are offering you the employment in our Company as per the details mentioned in the appointment letter basing it on your assurance, undertaking and agreement that the education/qualification certificates, work experience certificates, previous employer's certificate, and all other certificates, information, declarations and undertakings are true and correct. However, our Company reserve its right to examine, verify and investigate [on our own or through our agent's/consultants team] the correctness, truth or veracity of the various documents submitted by you and all other information and undertakings. If any declaration given or information furnished by you to the Company proves to be false or if you are found to have willfully or concealed any material information, in such cases company reserves right to take appropriate disciplinary action as deemed fit including removal from services without any notice.
30. **NOTICE :** Any notice or other communication to be served upon you as per terms and conditions of this appointment letter may be by sending letter in physical form or by way of email or other electronic modes of services and accordingly any mode of service is sufficient service of notice or any other communication upon you and no further confirmation of email or electronic communication is required.
31. **SEVERABILITY :** if any provision of this agreement shall be invalid or unenforceable by any court of competent jurisdiction, the remainder of this agreement, other than that portion determined to be invalid or unenforceable, shall be unaffected thereby and each valid provision of this agreement shall be enforced to the fullest extent permitted by law.
32. We take this opportunity to welcome you to the organization and look forward to having you on board as part of the team. Please acknowledge this letter by clicking on the link as a token of your acceptance to the terms and conditions mentioned.

Yours sincerely,

for Omega Healthcare Management Services Private Limited



Lalitha M Shetty
Associate Vice President - Human Resources



Omega Healthcare Management Services Private Limited
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PRINCIPAL
Bharat Institute of Technology (M),
Mangalpally, R.R. Dist - 501 510, Telangana.



ERGAM LIFESCIENCES PVT.LTD.

Date: 22/08/2023

Dear Baira Rakesh

Our hiring team was positively excited to meet and get to know you over the past few days. It is my pleasure to offer you a position at **ERGAM LIFE SCIECNES PRIVATE LIMITED** in the role of Sales and Marketing Team. You will be reporting to the Head of our **Marketing** team which belongs in the Human Resources department.

Your expected starting date is the 04/09/2023

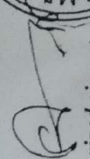
We will be offering you the following compensation and benefits:

- Annual gross salary of Rs.3.12 Lakhs (12 monthly wages per year)
- Allowances will be Extra
- Private health and dental insurance plan
- Computer workstation of your choice
- Paid vacation leave per annum
- Educational materials and expenses, subject to management approval
- Eligibility for any additional **employee benefits** that the company may provide in the future

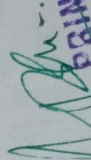
This offer is valid until the 31-07-2024. To accept the offer, simply hit reply on the email that contained this offer letter and confirm that you agree with the proposed terms. If you prefer to accept the offer by phone, feel free to call **Sai Rudra** on +91-8125300959.

We are looking forward to having you in our team and to seeing you achieve great things at **ERGAM LIFE SCIECNES PRIVATE LIMITED**.

Sincerely,
Sai Rudra

For,
ERGAM LIFE SCIECNES PRIVATE LIMITED

Authorized signatory




PRINCIPAL
Bharat Institute of Technology
Mangalagiri (V), Ibrahimpatnam
Mangalagiri - 501 510, Andhra Pradesh

Plot No. 7A/8, Phase – III,IDA, Jeedimetla, Hyderabad, Telangana, India- 500055.
Ph. No: +91-8125300959, E-mail: info@ergamlifesciences.com,
Web site: www.ergamlifesciences.com





ERGAM LIFESCIENCES PVT.LTD.

Date: 22/08/2023

Dear N.Ganesh Reddy

Our hiring team was positively excited to meet and get to know you over the past few days. It is my pleasure to offer you a position at **ERGAM LIFE SCIECNE PRIVATE LIMITED** in the role of Sales and Marketing Team. You will be reporting to the Head of our **Marketing** team which belongs in the Human Resources department.

Your expected starting date is the 04/09/2023

We will be offering you the following compensation and benefits:

- Annual gross salary of Rs.3.12 Lakhs (12 monthly wages per year)
- Allowances will be Extra
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We are looking forward to having you in our team and to seeing you achieve great things at **ERGAM LIFE SCIECNE PRIVATE LIMITED**.

Sincerely,
Sai Rudra

For,
ERGAM LIFE SCIECNE PRIVATE LIMITED

Authorized signatory




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

Plot No. 7A/8, Phase – III,IDA, Jeedimetla, Hyderabad, Telangana, India- 500055.
Ph. No: +91-8125300959, E-mail: info@ergamlifesciences.com,
Web site: www.ergamlifesciences.com

Appointment Letter

Date: 05-DEC-2023

To,
Miss. Unnamatla Sowjanya

Dear,

Based upon your application and subsequent interview, we are pleased to offer you the position for the post of Senior Scientific Business Officer in Templar Mankind (Sales division of Mankind Pharma Ltd.) on the following terms and conditions read with Mankind Code of Conduct and Policies.

1. Date of Joining : 04-DEC-2023
2. Designation : Senior Scientific Business Officer
3. Department : Sales
4. HQ : Hyderabad
5. **COMPENSATION STRUCTURE:** You shall be placed in the appropriate band / responsibility level of the Company, and shall be entitled to compensation (salary and other applicable benefits) as specifically detailed in Annexure 1. Please note that the same is as governed by the rules of the Company on the subject, as applicable and/or amended hereafter.
6. **COMPANY RULES IN GENERAL:** You will be governed by the rules and regulation of the Company now in force and as revised from time to time.
 - a). The emoluments/benefits due to you shall be liable/ subject to tax in accordance with the provisions of the Income Tax Act and Rules made thereunder and any other legislation applicable in this regard and as may be in force from time to time.
 - b). In the matter of Provident Fund, E.S.I., Employee's Pension Scheme, Gratuity etc, you shall be governed by the Rules and regulations of the division and statutory provisions, if any, which are in force from time to time. Payment of Bonus (Including Special Bonus) is governed by Payment of Bonus Act 1965 as amended.
 - c). You shall be covered under Group Personal Accident Policy.
 - d). If at any time during the period of your employment you are found to be dishonest, disobedient, Intemperate, Irregular in attendance or at work or commit a breach of the terms of your employment, the Division shall not withstanding anything to the contrary that may be contained herein, be entitled to terminate your employment forthwith without any notice whatsoever or payment in lieu of notice and may deduct without prejudice to any of the rights and remedies which the Division may have against you from the emoluments, if any, then due to you, the amount of any loss the Division may have sustained has occurred shall be final, conclusive and binding upon you in all respects and shall not be questioned by you on any grounds whatsoever.

cont....2
FOR MANKIND PHARMA LTD.

Self-Attested

Authorized Signatory

MANKIND PHARMA LTD.

D-205, 2nd Floor, Tower 2nd, Seawood Grand Central, Plot No. R1, Sector-40,
Seawood Railway Station, Nerul Node, Navi Mumbai-400706 Ph.:022-88832900

Regd. & Corp. Office : **MANKIND PHARMA LIMITED**, 208, Okhla Ind. Estate, Phase-3, New Delhi-110020
Phone : 011-46541400, 47476600 Fax : 011-46541382 CIN No.: U74899DL1994PLC044837

E-mail : contact@mankindpharma.com www.mankindpharma.com
Institute of Technology
Mangalpally (V), Ibrahimpatnam
R.R. Dist - 501 510, Telangana.

TECHNO CODE HEALTHCARE

13 September 2023

TO

P.Pravalika Reddy

Hyderabad

Telangana

Appointment Letter and Employee Agreement

With reference to your application and subsequent interview with us, we are pleased to offer you employment with our Company, **Techno Code Healthcare** in the position of **Quality Analyst**. The acceptance of your offer is contingent on you agreeing to the terms and conditions as stipulated in the Company's Employment Agreement. On signing this document, you will be agreeing to the terms and conditions set forth in the Employment Agreement, which reads as follows:

APPOINTMENT/PROBATIONARY PERIOD

1. Your employment will be effective from the date of joining. You will be reporting to work on **13 October 2023**, failing which it shall be presumed that you do not intend to join the employment of the Company and in breach of your acceptance of this offer. From the date of joining, you will be on a probationary period of Three (2) months, this period may be extended to a period of up to Three (2) additional months at the absolute discretion of the Company.
2. On successful completion of the probationary period or extended probationary period as the case may be, your appointment will be confirmed in writing by the company, subject to your services and performance being found satisfactory to Company standards. You will not be deemed confirmed unless you receive intimation in writing.
3. During the probationary period, you are terminable by 15 days' notice period in writing from either side of salary in lieu thereof. On completion of the probationary period, your services are terminable by for 30days notice executives and 60days notice for managers, in writing from either side or salary in lieu there off.

GENERAL EXPECTATIONS, DUTIES AND RESPONSIBILITIES

4. As **Quality Analyst**, the Company your field of work shall primarily involve the responsibilities and targets assigned by the COO of the Company, to which you are immediately reporting officer.

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



TECHNO CODE HEALTHCARE

13 September 2023

TO

G. Sankeerthana
Hyderabad
Telangana

Appointment Letter and Employee Agreement

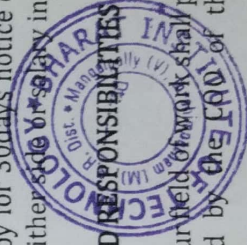
With reference to your application and subsequent interview with us, we are pleased to offer you employment with our Company, **Techno Code Healthcare** in the position of **Quality Analyst**. The acceptance of your offer is contingent on you agreeing to the terms and conditions as stipulated in the Company's Employment Agreement. On signing this document, you will be agreeing to the terms and conditions set forth in the Employment Agreement, which reads as follows:

APPOINTMENT/PROBATIONARY PERIOD

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2. On successful completion of the probationary period or extended probationary period as the case may be, your appointment will be confirmed in writing by the company, subject to your services and performance being found satisfactory to Company standards. You will not be deemed confirmed unless you receive intimation in writing.
3. During the probationary period, you are terminable by 15 days' notice period in writing from either side of salary in lieu thereof. On completion of the probationary period, your services are terminable by for 30 days notice executives and 60 days notice for managers, in writing from either side of salary in lieu thereof.

GENERAL EXPECTATIONS, DUTIES AND RESPONSIBILITIES

4. As **Quality Analyst**, the Company your field of work shall primarily involve roles primarily in the field of Quality Assurance of the Company, to Your: 501 510. Telangana. immediate reporting officer.



PRINCIPAL

Bharat Institute of Technology
Vijayawada (V), Ibrahimpatnam (M),
Telangana. 501 510.

TECHNO CODE HEALTHCARE

13 September 2023

TO

Nafia Sultana

Hyderabad

Telangana

Appointment Letter and Employee Agreement

With reference to your application and subsequent interview with us, we are pleased to offer you employment with our Company, **Techno Code Healthcare** in the position of **Quality Analyst**. The acceptance of your offer is contingent on you agreeing to the terms and conditions as stipulated in the Company's Employment Agreement. On signing this document, you will be agreeing to the terms and conditions set forth in the Employment Agreement, which reads as follows:

APPOINTMENT/PROBATIONARY PERIOD

1. Your employment will be effective from the date of joining. You will be reporting to work on **13 October 2023**, failing which it shall be presumed that you do not intend to join the employment of the Company and in breach of your acceptance of this offer. From the date of joining, you will be on a probationary period of Three (2) months, this period may be extended to a period of up to Three (2) additional months at the absolute discretion of the Company.
2. On successful completion of the probationary period or extended probationary period as the case may be, your appointment will be confirmed in writing by the company, subject to your services and performance being found satisfactory to Company standards. You will not be deemed confirmed unless you receive intimation in writing.
3. During the probationary period, you are terminable by 15 days' notice period in writing from either side of salary in lieu thereof. On completion of the probationary period, your services are terminable by for 30 days notice executives and 60 days notice for managers, in writing from either side or salary in lieu there off.

GENERAL EXPECTATIONS, DUTIES AND RESPONSIBILITIES

4. As **Quality Analyst**, the Company your field of work shall primarily involve roles and responsibilities and targets assigned by the COO of the Company. Its route of Technology Mangalpally (V), Ibrahimpatnam (M), R.R. Dist - 501 510. Telangana.



TECHNO CODE HEALTHCARE

13 September 2023

TO

M.Sri Varshini

Hyderabad

Telangana

Appointment Letter and Employee Agreement

With reference to your application and subsequent interview with us, we are pleased to offer you employment with our Company, **Techno Code Healthcare** in the position of **Quality Analyst**. The acceptance of your offer is contingent on you agreeing to the terms and conditions as stipulated in the Company's Employment Agreement. On signing this document, you will be agreeing to the terms and conditions set forth in the Employment Agreement, which reads as follows:

APPOINTMENT/PROBATIONARY PERIOD

1. Your employment will be effective from the date of joining. You will be reporting to work on **13 October 2023**, failing which it shall be presumed that you do not intend to join the employment of the Company and in breach of your acceptance of this offer. From the date of joining, you will be on a probationary period of Three (2) months, this period may be extended to a period of up to Three (2) additional months at the absolute discretion of the Company.
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3. During the probationary period, you are terminable by 15 days' notice period in writing from either side of salary in lieu thereof. On completion of the probationary period, your services are terminable by for 30 days notice executives and 60 days notice for managers, in writing from either side of salary in lieu thereof.
4. As **Quality Analyst**, the Company your field of work shall primarily involve roles, responsibilities and targets assigned by the COO of the Company, to your immediate reporting officer.

GENERAL EXPECTATIONS, DUTIES AND RESPONSIBILITIES

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



TECHNO CODE HEALTHCARE

13 September 2023

TO

B R Pratibha

Hyderabad

Telangana

Appointment Letter and Employee Agreement

With reference to your application and subsequent interview with us, we are pleased to offer you employment with our Company, **Techno Code Healthcare** in the position of **Quality Analyst**. The acceptance of your offer is contingent on you agreeing to the terms and conditions as stipulated in the Company's Employment Agreement. On signing this document, you will be agreeing to the terms and conditions set forth in the Employment Agreement, which reads as follows:

APPOINTMENT/PROBATIONARY PERIOD

1. Your employment will be effective from the date of joining. You will be reporting to work on **13 October 2023**, failing which it shall be presumed that you do not intend to join the employment of the Company and in breach of your acceptance of this offer. From the date of joining, you will be on a probationary period of Three (2) months, this period may be extended to a period of up to Three (2) additional months at the absolute discretion of the Company.

2. On successful completion of the probationary period or extended probationary period as the case may be, your appointment will be confirmed in writing by the company, subject to your services and performance being found satisfactory to Company standards. You will not be deemed confirmed unless you receive intimation in writing.

3. During the probationary period, you are terminable by 15 days' notice period in writing from either side of salary in lieu thereof. On completion of the probationary period, your services are terminable by for 30 days notice executives and 60 days notice for managers, in writing from either side of salary in lieu thereof.

GENERAL EXPECTATIONS, DUTIES AND RESPONSIBILITIES

4. As **Quality Analyst**, the Company your field of work shall primarily involve roles, responsibilities and targets assigned by the **COO** of the Company, to your immediate reporting officer.



PRINCIPAL
Institute of Technology
(M),
V.V. Ibrahimpatnam (M),
Ward No. 10, P.O. Ibrahimpatnam,
R.A. Dist - 501 510, Telangana.

5. You are expected to contribute positively to the growth of the company and devote your singular attention toward the same.
6. You shall observe strict compliance to the work policies of the company and shall maintain the reputation of the company and thus refrain from making any such statements that could discredit the reputation of the company.
7. Your employment is transferable and the Company at its discretion may transfer you now or in the Future based on the Company's needs.
8. You will devote your entire full-time work to the work of the Company and shall maintain confidentiality of all Confidential Information as per the terms of the Employment Agreement.
9. You will observe work timings and holidays as applicable to the company's policy.
10. You will inform the Company in writing of any change in your residential address and contact details.
11. Your confirmation is subject to you being found satisfactory in work and remaining medically fit (Physically and Mentally).
12. Your employment with the Company may be terminated in accordance with the Terms of this Employment Agreement.
13. On joining employment, you will be subject to the Company policy on Leave as may be prevalent from time to time. All Leave may be availed in accordance with applicable Company policy on Leave.
14. You are hereby informed that your work profile may be altered by the Company at any given point of time as per the requirements of the Company

SHIFT TIMINGS AND WORKING HOURS

15. Your shift timings will be rotational as per process requirements.
16. Your working days shall consist of six (6) days from Monday to Saturday. Sunday is weekly off.
17. If you arrive late to work for three (3) days, the fourth late-coming will be marked as a half day. After arriving to work late five (5) times, each late coming thereafter will be marked as Leave without Pay (LWP).
18. Employees have a buffer of fifteen (15) minutes to report to work. If you report past 15 minutes it will be marked as a half day.
19. Work timings may be altered and changed as per the directions of the Company without any due cause. You undertake to abide by and follow the timings and working hours set out by the Company.



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SALARY AND OTHER BENEFITS/INCENTIVES

20. The position is being offered at a monthly take home salary of Rs.48,000/-per month with an annual cost to the company Rs. 5,76,000 /-, there is no PF & ESI and any other benefits not applicable during probationary period.

21. The monthly Salary cycle runs from 1st to 30th or 31st of each month. The salary will be credited on 10th-15th of the following month.

22. If you are joining after the 15th of a month your salary will go in arrears.

23. The Company may provide you with certain benefits and incentives. Provided that, such benefits and incentives shall not be claimed as a matter of right. Granting/giving/providing/offering such benefits and/or incentives to you shall be at the sole discretion of the Company. The Company reserves absolute right to stop/decrease/increase/alter such benefits and/or incentives [in any manner whatsoever] without your prior consent.

24. While providing/offering you such benefits and/or incentives, the Company may take into account various factors including, but not Limited to, your performance. You shall have no say whatsoever in this respect and the decision taken by the Company shall be final and binding on you.

25. All payments to be made to you by way of salary, allowances or otherwise shall be subject to deduction of Income Tax, any other tax, duty which is mandatorily payable under the Rules/Laws or Regulations in force from time to time in that behalf.

26. All/any amount mentioned in this Appointment Letter which is payable to you, may it be in the form of salary, allowance, incentive, reward, benefit or bonus is exclusive and not inclusive of any income tax, duty, any other tax which is mandatorily payable in respect of it.

POLICY ON LEAVE

27. You shall be governed by Company Leave Policy attached herewith for the schemes, rules, regulations and other policies relating to leave and attendance. These leaves can only be availed upon the successful completion of the three (3) month probationary period, or extended probationary period as the case may be.

28. It is mandatory that you inform your respective Managers and HR before availing leave.

29. You can avail eighteen (18) paid leaves per year, with nine (9) being causal leaves, and (9) being sick leaves.

30. An employee can carry forward not more than twelve (12) paid leaves to the following year.



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Mangalpally (V), Ibrahimpatnam (M.S.),
R.R. Dist - 501 510, Telangana.

31. You cannot avail sick leaves as casual leaves but you can avail casual leaves as sick leaves.
32. It is mandatory to submit a medical document/certificate if you avail a sick leave.
33. Medical documents would be valid only from list of hospitals mentioned by the Company. You can avail for sick leaves 24 hours prior to the shift timings and casual leaves a week prior to shift timings.
34. In case of an emergency leave you can must inform your Manager and HR atleast ninety (90) minutes prior to the beginning of your shift.
35. If case of failure to follow the procedure prescribed for availing leave your absence will be considered as an unplanned leave (UPL). Each unplanned leave will result in the deduction of two (2) days of salary
36. If you take leave without informing your reporting manager and HR beforehand, this is considered as a No Call No Show (NCNS), which results in the deduction of 3 days of salary.
37. The first three (3) months is a probation period in which no leaves will be entertained. Any unplanned leaves during this period can result in the immediate termination of your employment.
38. Per current company policy on Leave if you are terminated due to unsanctioned uninformed absenteeism then you will not be eligible for any remuneration & any pending dues will be forfeited.
39. Aside from annual leaves, you are entitled to a number of public holidays. A complete list and schedule of which shall be made available to you on such a request.

POLICY ON INTELLECTUAL PROPERTY

41. All intellectual property rights worldwide, for the full term of such rights, in any 'work' [as defined under the Copyright Act of 1957, and as amended from time to time], including, but not limited to any inventions, creations, conceptions, designs, discoveries, ideas, techniques, methods, processes, products, services, forms, formats that have been created/ conceived/ improved wholly or in part [whether during or outside of regular office/business hours] by you during the Employment Period, shall be the sole and exclusive property of the Company. You hereby assign and transfer all rights, titles and interests in all work, and in all related patents, copyrights, trademarks, trade secrets and other proprietary rights therein to the Company.

42. You also explicitly waive all moral rights in the Employee's contribution to the business of the Company.

43. You hereby undertake to execute and register any necessary documents and do whatever else may be necessary as may be determined by the Company in its business operations.



Principal
Bharati Institute of Technology (M),
Borahimpatnam (M),
R.R. Dist - 501 510, Telangana.

discretion, at the cost of the Company, even after your employment with the Company has ended to further confirm the above ownership rights in favour of the Company. You hereby authorize the Company as your power of attorney holder to execute any documents on your behalf for this purpose.

CONFIDENTIAL INFORMATION AND BREACH OF TRUST

44. During the duration of your services, the Company may require to disclose and supply you with client information/ confidential information, proprietary data or trade secrets for the purpose of carrying out your work and responsibilities. You shall use such information and data only for the purpose for which it has been supplied for and for no other purposes whatsoever. You shall make no attempt or effort to make yourself aware of such information through other means.

45. Whilst in your continued association with the Company and thereafter, you shall not under any circumstances divulge any confidential data pertaining to the Company and its clients, that you are directly/ indirectly responsible for or otherwise, to any such member of the public or anybody not part of the Company, or any Company personnel unauthorized to be privy with such confidential information/data. Any departure from this shall be considered as a breach of trust and can result in immediate dismissal/ termination from your services.

46. You shall take all necessary steps to ensure against the unauthorized disclosure of the confidential information to any third party for any reason whatsoever.

47. You shall maintain and keep in safe custody such books, registers, laptops, documents, or other such documents as may be issued to you or may be in your possession and shall return the same when required on termination of contract.

48. You shall report to your manager in case any unauthorized disclosure of confidential information comes to your attention at any time.

CONDITIONS PERTAINING TO SERIOUS ILLNESS, ACCIDENTS AND DEATH

49. If you shall at any time be prevented by ill health or acceded or any physical or mental disability from performing your duties of the Company, you shall inform us immediately and supply us with such details or information we may reasonably require.

50. If you are unable to perform your duties by reason of ill health or accident or such disability for a consecutive period of ten (10) days in any period of twelve (12) consecutive calendar months, the Company shall be entitled to terminate your employment.

51. In the unfortunate event of your death the Company shall pay to your legal heirs and representatives, the deed and other emoluments payable to you for the then current month.



PRINCIPAL
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Mangalpally (V), Ibrahimpatnam (M),
R.R. Dist - 501 510, Telangana

RESTRICTIONS TO ENGAGE IN OTHER BUSINESS

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

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52. During the period of your employment with the Company you shall not directly or indirectly engage yourself in any other business, occupation or employment whatsoever. Any employee found guilty of being engaged in other businesses will be liable for a penalty of Rs. 75,000/- 53. During your Employment Period, you shall not directly or indirectly, either as an employee, part of a company, consultant, agent, principal, partner, corporate officers, shareholder, member, investor or in any other individual or representative capacity, engage or participate in any business that is in competition in any manner whatsoever with the business of the Company.

54. During and after the Employment Period, you will not divulge or appropriate to your own use or to the use of others, whether in competition with the Company or otherwise, any Confidential Information or intellectual property of the Company.

55. The obligations contained in this clause shall survive the termination of your employment with the Company and shall be fully enforceable thereafter.

56. Notwithstanding the above provisions, due to the nature of the Confidential Information that has been/ may be disclosed to you by the Company during the course of your employment, you acknowledge that the Company would lose its business advantage over its competitors if you were to provide any services to such competitors of the Company. Accordingly, the Employee undertakes that he/she shall not, directly or indirectly, solicit, offer or otherwise contact any organization that is similar to or in direct competition with the Company.

POLICY ON TERMINATING EMPLOYMENT

57. A Relieving letter and Experience letter will not be issued in case you or the Company terminate the employment within one (1) year of joining.

58. During the probationary period either party shall be entitled to terminate the employment by giving the other party no less than fifteen (15) days' notice in writing, without assigning any reason.

59. After the end of the Probation period and once your employment is confirmed, you shall be entitled to terminate the employment with a thirty (30) days' notice in writing, giving a reason for terminating the employment.

60. The Company reserves all rights to terminate your employment at any time by giving you a fifteen (15) day notice. Issuing such a notice is not mandatory, and the Company has the right to terminate your employment without any prior written notice and will hold no dues against you, such a decision of the Company shall be binding on you.

61. If you are found guilty of inappropriate behaviour/misconduct/ incompetence/ negligence/ in breach of the terms and conditions set forth in this Agreement and the Company's policy and/or you are involved/implicated in any criminal activities and/or indulgent in inappropriate activities, the Company shall be entitled to terminate your employment, effective immediately, without any notice or payment in lieu thereof. In the case of such an event, the Company's decision shall be final and binding on you.



Bharat Institute of Technology (BIT)
Mangalpally - 505 105
R.R. Dist. Telangana.

62. The Company invests both time and monetary funds in each employee in order to specially train them and ensure the Company's standards are met and maintained. In case you terminate your employment without serving a written notice, you will be liable to pay the monetary and time losses the Company will suffer. In such an event, the Company shall be liable to claim losses amounting up to INR 5000 or 30% of your salary, conditional on whichever is higher, by way of liquidated damages. The Company shall not be held under any obligations to complete any post-employment formalities until the stipulated losses aren't recovered.

63. The nature of the business of the Company requires the generation and accumulation of critical data, in both physical and electronic forms. This data and information must be treated as confidential information. Therefore, you are under an agreement of confidentiality and will be required to sign a Non-Disclosure Agreement. In the event of any misuse/tampering/unsolicited sharing of such data and/or any damage/ tampering with the Company's IT/ Network systems by you in any manner whatsoever, including but not limited to, unauthorized access/download or any other illegal action written in the Information Technology Act, the Company shall take adequate legal action against you under the Information Technology (Amended) Act 2008 and any other applicable law.

POLICY ON POST-TERMINATION AND RETIREMENT

In the event of the termination of your employment or your retirement, the following terms and conditions will be applied:

64. You will be required to transfer your role and responsibilities to a such person as directed by the Company, including all necessary documents, papers, and other Company property that may be in your possession/ custody/ control and/or to which you may have access.

65. You shall not, for a period of twelve (12) months, from the date of your termination or resignation, as the case may be, directly or indirectly embark on a business of your own in association with any other person from the Company, or a firm/organization/company that is similar or in direct competition with the Company, without the written consent of the Company.

66. You shall not accept employment and/or consultation for a period of twelve (12) months from the date of your termination or resignation, as the case may be, with a firm/organization/company that is similar to, or in direct completion with the Company, without the written consent of the Company.

67. You shall not, for a period of (12) months, from the date your termination or resignation, as the case may be, directly or indirectly seek employment with the Company's past, existing or potential clients [for the purpose of this clause, the term 'potential client' refers to any person/firm/organization/entity who engages in business discussion with the Company within six (6) months of the date of your termination or resignation, as the case may be].

68. You hereby acknowledge that the sensitive and critical information imparted to you by the Company and special training you received during the duration of your employment puts you in a vital position which may potentially put the Company at a disadvantage. You agree that the Company may take appropriate legal action against you if you breach the confidentiality of the Company's information.

PRINCIPAL

Bravat Institute of Technology
Mangalagiri, Brahmapatnam (M),
H.R. Dist - 501 510, Telangana.

Company is an extremely vulnerable situation due to certain actions you may take that may be detrimental to the Company. Therefore, you hereby expressly agree to all that is contained in clauses 62-63 and 66-68 and further accept that the restrictions imposed in said clauses are unbiased and further undertake to abide by the same.

NON-COMPETE COVENANT

69. 'Non-Compete' as defined herein shall mean that you shall not directly or indirectly be employed, own, manage, operate, consult, and/or engage in any business similar to or in direct competition with Techno code Healthcare Pvt Ltd.

70. I, hereby agree that should I terminate my employment with Techno code Healthcare Pvt Ltd. for any reason whatsoever, I shall not for a period up to six (6) months from the date of resignation, engage directly or indirectly, in the capacity of an employee or otherwise, in any business [including parent/subsidiaries or affiliates of such business] which is in direct competition with **Techno Code Healthcare Pvt Ltd.**

71. Furthermore, I shall not commence or engage in any business and/or activities which are in direct competition Techno code Healthcare Pvt Ltd. in the capacity of a partner/owner/investor/consultant for a period of twelve (12) months from the date of resigning from **Techno Code Healthcare Pvt Ltd.** including any activity which encourages the solicitation of Techno code Healthcare Pvt Ltd. employees or clients/customers. I hereby agree to pay liquidated damages to Techno code Healthcare Pvt Ltd. in the amount equal to six (6) months of my monthly salary for any violation of the Non-compete Covenant in this Agreement.

72. Candidate should take care if any damages candidate responsibility.

1. must give quality of work range quality below table
2. Must hit and maintain 90% quality
3. If below 95% quality termination non-payment terms
4. 26days working in month
5. if client request work Sunday candidate should work OT will provide that
6. candidate must give per week 40-48hours on each week
7. As per client SLA rules if you not maintain quality without inform they will remove your login

EMPLOYMENT FORMALITIES



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

73. Your appointment as **Quality Analyst** in our company, **TECHNOCODE HEALTHCARE PVT LTD** will be contingent on you completing the following formalities, for which you need to submit the following recruitment documents: i. Copy/Copies of your educational certificates ii. Copy/Copies of Experience certificates from your past employer [if applicable] iii. Copies of at least two of the following:

1. Aadhar Card
2. Passport
3. PAN Card
4. Driver's License iv. Two passport size photographs

[white background] v. Proof of Current Residence AND Permanent Residence [if they are not the same]. vi. Two Reference Failure to submit these documents in the stipulated time-period will result in the withdrawal of your employment offer with Techno Code Healthcare Pvt Ltd. If you find the above terms and conditions acceptable and agree to them, please sign the original and duplicate copy of this letter and submit the duplicate copy of this letter as a gesture of your acceptance, along with the recruitment documents.

74. This employment will be under contract for a period of one year from the date of joining. Renewable of this contract will solely be at the Employer's discretion.

Thanking you.

Yours sincerely,

For, Techno code Healthcare Pvt Ltd.



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

K. Pradeep

Pradeep Kothapelly,

CEO



ERGAM LIFESCIENCES PVT.LTD.

Date: 22/08/2023

Dear : Nuka Praveen

Our hiring team was positively excited to meet and get to know you over the past few days. It is my pleasure to offer you a position at **ERGAM LIFE SCIECNES PRIVATE LIMITED** in the role of Sales and Marketing Team. You will be reporting to the Head of our Marketing team which belongs in the Human Resources department.

Your expected starting date is the 04/09/2023

We will be offering you the following compensation and benefits:

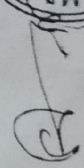
- Annual gross salary of Rs.3.12 Lakhs (12 monthly wages per year)
- Allowances will be Extra
- Private health and dental insurance plan
- Computer workstation of your choice
- Paid vacation leave per annum
- Educational materials and expenses, subject to management approval
- Eligibility for any additional employee benefits that the company may provide in the future

This offer is valid until the 31-07-2024. To accept the offer, simply hit reply on the email that contained this offer letter and confirm that you agree with the proposed terms. If you prefer to accept the offer by phone, feel free to call **Sai Rudra** on +91-8125300959.

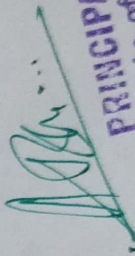
We are looking forward to having you in our team and to seeing you achieve great things at **ERGAM LIFE SCIECNES PRIVATE LIMITED**.

Sincerely,
Sai Rudra

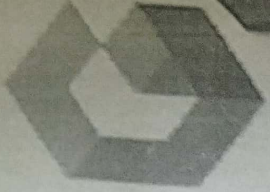
For,
ERGAM LIFE SCIECNES PRIVATE LIMITED


Authorized signatory




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

Plot No. 7A/8, Phase – III,IDA, Jeedimetla, Hyderabad, Telangana, India-500055.
Ph. No: +91-8125300959, E-mail: info@ergamlifesciences.com,
Web site: www.ergamlifesciences.com



ORIGINAL



RAHILLA FATHIMA PRINCIPAL

Eharat Institute of Technology
Mangalpally (V), Ibrahimpatnam (Dist)
R.P. Dist - 501 510, Telangana

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