

Cont: 8977014929



## PRINCETON COLLEGE OF PHARMACY

(Affiliated to JNTUH, Approved by PCI, New Delhi & Accredited by NAAC)  
Chowdariguda (V), Korremula, Ghatkesar (M), Medchal- Malkajgiri (Dist.) - 500 088  
E mail: [princeton.pharmacy@gmail.com](mailto:princeton.pharmacy@gmail.com), Web site: [pcop.ac.in](http://pcop.ac.in)

### 5.2.1 Number of placement of outgoing students during the year

S.No.	Year	Name of student placed and contact details	Program graduated from	Name of the employer with contact details	Pay package at appointment
1	2023-24	GUGULOTH SONY(7995908304)	B.PHARMACY	VIRCHOW BIOTECH PVT LTD (7995908304)	2.1 LPA
2	2023-24	NAREDDY YASHASHWINI (9705185937)	B.PHARMACY	AUGUSTUS HEALTHCARE(9705185937)	2.4 LPA
3	2023-24	FARHEEN(8106413526)	B.PHARMACY	R1 RCM GLOBAL PVT LTD (91 040 42570000)	2.45 LPA
4	2023-24	D.AKHILA(8008067161)	B.PHARMACY	CORRO HEALTH (044 6600 8400)	3 LPA
5	2023-24	B.RAMREDDY (9133824031)	B.PHARMACY	HETERO LABS PVT LTD(040 2370 7272)	2.8 LPA
6	2023-24	B.VEERESH (6305172879)	B.PHARMACY	SOFTIFY TECHNOLOGY SERVICES(91(40)49964842)	3 LPA
7	2023-24	T.KARISHMA(7349309902)	B.PHARMACY	SOFTIFY TECHNOLOGY SERVICES(91(40)49964842)	3LPA
8	2023-24	S.NAVEEN (9059123998)	B.PHARMACY	MEDCODE SERVICES PVT LTD(7339202051)	3LPA
9	2023-24	ALA SUMA (8096919204)	B.PHARMACY	MEDCODE SERVICES PVT	3LPA

  
**PRINCIPAL**  
Princeton College of Pharmacy,  
Korremula Vill, Vijayapuri Colony,  
Ghatkesar Mdl, Medchal Dist, Telangana.

				LTD(7339202051)	
10	2023-24	B THARUN (6302141965)	B.PHARMACY	ICHOR BIOLOGICS PVT LTD(07386700744)	2.55 LPA
11	2023-24	P.SHIVAJI NAIK(8555069677)	B.PHARMACY	GRAVITAS MANKIND(011-46846700)	3.6 LPA
12	2023-24	MOURYA RAJENDER(8008905213)	B.PHARMACY	AUGUSTUS HEALTHCARE(9705185937)	3LPA
13	2023-24	K.VIJAY KUMAR(9347760425)	B.PHARMACY	AUGUSTUS HEALTHCARE(9705185937)	3LPA
14	2023-24	A NANDINI(9985152995)	B.PHARMACY	JSL HEALTH SCIENCES PVT LTD, HYDERABAD(040 4028 1488)	2.89LPA
15	2023-24	MADAM VENKATA SUPRIYA(9392520757)	B.PHARMACY	JSL HEALTH SCIENCES PVT LTD, HYDERABAD(040 4028 1488)	2.89LPA
16	2023-24	PATHI REDDY SOUMYA(9381857963)	B.PHARMACY	JSL HEALTH SCIENCES PVT LTD, HYDERABAD(040 4028 1488)	2.89LPA
17	2023-24	P ANUSHA(7569998525)	B.PHARMACY	JSL HEALTH SCIENCES PVT LTD, HYDERABAD(040 4028 1488)	2.89LPA
18	2023-24	MALOTHU SUNITHA(9866070251)	B.PHARMACY	JSL HEALTH SCIENCES PVT LTD, HYDERABAD(040 4028 1488)	2.89LPA
19	2023-24	BHIMANANI RISHIKA(9291360031)	B.PHARMACY	JSL HEALTH SCIENCES PVT LTD, HYDERABAD(040 4028 1488)	2.89LPA
20	2023-24	YEMMA MANISHA(9515181261)	B.PHARMACY	JSL HEALTH SCIENCES PVT LTD, HYDERABAD(040 4028 1488)	2.89LPA
21	2023-24	JATOTH NAVYA(7981203352)	B.PHARMACY	JSL HEALTH SCIENCES PVT LTD, HYDERABAD(040 4028 1488)	2.89LPA
22	2023-24	ADDULA POOJASRI(8497981695)	B.PHARMACY	JSL HEALTH SCIENCES PVT LTD, HYDERABAD(040 4028 1488)	2.89LPA
23	2023-24	MITTAPELLI ARAVIND(9052040694)	B.PHARMACY	JSL HEALTH SCIENCES PVT LTD, HYDERABAD(040 4028 1488)	2.89LPA

24	2023-24	CHANDRAGIRI CHANDANA(9542511352)	B.PHARMACY	JSL HEALTH SCIENCES PVT LTD, HYDERABAD(040 4028 1488)	2.89LPA
25	2023-24	ATHINIVENI ROSHINI(8247342988)	B.PHARMACY	JSL HEALTH SCIENCES PVT LTD, HYDERABAD(040 4028 1488)	2.89LPA
26	2023-24	D.LOCHAN DEEP(7095460788)	B.PHARMACY	JSL HEALTH SCIENCES PVT LTD, HYDERABAD(040 4028 1488)	2.89LPA
27	2023-24	BATHOJU SHARATH NISCHAL(9959048610)	B.PHARMACY	JSL HEALTH SCIENCES PVT LTD, HYDERABAD(040 4028 1488)	2.89LPA
28	2023-24	JANAGAMA BHAVANA(8897376816)	B.PHARMACY	JSL HEALTH SCIENCES PVT LTD, HYDERABAD(040 4028 1488)	2.89LPA
29	2023-24	J RESHMA(9398852047)	B.PHARMACY	JSL HEALTH SCIENCES PVT LTD, HYDERABAD(040 4028 1488)	2.89LPA
30	2023-24	J GOVARDHAN(9849207322)	B.PHARMACY	JSL HEALTH SCIENCES PVT LTD, HYDERABAD(040 4028 1488)	2.89LPA
31	2023-24	MANCHI SAI KIRAN(9182105616)	B.PHARMACY	JSL HEALTH SCIENCES PVT LTD, HYDERABAD(040 4028 1488)	2.89LPA
32	2023-24	THUMMA ANKITHA(7075334584)	B.PHARMACY	JSL HEALTH SCIENCES PVT LTD, HYDERABAD(040 4028 1488)	2.89LPA
33	2023-24	MACHA VINOD(9948381131)	B.PHARMACY	JSL HEALTH SCIENCES PVT LTD, HYDERABAD(040 4028 1488)	2.89LPA
34	2023-24	DHUDI SUSHMITHA(7815935547)	B.PHARMACY	JSL HEALTH SCIENCES PVT LTD, HYDERABAD(040 4028 1488)	2.89LPA
35	2023-24	DEVASARI PRATHYUSHA(6302489590)	B.PHARMACY	JSL HEALTH SCIENCES PVT LTD, HYDERABAD(040 4028 1488)	2.89LPA
36	2023-24	KAHRGAWE LAKSHMI(6302692174)	B.PHARMACY	JSL HEALTH SCIENCES PVT LTD, HYDERABAD(040 4028 1488)	2.89LPA
37	2023-24	SHAIKH NAAZ SHAMIM(7793978076)	B.PHARMACY	JSL HEALTH SCIENCES PVT LTD, HYDERABAD(040 4028 1488)	2.89LPA
38	2023-24	BADAVATH	B.PHARMACY	GLAND PHARMA LTD,	3 LPA

		RANJITH(9618368787)		HYDERABAD( +91-40-30510999)	
39	2023-24	KUNNI ANKITHA(6302108882)	B.PHARMACY	GLAND PHARMA LTD, HYDERABAD( +91-40-30510999)	3 LPA
40	2023-24	BEERLA KAVYA(8019764180)	B.PHARMACY	GLAND PHARMA LTD, HYDERABAD( +91-40-30510999)	3 LPA
41	2023-24	BALLI SHIVA KUMAR(6305445274)	B.PHARMACY	GLAND PHARMA LTD, HYDERABAD( +91-40-30510999)	3 LPA
42	2023-24	VAGGU PAVANI(9392608642)	B.PHARMACY	GLAND PHARMA LTD, HYDERABAD( +91-40-30510999)	3 LPA
43	2023-24	BELIJA NANDHINI(9676754146)	B.PHARMACY	GLAND PHARMA LTD, HYDERABAD( +91-40-30510999)	3 LPA
44	2023-24	VEMPATI UDAY KIRAN(6303909420)	B.PHARMACY	GLAND PHARMA LTD, HYDERABAD( +91-40-30510999)	3 LPA
45	2023-24	KONI VARSHA(7815996183)	B.PHARMACY	GLAND PHARMA LTD, HYDERABAD( +91-40-30510999)	3 LPA
46	2023-24	RAI SUHANI(8688660553)	B.PHARMACY	GLAND PHARMA LTD, HYDERABAD( +91-40-30510999)	3 LPA
47	2023-24	DABBEDA SRINIPA(8328522247)	B.PHARMACY	GLAND PHARMA LTD, HYDERABAD( +91-40-30510999)	3 LPA
48	2023-24	SAKA VEENA(9182075668)	B.PHARMACY	GLAND PHARMA LTD, HYDERABAD( +91-40-30510999)	3 LPA
49	2023-24	SHAIKH TABISH(7007549739)	B.PHARMACY	GLAND PHARMA LTD, HYDERABAD( +91-40-30510999)	3 LPA
50	2023-24	SAWOOD ALAM(8789726536)	B.PHARMACY	GLAND PHARMA LTD, HYDERABAD( +91-40-30510999)	3 LPA



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Princeton College of Pharmacy,  
Korremula Vill, Vijayapuri Colony,  
Ghalkesar Mdl, Medchal Dist, Telangana.



# CORPORATE COMPLIANCE SERVICES

## Sub: Offer of Employment

Date: 31-12-2024

To,  
**BANURIRAM REDDY KAMAREDDY**

Dear **BANURIRAM REDDY**,

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

Your place of work will initially be at **M/s HETEROLABS LIMITED Unit III, Jeedimetla.**

1. This offer is valid till **06/01/2025** and you should report for joining on or before **06/01/2025**.
2. You will report to Manager or any other officer authorized by the company, with regard to your day to day activities from time to time.
3. If there are any changes in the conditions of your service, the same will be notified to you.
4. You will be entitled to the gross salary as discussed and agreed upon mutually.
5. You will be on probation for a period of six months from the date of your joining.
6. You are required to sign a confidentiality and non-disclosure agreement on your joining.
7. Your appointment order indicating terms and conditions of your employment will be issued to you at the time of your joining.
8. Upon receipt of the offer, you are required to undergo medical checkup at the company authorized Diagnostic centers.
9. This offer is valid only, subject to condition that you are medically declared fit.

Branch Office: H. No: 2-1-18/A/1, OM GANESHA BUILDING, Street No.2,  
Mamatha Nagar, Nagole, Hyderabad-500068. info@ccsnr.com. Website:  
www.ccsnr.com.

**Please ensure to bring the following documents/ certificates etc., at the time of you're joining.**

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

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

We look forward to your acceptance of this offer and joining our organization. We

welcome you to **HETERO**

With best wishes,

**For CORPORATE COMPLIANCE SERVICES**



AUTHORISED SIGNATORY

**Offer Acceptance:**

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

Date:

Signature of the Candidate



R1 RCM Global Private Limited  
12th Floor Building No. 1 and 1st Floor (Wing A and B),  
Building No. 2, M/s. NSLSEZ, (Hyderabad) Private Limited,  
IT/ITESSEZ at IDA Uppal, Ranga Reddy District, Hyderabad-500039, Telangana, India Tel: +91  
040 42570000 | CIN: U74900DL2009PTC187041 | Website: www.r1rcm.com

**August 29, 2024**

**Fareen Begum**

**Associate Analyst**  
**2-3-603/15 patelnagar Amberpet**  
**Hyderabad 500013**

**Subject: Appointment Letter**

**Dear Fareen Begum, Congratulations!**

With reference to your application and subsequent interview, we are pleased to extend an offer of employment to you at R1 RCM Global Private Limited ("R1 RCM" or "the Company") as **Associate Analyst**.

Subject to your acceptance of this appointment letter and its terms, your anticipated date of joining will be no later than **August 30, 2024**. Your appointment will be effective from the date of joining.

Your annual remuneration will be **₹2,45,000.00**. Details of the remuneration breakup are given in Annexure-I provided with this letter.

Your primary work location will be **IND-Hyderabad** or any work location R1 RCM may ask you to work from time to time as per its discretion.

Please formally accept this appointment letter within two (2) days, failing which this offer shall lapse automatically. This appointment letter will stand revoked at the sole discretion of R1 RCM. This offer and your employment with R1 RCM is conditional upon you successfully clearing the background verification process as applicable at R1 RCM. Your employment with the Company shall remain governed by the terms of this letter, the policies of the Company and all other agreements.

You will be receiving an email with the joining instructions, confirming the details of your onboarding time, venue details from the R1 RCM Onboarding team before your start date.

The Company reserves the right to amend your date of joining prior to your start date, in-line with business exigencies. Any change to this effect, will be communicated to you vide a revised appointment letter.



To ensure that you have full understanding of the terms and conditions of your employment at R1 RCM and the benefits available to you, there are a number of enclosures to this letter which you will need to adhere with during the course of your employment with us.

Please sign the enclosed copy of this letter, terms and conditions, confidentiality and intellectual property protection agreement and any other annexure attached.

We look forward to welcoming you to R1 RCM. Sincerely,

**For R1 RCM Global Private Limited,**

A handwritten signature in black ink that reads 'Swati'.

**Swati Khandelwal**  
**Authorized Signatory**

I, Fareen Begum, hereby accept the offer of appointment on the terms and conditions set out in this letter of employment. Employee

Signature: {{Sig\_es\_:signer1:signature}}

Date: {{Dte\_es\_:signer1:date}}

Location: IND-Hyderabad



## TERMS AND CONDITIONS

This statement of Terms and Conditions forms part of the contract of employment (the "Contract") between **Fareen Begum** and R1 RCM Global Private Limited ("R1 RCM" or "the Company") and will be effective from the date of acceptance of this letter and the terms and conditions stated herein. Further information on R1 RCM policies and procedures are available on the Company intranet site, which shall be deemed binding upon you. R1 RCM reserves the right to review and update its employment policies and procedures as applicable from time to time and your agreement to comply and adhere by them will be deemed accepted upon acceptance of this appointment letter.

### Background Verification:

- i. Your appointment/employment (while in service with R1 RCM) is subject to you clearing all the background checks as per the Background Verification process.
- ii. It is imperative to submit all your credentials, testimonials and required documents within 15 days of joining. If the particulars shared by you are found to be incorrect, inaccurate or misleading, your appointment shall be revoked, and your services will be terminated per applicable Company policy.
- iii. Your appointment is subject to medical and/or drug screening test clearance, on your joining or any time post your joining as part of random screening checks.
- iv. If the outcome of the medical/drug test is not as per the acceptable norms/standards, your employment shall be terminated and/or necessary actions would be initiated as per applicable Company policy.
- v. The management will be within its right to request an employee to get tested for drug/substance/alcohol abuse/usage during working hours, if the management has a reasonable suspicion of the same. Refusal to the random screening by an employee will be constituted as an act of gross misconduct/ misbehavior.

### Probation Period:

- i. You will be on probation for a period of six months from your date of joining. During this period, you are expected to set your key results/goals in consensus with your Manager.
- ii. On satisfactory completion of your probation, your services will be confirmed in writing. Unless confirmed in writing, you shall continue to remain on probation. There shall be no automatic confirmation in service.
- iii. In case your performance and/or conduct is found unsatisfactory, the Company may in its discretion extend the probation period in writing.
- iv. The Company reserves the right to terminate your services during probation without giving any reason, or any prior notice/payment in lieu of notice.

### Hours of Work:

- i. R1 RCM operates 24/7 and 365 days a year, you may be required to work in shifts and/or in extended working hours as permitted by law and as per Company policy in this regard.
- ii. You may be required to work beyond your existing working hours depending upon the business requirements/exigencies from time to time.

### Leaves:

- i. You will be eligible for leaves as per the Company policy.
- ii. All eligible female employees will be entitled to maternity leaves in-line with the Maternity benefit Act, 1961.

### Remuneration & Salary Structure:

- i. Your salary will be paid on a monthly basis on or around the last working day of each month and is subject to applicable taxes, duties, cess and other applicable withholdings. All tax liabilities arising out of your retirement remuneration, package, present or future, shall be borne by you.
- ii. Any amount recoverable/payable from you towards the Company may be adjusted from your monthly salary at the sole discretion of the Company.



iii. The Company reserves the right to review and change its remuneration structure or revise the salary components subject to modification/change/discontinuation/amendment as per the applicable policy/statutory regulations from time to time.

**Increments and Promotions:**

- i. Your performance and contribution to the company will be an important consideration for salary increment and promotions.
- ii. R1 RCM follows the philosophy of Pay for Performance and Promote for Potential depending upon position availability and all promotions will be based on applicable company policy.

**Step Up Training Program:**

You are required to undergo a training program consisting of different modules as per business requirement:

- i. This program will offer you extensive training on various modules required in the Revenue Cycle Management (RCM) and help you understand the business, thus, enabling you to develop the skill set and learn the tools required in the RCM industry.
- ii. You will be assessed at each stage of your training module and will be given due opportunity to improve and clear your training milestones.
- iii. After you successfully graduate from the training program, your annual remuneration shall stand revised at **Rupees Two Lacs Ninety-Five Thousand only (₹2,95,000/-)**. To this effect, a revised addendum to your appointment letter will be shared with you. Also, in case you are unable to successfully complete your training, the organization will take appropriate action per the terms and conditions of this appointment letter.

All decisions in reference to the progression and remuneration revision will be governed by the appropriate company guidelines and may be revised by the management at its own discretion.

**Statutory and Other Benefits:**

- i. You will be eligible for various statutory benefits in accordance with the relevant laws.
- ii. You will also be eligible to participate in the Company's benefits scheme, details of which are set out in the attached benefits flyer which does not form a part of your contract. These benefits are subject to the applicable policy/plan in force from time to time.

**Transfer & Relocation:**

- i. During your employment with the Company, you will be liable to be transferred to any of the offices, location, departments, or business units of the Company or of associate companies/group companies, whether existing or to be set up, anywhere in India or abroad, on the same terms and conditions of employment or unless otherwise specified at the sole discretion of the management.

**Retirement:**

- i. On reaching the age of 60 (sixty) years, you will retire from the services of the Company. Your date of birth as recorded at the time of your appointment with the Company will be considered as the authenticated date of birth for purposes throughout your service with the Company and no changes will be permitted under any circumstances.

**Notice Period:**

- i. Either party can initiate the separation of employment by giving required notice period (refer point below) or payment in lieu of notice thereof. Any deviations from this shall be on the sole discretion of R1 RCM Management.
- ii. Required notice period:
  - a) Level 1S Associate 0
  - b) Notice Period 30 days.



iii. Any change in the notice period would be subject to your level in the organization and the applicable policy in force from time to time.

**Separation:**

- i. Upon confirmation of your services with the Company, R1 retains the right to terminate your services without any prior notice/payment in lieu of notice in the event of any act of omission or commission committed by you, which constitutes gross misconduct.
- ii. The Company reserves the right to terminate your employment for any behavior which results in breach of Company policy and/or loss of confidence and/or jeopardizing the interests of the Company and / or involvement in any misconduct and/or any criminal activity and/or any other reason not listed herewith. Termination or any such related action will be taken as per applicable Company policy.
- iii. If your performance is found to be unsatisfactory as per the expectations/ tasks provided, the Company may afford you opportunities to assist and enable you to improve your performance. If your performance does not improve as per the expectations/ tasks provided, Company reserves the right to terminate your employment at any time.
- iv. At the time of separation of your employment, you need to hand over all the Company entrusted documents/provided assets/property in an acceptable condition. It is agreed that any damage to Company assets/property and amount due to the Company by you will be adjusted via reverse bank transfer.
- v. Your full and final settlements will be initiated only after you have completed all necessary clearances. Only upon settlement of your dues towards R1 RCM, you shall be relieved from your contractual obligations and provided any service certificates thereof.

**Abandonment of Employment:**

- i. Your absence for a period of three days and/or more days without prior information or approval from your Supervisor and/or HR (including overstay of sanctioned leave duration), shall be treated as Abandonment of service. The Company in such occasion retains the right to terminate your services without any prior notice or payment in lieu of notice in such instance.
- ii. In such cases the Company also reserves the right to withhold any service certificates or payments due to you.

**Dual Employment:**

- i. You shall not enter into any contract with any third party whether full time or part time during the period of your employment at Company.
- ii. You will not undertake any other employment, personal business, assume any public or private office or honorary or remunerative except with the prior written permission/ approval of the management. You shall not indulge in any business, trade or a vocation for profit or otherwise during your employment with the Company.
- iii. Violation of the above shall render you liable for stern action as per applicable Company Policy and/or Law which may include your dismissal/termination from service.

**Workplace Harassment:**

- i. R1 RCM has an Equal Employment Opportunity Policy which employees must follow, at all times.
- ii. The management has a zero-tolerance on workplace discrimination, harassment, sexual harassment and bullying.
- iii. Any breach with regards to the same can lead to disciplinary action including termination per the applicable policy.

**Integrity & Confidentiality:**

- i. You will be required to demonstrate highest degree of integrity in the performance of your responsibilities. During the course of your employment with R1 RCM, and at least for a period of one year thereafter, you will not transit, disclose or otherwise use confidential and proprietary information of the Company, its clients, vendors, independent contractors and subcontractors to an authorized or unauthorized person, except as and may be required in the course of your duties in connection with the Company's business without prior consent or confirmation in writing. You will also abide by all confidentiality, safety and security regulations of the Company as may be applicable from time to time.
- ii. Breach of the above obligation gives cause of action to the Company to proceed with appropriate civil and criminal



liabilities, in addition to immediate termination of your services.

iii. Personal Data shared by you will be held by the Company for legal, personnel, administrative and/or management purposes and may be shared with authorized subsidiaries or affiliates of R1 RCM and any person or organization acting on behalf such as:

- a). Third party vendors who provide services to the Company (benefits provided, record maintenance, health benefits, background verification and payroll administrator), legal counsel, regulatory authorities, auditors, external investigators, authorized government authorities.
- b). Your personal identifiable information and sensitive personal data will be located/stored within the territory of India or US or any other country where the Company will open its branches/ establishment in future, safely with reasonable safeguards to avoid any unauthorized usage/ access of the data.
- c). Your further consent to your Personal data and Sensitive personal data will be shared with the concerned authorized government official if the same is sought over a written orders/ communication.

**Communication:**

i. That you shall furnish residential address/ mobile or phone number/ email id for communication at the time of joining the organization. Subsequently if in future there is a change in address for communication details already provided you shall intimate the HR Department in writing about the same within 48 hours of such change having taken effect. Any communications sent to you on that residential address/mobile or phone number/email id shall be deemed to have been served.

Please sign the duplicate copy of this letter, in token of your acceptance of the above terms and conditions and send it to us within two (2) days. You will be required to join the Company on the date communicated in this regard, failing which this offer of appointment shall stand withdrawn with immediate effect without any further communication to you in this regard. If you would like to discuss any details of your conditions of employment do not hesitate to contact the Human Resources Team at [career.india@r1rcm.com](mailto:career.india@r1rcm.com).

We welcome you as a member of our team and wish you a successful career with R1 RCM.

**For R1 RCM Global Private Limited,**

**Swati Khandelwal**  
**Authorized Signatory**

I, Fareen Begum, hereby accept the offer of appointment on the terms and conditions set out in this letter of employment. Employee

Signature: {{Sig\_es\_:signer1:signature}}

Date: {{Dte\_es\_:signer1:date}}

Location: IND-Hyderabad



## ANNEXURE-I

Name:FareenBegum  
Level:1S Associate 0  
Designation:Associate Analyst  
Total Remuneration Annually:₹2,45,000.00

### COMPOSITION–TotalRemuneration Fixed

#### Salary

- Basic Salary Monthly:₹12,000.00
- Basic Salary Annually:₹1,44,000.00
- House Rent Allowance Monthly:₹2,151.00
- House Rent Allowance Annually:₹25,807.00
- Internet Allowance Monthly:₹600.00
- Internet Allowance Annually:₹7,200.00
- Advance Statutory Bonus Monthly:₹3,000.00
- AdvanceStatutoryBonusAnnually:₹36,000.00

#### Retirals

- PF Contribution by Employer Monthly:₹1,512.00
- PF Contribution by Employer Annually:₹18,144.00
- ESIC Monthly: ₹577.00
- ESIC Annually:₹6,923.00
- Gratuity Annually:₹6,926.00

#### Base Pay (Sum of Fixed Salary and Retirals)

- Total Base Pay Monthly:₹20,416.67
- Total Base Pay Annually:₹2,45,000.00

*Extremely Confidential: Your remuneration is a subject matter of extreme confidentiality. Sharing of your remuneration details with anyone other than authorized HR person or your function head is strictly prohibited and falls under zero tolerance policy of the company.*

#### Notes:

- Please note that the stated remuneration does not factor in income tax or professional tax.
- Any additional statutory deductions, as notified by Central/State government, from time to time, will be deducted from your salary as applicable.
- If there may be additional deductions required by law or statutory requirements it may impact your remuneration.
- Please note the Annual Variable Bonus if provided herein above is the target bonus which may be payable. The actual bonus may differ basis performance of the Company and the employee, and Company Policy.

For detailed narration regarding your remuneration components refer Annexure II.

**For R1 RCM Global Private Limited,**



A handwritten signature in black ink that reads 'Swati'.

**Swati Khandelwal**  
**Authorized Signatory**

I, Fareen Begum, hereby accept Annexure I which is part of the appointment letter.

EmployeeSignature:{{Sig\_es\_:signer1:signature}} Date:

{{Dte\_es\_:signer1:date}}

Location:IND-Hyderabad



## ANNEXURE-II

### **EXPLANATION OF COMPONENTS**

Details of each element of your remuneration are provided below: -

#### **BASIC SALARY:**

Basic component of your salary is driven as a percentage of total remuneration on the basis of your career level. Basic component serves as a driving factor for other allowances mentioned below. Basic component of your salary is taxable in accordance with tax laws of India & forms part of your take home cash.

#### **HOUSE RENT ALLOWANCE (HRA)**

HRA is a cash allowance provided to assist employee for a rented accommodation. Furthermore, employee can avail tax savings on HRA in accordance with tax laws of India, provided they are living in a rented accommodation. HRA is driven as a percentage of your Basic salary.

#### **INTERNET ALLOWANCE:**

It is a fixed amount provided to associates to cover the costs associated with internet usage required for their work.

#### **ADVANCE STATUTORY BONUS**

Statutory bonus is payable as a cash allowance in accordance with The Payment of Bonus Act, 1965.

#### **PF CONTRIBUTION BY EMPLOYER**

R1 RCM contributes 12% of Basic towards employee's EPF account. These contributions are directly deposited into employee's PF and EPS account along with employee's contribution (12% of Basic) through payroll process and qualifies for tax rebate under Section 80-C of Indian Income Tax act.

#### **GRATUITY**

Gratuity is social security benefit paid by R1 RCM to its employees on leaving services upon successful completion of 4 years 240 days or more. A contribution equivalent to 4.81% of monthly basic is reserved towards this benefit and is paid in accordance with the provisions of The Payment of Gratuity Act, 1972 as a token of gratitude towards associating with the company for long.

#### **ESIC**

ESI is a social security and health insurance scheme managed by Employee's State Insurance Corporation according to the rules and regulations in the ESI Act, 1948.

R1 RCM contributes 3.25% of gross wages in addition to 0.75% of employee's contribution. The contributions are processed through payroll on a monthly basis and are remitted to employee's ESI account.



JSLhealthsciencesprivatelimited

09June2024

Ms.ANANDINI,

Sub:AppointmentLetter

DearMs.ANANDINI,

Withreferencetoyourapplicationandthesubsequentinterviewyouhadwithus,wearepleasedtoappointyouas''Chemist''inthePackin  
gDepartmentofourCompanyonthe followingtermsandconditions.

1. YouwillbeunderLevel-1withGradeS3.
2. YourplaceofworkwillbeatourfactorysituatedatIDAKukatpally
3. Yourmonthlyremunerationwillbeasfollows:

BasicRs.14550.00p.m.

HouseRentAlowance- Rs.9616.00p.m.

GROSSTOTAL Rs.24166.00 p.m.

(RupeesTwenty-FourThousandoneHundredandSixty-sixOnly)

4. Youwillreporttothe''Incharge-Packing''oranyotherofficerauthorizedbyhim, withregardtoyourduties  
fromtimetotime.
5. YourservicesareliablefortransferfromSectiontoSection,fromDepartmenttoDepartment,andfromUnittoUnitw  
herevertheCompanyhasinterestwithoutanychangeincompensation.
6. YouwillnotengageyourselfeitherasaconsultantorworkonparttimebasiswithanyotherCompany/  
Organization/Individual.

---

**6/16/31/23, Prashanti Nagar, IDA Kukatpally, Kukatpally,  
Hyderabad, Telangana 500072**



JSLhealthsciencesprivatelimited

09June2024

Ms.ADDULAPOOJASRI,

Sub:AppointmentLetter

DearMs.ADDULAPOOJASRI,

With reference to your application and the subsequent interview you had with us, we are pleased to appoint you as "Chemist" in the Packing Department of our Company on the following terms and conditions.

You will be under Level-1 with Grade S3.

Your place of work will be at our factory situated at IDA Kukatpally

Your monthly remuneration will be as follows:

Basic Rs.14550.00 p.m.

House Rent Allowance- Rs.9616.00 p.m.

GROSS TOTAL Rs.24166.00 p.m.

(Rupees Twenty-Four Thousand One Hundred and Sixty-six Only)

You will report to the "Incharge-Packing" or any other officer authorized by him, with regard to your duties from time to time.

Your services are liable for transfer from Section to Section, from Department to Department, and from Unit to Unit wherever the Company has interest without any change in compensation.

You will not engage yourself either as a consultant or work on part-time basis with any other Company/Organization/Individual.

---

**6/16/31/23, Prashanti Nagar, IDA Kukatpally, Kukatpally,  
Hyderabad, Telangana 500072**



## ICHOR BIOLOGICS PRIVATE LIMITED

lchorbiologics@gmail.com

Sy. No: 222P, Thurkapally Shamirpet Mandal, Telangana 500078

---

### Offer Letter

**Date:** 26/09/2024

Dear **BUKHYA THARUN,**

We are pleased to extend an offer of employment to you for the position of **QUALITY ASSURANCE** at **ICHOR BIOLOGICS PRIVATE LIMITED**. We believe that your skills and experience will be a valuable addition to our team. Please read through this letter and indicate your acceptance by signing this offer letter.

#### Position Details

- **Job Title:** QUALITY ASSURANCE
- **Reporting to:** Mr.DHIRAJ NAGENDRA
- **Start Date:** 27/09/2024
- **Employment Type:** Full-time
- **Work Schedule:** 9:30 to 5:00
- **Job Location:** In-Office

#### Compensation and Benefits

- **Annual Salary Package:** ₹2,55,000.00
- The above-mentioned salary is the total cost to the company and includes all payments made and benefits provided by the company directly or indirectly to or on your behalf, whether as salary or otherwise.

#### Terms and Conditions

- The employment is at-will, which means that either the company or the employee can terminate the employment relationship at any time, with or without cause and with or without notice.
- This offer of employment does not constitute a contract or guarantee of continued employment. It is not intended to create an employment relationship between you and **ICHOR BIOLOGICS PRIVATE LIMITED** until you have signed the necessary employment agreement and any other required documents.
- You will be required to sign Confidentiality/Non-Compete Agreement after accepting this offer letter to protect our company's interests.

**Offer Letter**

Date: 25-Nov-2024.

Dear **Biredar Veeresh**,

We are pleased to offer you employment with Softify Technologies. The purpose of this letter is to advise you of the terms and conditions of employment including certain conditions that are stated in this letter (the "Offer Letter").

**RE: Terms of your employment**

1. Subject to and in accordance with the terms and conditions as set out in this Letter and in accordance with the law, the Company confirms the employment of the Employee as the "**Junior Medical Coding Associate**" of the Company with effect from the Joining Date. This Letter shall govern the relationship between the Employee and the Company and shall remain in force from the Joining Date till the employment of the Employee with the Company.

2. Date of joining:

The Employee shall join the Company on **November 27, 2024** based on finalization of decision date and the appointment of the Employee shall become effective from the aforesaid date.

\* This offer is valid till 03 December 2024

3. Place of work:

The Employee's present place of work will be at **Sarvottam Building, Hitech City, Hyderabad-500081**, but during the service, the Employee shall be liable to be posted / transferred anywhere to serve any of the Company's projects or any other establishment in India or outside, at the sole discretion of the Company and its management.

4. Remuneration and other benefits:

a. (i) **Fixed Pay:** For the services provided by Employee, the Employee will be paid a remuneration i.e., Fixed pay of **INR 3,00,000/- (Indian Rupees - Three Lakh Rupees Only)/per annum**. \*Statutory Deductions as applicable.

Name	Biredar Veeresh
Basic	10000
HRA	4000
Internet Allowance	1600
Education Allowance	1500
Personal Allowance	6400
Medical Allowance	1500
<b>Total per month (CTC)</b>	<b>25,000</b>
<b>Total per annum</b>	<b>3,00,000</b>

\*\*Statutory Deductions as applicable

The said remuneration salary shall be paid in arrears to the Employee in 12 (twelve) equated monthly installments in accordance with the Company's policy in this regard.

To

**Ms. D Akhila**

H No : 1-20/2 Yadgarpally (village ) near hanuman temple keesara (mandal) Medchal- malkajgiri (dist)501301 Telangana.

Dear Ms. D Akhila,

**Sub: Letter of Appointment**

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

- Your date of commencement of service is: **05/Aug/24**. Team member ID **CHHYD8298**. Designation: **Jr Executive - Coding Services**. File No **7983**, Place of posting: **# Hyderabad**
- 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**
- 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.
- 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.
- 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 - Ms. D Akhila**

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

Registered Address: DLF IT Park – SEZ, 3<sup>rd</sup> Floor, 1/124, Shivaji Garden Mount Poonamallee Road, Nandambakkam Post, Manapakkam Nandambakkam Kudiyiruppu, Saidapet, Kanchipuram – 600089, Tamilnadu, India CIN: U72900TN2019FTC164496

Branch Address: SEZ Unit, GAR Laxmi Infobahn, 12<sup>th</sup> Floor, Tower – 1 & 2, Sy No 107/P, Kokapet Village, Gandipet Mandal, Hyderabad – 500 075

## Appointment Letter

Date: 12-SEP-2024

To,  
Mr. Pathulothu Shivaji Naik

Dear,

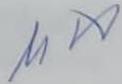
Based upon your application and subsequent interview, we are pleased to offer you the position for the post of **Sr Territory Manager** in Gravitas Mankind (Sales division of Mankind Pharma Ltd.) on the following terms and conditions read with Mankind Code of Conduct and Policies.

1. **Date of Joining** : 16-SEP-2024
2. **Designation** : Sr Territory Manager
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., Employees' 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

MANKIND PHARMA LTD.

Self-Attested \_\_\_\_\_

  
Authorised Signatory

# Offer of Employment with MedCode Services Private Limited

Inbox



Bhavesh Ma... 24 Oct

to Bhavesh, bcc: ...



Dear **Aspirant**,

Please find below the offer confirmation from Medcode Services!!

Congratulations on your selection in our organization. This refers to your interview with us on **10-Oct-2024**, it gives us great pleasure to welcome you to the MEDCODE Family.

Further to the personal discussion you had with us, we are pleased to offer you the position of "**Consultant – Coding Services**".

As confirmed by you, we request you to join us on or before **23-Oct-2024**. post which this offer will not be valid.

We require your acceptance through email at the earliest (within 24 hours).

Hope to see you onboard soon!!

**Note:** This is valid only if they possess the original appointment letter along with the other required documents.

### Thanks & Regards

Bhavesh Markandeya

**MEDCODE**  
Services

Human Resource | MedCode Services

Every Moment is a Learning Opportunity. Let's Enrich Our Lives.

Phone: +91 7339202051 | Email: [bhavesh@medcodeservices.com](mailto:bhavesh@medcodeservices.com)

<https://medcodeservices.com>

Capital Park, Hyderabad, Telangana,  
500081.

# Offer of Employment with MedCode Services Private Limited

Inbox



Bhavesh Ma... 24 Oct

to Bhavesh, bcc: ...



Dear **Aspirant**,

Please find below the offer confirmation from Medcode Services!!

Congratulations on your selection in our organization. This refers to your interview with us on **10-Oct-2024**, it gives us great pleasure to welcome you to the MEDCODE Family.

Further to the personal discussion you had with us, we are pleased to offer you the position of "**Consultant – Coding Services**".

As confirmed by you, we request you to join us on or before **23-Oct-2024**. post which this offer will not be valid.

We require your acceptance through email at the earliest (within 24 hours).

You are requested to share the below documents.

1. Mark sheets for 10th, 12th, Degree Certificate.
2. Aadhar Card & PAN Card (Mandatory)
3. Resume
4. 2 Pass Photo Size

The documents need to reach the HR department on or before your joining.

We eagerly look forward to your joining. The address of our office is:

**Med Code Services : 3rd Floor, Western Dallas Center, Dallas Centre Rd, Silpa Gram Craft Village, Madhapur, Hyderabad, Telangana 500081.**

We assure you of an innovative environment where challenging and interesting work is part of daily life. Medcode Services looks for someone like you with not only experience, but also high achievement orientation and ethics.

If you need any clarifications, please feel free to contact the undersigned.

Here to see you onboard soon!!



## JSLhealthsciencesprivatelimited

09June2024

Ms.ATHINIVENIROSHINI,

**Sub: Appointment Letter**

Dear Ms.ATHINIVENIROSHINI,

With reference to your application and the subsequent interview you had with us, we are pleased to appoint you as 'Chemist' in the Packing Department of our Company on the following terms and conditions.

7. You will be under Level-1 with Grade S3.
8. Your place of work will be at our factory situated at IDA Kukatpally
9. Your monthly remuneration will be as follows:

Basic Rs.14550.00 p.m.

House Rent Allowance- Rs.9616.00 p.m.

**GROSS TOTAL Rs.24166.00 p.m.**

(Rupees Twenty-Four Thousand One Hundred and Sixty-six Only)

10. You will report to the 'Incharge-Packing' or any other officer authorized by him, with regard to your duties from time to time.
11. Your services are liable for transfer from Section to Section, from Department to Department, and from Unit to Unit wherever the Company has interest without any change in compensation.
12. You will not engage yourself either as a consultant or work on part-time basis with any other Company/Organization/Individual.

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**6/16/31/23, Prashanti Nagar, IDA Kukatpally, Kukatpally,  
Hyderabad, Telangana 500072**



JSLhealthsciencesprivatelimited

09June2024

Ms.BHIMANANIRISHIKA,

Sub:AppointmentLetter

DearMs.BHIMANANIRISHIKA,

Withreferencetoyourapplicationandthesubsequentinterviewyouhadwithus,wearepleasedtoappointyouas''Chemist''inthePackin  
gDepartmentofourCompanyonthe followingtermsandconditions.

13. YouwillbeunderLevel-1withGradeS3.
14. YourplaceofworkwillbeatourfactorysituatedatIDAKukatpally
15. Yourmonthlyremunerationwillbeasfollows:

BasicRs.14550.00p.m.

HouseRentAlowance- Rs.9616.00p.m.

GROSSTOTAL Rs.24166.00 p.m.

(RupeesTwenty-FourThousandoneHundredandSixty-sixOnly)

16. Youwillreporttothe''Incharge-Packing''oranyotherofficerauthorizedbyhim, withregardtoyourduties  
fromtimetotime.
17. YourservicesareliablefortransferfromSectiontoSection,fromDepartmenttoDepartment,andfromUnittoUnitw  
herevertheCompanyhasinterestwithoutanychangeincompensation.
18. YouwillnotengageyourselfeitherasaconsultantorworkonparttimebasiswithanyotherCompany/  
Organization/Individual.

---

**6/16/31/23, Prashanti Nagar, IDA Kukatpally, Kukatpally,  
Hyderabad, Telangana 500072**



# GLANDPHARMA LIMITED

18 November 2024

Mr. BADAVATHRANJITH,

Sub: Appointment Letter

Dear Mr. BADAVATHRANJITH

With reference to your application and the subsequent interview you had with us, we are pleased to appoint you as 'Chemist' in the Packing Department of our Company on the following terms and conditions.

You will be under Level-1 with Grade S3.

Your place of work will be at our factory situated at Dundigal.

Your monthly remuneration will be as follows:

Basic	Rs.12686.00p.m
House Rent Allowance-	Rs.12686.00p.m
<b>GROSS TOTAL</b>	<b>Rs.25372.00p.m.</b>

(Rupees Twenty-Five Thousand Three Hundred and Seventy-Two Only)

You will report to the "Incharge-Packing" or any other officer authorized by him, with regard to your duties from time to time.

Your services are liable for transfer from Section to Section, from Department to Department, and from Unit to Unit wherever the Company has interest without any change in compensation.

You will not engage yourself either as a consultant or work on part-time basis with any other Company/Organization/Individual.

Cont...2/...

2

You should maintain strict secrecy about the information which you may come across during the course of your service with the Company and you should not divulge the same to any outside party.

If your performance is found unsatisfactory, your services are liable for termination without any notice or Compensation thereof, within first year of service.

Notice of 90 Days is required to be given by you in case you desire to *resign* from the Company's services.

Without prejudice to the terms and conditions mentioned above, you will be governed by such Rules and Regulations of the Company as are applicable to other employees of the Company from time to time.

This appointment will take effect from the day of your joining the Company, i.e. on 18 November 2023.

You shall not be absent from your duties without obtaining prior permission or leave from your superiors and in case you are absent from your duties unauthorizedly, action against you will be taken as per the Company's 'Absconding from Work Policy'.

Your performance revision will be due in April 2024.

This appointment letter is issued to you in duplicate and you are hereby advised to return a copy duly signed into token of your acceptance of the terms and conditions mentioned above.

With best wishes,

For GLAND PHARMALIMITED

SHILPI RATIYA

Deputy General Manager - HR



# GLANDPHARMALIMITED

18November2024

Mr.BALLISHIVAKUMAR,

Sub:AppointmentLetter

DearMr.BALLISHIVAKUMAR,

Withreferencetoyourapplicationandthesubsequentinterviewyouhadwithus,wearepleasedto appointyouas'"Chemist"'inthePackingDepartmentofourCompanyonthefollowingtermsand conditions.

YouwillbeunderLevel-1withGradeS3.

YourplaceofworkwillbeatourfactorysituatedatDundigal.

Yourmonthlyremunerationwillbeasfollows:

Basic	Rs.12686.00p.m
HouseRentAlowanace-	Rs.12686.00p.m
GROSSTOTAL	Rs.25372.00p.m.

(RupeesTwenty-FiveThousandThreeHundredandSeventy-TwoOnly)

Youwillreporttothe "Incharge-Packing" oranyotherofficerauthorizedbyhim,withregard toyourdutiesfromtimetotime.

YourservicesareliablefortransferfromSectiontoSection,fromDepartmenttoDepartment,and fromUnittoUnitwherevertheCompanyhasinterestwithoutanychangeincompensation.

Youwillnotengageyourselfeitherasaconsultantorworkonparttimebasiswith anyother Company/Organization/Individual.

Cont...2/...

**::2::**

**You should maintain strict secrecy about the information which you may come across during the course of your service with the Company and you should not divulge the same to any outside party.**

**If your performance is found unsatisfactory, your services are liable for termination without any notice or Compensation thereof, within first year of service.**

**Notice of 90 Days is required to be given by you in case you desire to *resign* from the Company's services.**

**Without prejudice to the terms and conditions mentioned above, you will be governed by such Rules and Regulations of the Company as are applicable to the employees of the Company from time to time.**

**This appointment will take effect from the day of your joining the Company, i.e. on 18 November 2023.**

**You shall not be absent from your duties without obtaining prior permission or leave from your superiors and in case you are absent from your duties unauthorizedly, action against you will be taken as per the Company's 'Absconding from Work Policy'.**

**Your performance revision will be due in April 2024.**

**This appointment letter is issued to you in duplicate and you are hereby advised to return a copy duly signed into token of your acceptance of the terms and conditions mentioned above.**

**With best wishes,**

**For GLAND PHARMALIMITED**

**SHILPI RATIYA**

**Deputy General Manager-HR**



## JSLhealthsciencesprivatelimited

09June2024

Mr.BATHOJUSHARATHNISCHAL,

**Sub:AppointmentLetter**

DearMr.BATHOJUSHARATHNISCHAL,

Withreferencetoyourapplicationandthesubsequentinterviewyouhadwithus,wearepleasedtoappointyouas''Chemist''inthePackingDepartmentofourCompanyonthe followingtermsandconditions.

YouwillbeunderLevel-1withGradeS3.

YourplaceofworkwillbeatourfactorysituatedatIDAKukatpally

Yourmonthlyremunerationwillbeasfollows:

BasicRs.14550.00p.m.

HouseRentAllowance- Rs.9616.00p.m.

GROSSTOTAL Rs.24166.00 p.m.

(RupeesTwenty-FourThousandoneHundredandSixty-sixOnly)

Youwillreporttothe''Incharge-Packing''oranyotherofficerauthorizedbyhim, withregardtoyourduties fromtimetotime.

YourservicesareliablefortransferfromSectiontoSection,fromDepartmenttoDepartment,andfromUnittoUnitwhenevertheCompanyhasinterestwithoutanychangeincompensation.

YouwillnotengageyourselfeitherasaconsultantorworkonparttimebasiswithanyotherCompany/Organization/Individual.

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**6/16/31/23, Prashanti Nagar, IDA Kukatpally, Kukatpally,  
Hyderabad, Telangana 500072**



# GLANDPHARMALIMITED

18November2024

Ms.BEERLAKAVYA,

Sub:AppointmentLetter

DearMs.BEERLAKAVYA

Withreferencetoyourapplicationandthesubsequentinterviewyouhadwithus,wearepleasedto appointyouas'Chemist'inthePackingDepartmentofourCompanyonthefollowingtermsand conditions.

YouwillbeunderLevel-1withGradeS3.

YourplaceofworkwillbeatourfactorysituatedatDundigal.

Yourmonthlyremunerationwillbeasfollows:

Basic	Rs.12686.00p.m
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GROSSTOTAL	Rs.25372.00p.m.

(RupeesTwenty-FiveThousandThreeHundredandSeventy-TwoOnly)

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Youwillnotengageyourselfeitherasaconsultantorworkonparttimebasiswithanyother Company/Organization/Individual.

Cont...2/...

Tel:+91-40-30510999Fax:+91-40-

305101300,[email:gland@glandpharma.com](mailto:gland@glandpharma.com)[www.glandpharma.com](http://www.glandpharma.com)CIN  
:U24239TG1978PLC002276

**::2::**

**You should maintain strict secrecy about the information which you may come across during the course of your service with the Company and you should not divulge the same to any outside party.**

**If your performance is found unsatisfactory, your services are liable for termination without any notice or Compensation thereof, within first year of service.**

**Notice of 90 Days is required to be given by you in case you desire to *resign* from the Company's services.**

**Without prejudice to the terms and conditions mentioned above, you will be governed by such Rules and Regulations of the Company as are applicable to other employees of the Company from time to time.**

**This appointment will take effect from the day of your joining the Company, i.e. on 18 November 2023.**

**You shall not be absent from your duties without obtaining prior permission or leave from your superiors and in case you are absent from your duties unauthorizedly, action against you will be taken as per the Company's 'Absconding from Work Policy'.**

**Your performance revision will be due in April 2024.**

**This appointment letter is issued to you in duplicate and you are hereby advised to return a copy duly signed in token of your acceptance of the terms and conditions mentioned above.**

**With best wishes,**

**For GLAND PHARMALIMITED**

**SHILPI RATIYA**

**Deputy General Manager-HR**



# GLANDPHARMALIMITED

18November2024

Ms.BELIJANANDHINI,

Sub:AppointmentLetter

DearMs.BELIJANANDHINI,

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(RupeesTwenty-FiveThousandThreeHundredandSeventy-TwoOnly)

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Cont...2/...

**::2::**

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**Without prejudice to the terms and conditions mentioned above, you will be governed by such Rules and Regulations of the Company as are applicable to other employees of the Company from time to time.**

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**Your performance revision will be due in April 2024.**

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**With best wishes,**

**For GLAND PHARMALIMITED**

**SHILPI RATIYA**

**Deputy General Manager-HR**



JSLhealthsciencesprivatelimited

09June2024

Ms.CHANDRAGIRICHANDANA,

Sub:AppointmentLetter

DearMs.CHANDRAGIRICHANDANA,

Withreferencetoyourapplicationandthesubsequentinterviewyouhadwithus,wearepleasedtoappointyouas''Chemist''inthePackin  
gDepartmentofourCompanyonthe followingtermsandconditions.

YouwillbeunderLevel-1withGradeS3.

YourplaceofworkwillbeatourfactorysituatedatIDAKukatpally

Yourmonthlyremunerationwillbeasfollows:

BasicRs.14550.00p.m.

HouseRentAlowance- Rs.9616.00p.m.

GROSSTOTAL Rs.24166.00 p.m.

(RupeesTwenty-FourThousandoneHundredandSixty-sixOnly)

Youwillreporttothe''Incharge-Packing''oranyotherofficerauthorizedbyhim, withregardtoyourduties  
fromtimetotime.

YourservicesareliablefortransferfromSectiontoSection,fromDepartmenttoDepartment,andfromUnittoUnitw  
herevertheCompanyhasinterestwithoutanychangeincompensation.

YouwillnotengageyourselfeitherasaconsultantorworkonparttimebasiswithanyotherCompany/  
Organization/Individual.

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6/16/31/23, Prashanti Nagar, IDA Kukatpally, Kukatpally,  
Hyderabad, Telangana 500072



JSLhealthsciencesprivatelimited

09June2024

Mr.D.LOCHANDEEP,

Sub:AppointmentLetter

DearMr.D.LOCHANDEEP,

Withreferencetoyourapplicationandthesubsequentinterviewyouhadwithus,wearepleasedtoappointyouas"Chemist"inthepackingDepartmentofourCompanyonthefollowingtermsandconditions.

YouwillbeunderLevel-1withGradeS3.

YourplaceofworkwillbeatourfactorysituatedatIDAKukatpally

Yourmonthlyremunerationwillbeasfollows:

BasicRs.14550.00p.m.

HouseRentAllowance- Rs.9616.00p.m.

GROSSTOTAL Rs.24166.00 p.m.

(RupeesTwenty-FourThousandoneHundredandSixty-sixOnly)

Youwillreporttothe"Charge-Packing"oranyotherofficerauthorizedbyhim, withregardtoyourduties fromtimetotime.

YourservicesareliablefortransferfromSectiontoSection,fromDepartmenttoDepartment,andfromUnittoUnitwhenevertheCompanyhasinterestwithoutanychangeincompensation.

YouwillnotengageyourselfeitherasaconsultantorworkonparttimebasiswithanyotherCompany/Organization/Individual.

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6/16/31/23, Prashanti Nagar, IDA Kukatpally, Kukatpally,  
Hyderabad, Telangana 500072



# GLANDPHARMA LIMITED

18 November 2024

Ms. DABBEDASRINIPA,

Sub: Appointment Letter

Dear Ms. DABBEDASRINIPA,

With reference to your application and the subsequent interview you had with us, we are pleased to appoint you as 'Chemist' in the Packing Department of our Company on the following terms and conditions.

You will be under Level-1 with Grade S3.

Your place of work will be at our factory situated at Dundigal.

Your monthly remuneration will be as follows:

Basic	Rs.12686.00 p.m.
House Rent Allowance-	Rs.12686.00 p.m.
<b>GROSS TOTAL</b>	<b>Rs.25372.00 p.m.</b>

(Rupees Twenty-Five Thousand Three Hundred and Seventy-Two Only)

You will report to the "Incharge-Packing" or any other officer authorized by him, with regard to your duties from time to time.

Your services are liable for transfer from Section to Section, from Department to Department, and from Unit to Unit wherever the Company has interest without any change in compensation.

You will not engage yourself either as a consultant or work on part-time basis with any other Company/Organization/Individual.

Cont...2/...

**::2::**

**You should maintain strict secrecy about the information which you may come across during the course of your service with the Company and you should not divulge the same to any outside party.**

**If your performance is found unsatisfactory, your services are liable for termination without any notice or Compensation thereof, within first year of service.**

**Notice of 90 Days is required to be given by you in case you desire to resign from the Company's services.**

**Without prejudice to the terms and conditions mentioned above, you will be governed by such Rules and Regulations of the Company as are applicable to other employees of the Company from time to time.**

**This appointment will take effect from the day of your joining the Company, i.e. on 18 November 2023.**

**You shall not be absent from your duties without obtaining prior permission or leave from your superiors and in case you are absent from your duties unauthorizedly, action against you will be taken as per the Company's 'Absconding from Work Policy'.**

**Your performance revision will be due in April 2024.**

**This appointment letter is issued to you in duplicate and you are hereby advised to return a copy duly signed into token of your acceptance of the terms and conditions mentioned above.**

**With best wishes,**

**For GLAND PHARMALIMITED**

**SHILPI RATIYA**

**Deputy General Manager-HR**



## JSLhealthsciencesprivatelimited

09June2024

Ms.DEVASARIPRATHYUSHA,

**Sub: Appointment Letter**

Dear Ms. JDEVASARIPRATHYUSHA,

With reference to your application and the subsequent interview you had with us, we are pleased to appoint you as 'Chemist' in the Packing Department of our Company on the following terms and conditions.

You will be under Level-1 with Grade S3.

Your place of work will be at our factory situated at IDA Kukatpally

Your monthly remuneration will be as follows:

Basic Rs.14550.00 p.m.

House Rent Allowance- Rs.9616.00 p.m.

**GROSS TOTAL Rs.24166.00 p.m.**

(Rupees Twenty-Four Thousand One Hundred and Sixty-six Only)

You will report to the 'Incharge-Packing' or any other officer authorized by him, with regard to your duties from time to time.

Your services are liable for transfer from Section to Section, from Department to Department, and from Unit to Unit wherever the Company has interest without any change in compensation.

You will not engage yourself either as a consultant or work on part-time basis with any other Company/Organization/Individual.

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**6/16/31/23, Prashanti Nagar, IDA Kukatpally, Kukatpally,  
Hyderabad, Telangana 500072**



JSLhealthsciencesprivatelimited

09June2024

Ms.DHUDISUSHMITHA,

Sub:AppointmentLetter

DearMs.DHUDISUSHMITHA,

Withreferencetoyourapplicationandthesubsequentinterviewyouhadwithus,wearepleasedtoappointyouas''Chemist''inthePackin  
gDepartmentofourCompanyonthe followingtermsandconditions.

YouwillbeunderLevel-1withGradeS3.

YourplaceofworkwillbeatourfactorysituatedatIDAKukatpally

Yourmonthlyremunerationwillbeasfollows:

BasicRs.14550.00p.m.

HouseRentAlowance- Rs.9616.00p.m.

GROSSTOTAL Rs.24166.00 p.m.

(RupeesTwenty-FourThousandoneHundredandSixty-sixOnly)

Youwillreporttothe''Incharge-Packing''oranyotherofficerauthorizedbyhim, withregardtoyourduties  
fromtimetotime.

YourservicesareliablefortransferfromSectiontoSection,fromDepartmenttoDepartment,andfromUnittoUnitw  
herevertheCompanyhasinterestwithoutanychangeincompensation.

YouwillnotengageyourselfeitherasaconsultantorworkonparttimebasiswithanyotherCompany/  
Organization/Individual.

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**6/16/31/23, Prashanti Nagar, IDA Kukatpally, Kukatpally,  
Hyderabad, Telangana 500072**



JSLhealthsciencesprivatelimited

09June2024

Mr.JGOVARDHAN,

Sub:AppointmentLetter

DearMr.JGOVARDHAN,

Withreferencetoyourapplicationandthesubsequentinterviewyouhadwithus,wearepleasedtoappointyouas''Chemist''inthePackin  
gDepartmentofourCompanyonthe followingtermsandconditions.

YouwillbeunderLevel-1withGradeS3.

YourplaceofworkwillbeatourfactorysituatedatIDAKukatpally

Yourmonthlyremunerationwillbeasfollows:

BasicRs.14550.00p.m.

HouseRentAllowance- Rs.9616.00p.m.

GROSSTOTAL Rs.24166.00 p.m.

(RupeesTwenty-FourThousandOneHundredandSixty-sixOnly)

Youwillreporttothe''Incharge-Packing''oranyotherofficerauthorizedbyhim, withregardtoyourduties  
fromtimetotime.

YourservicesareliablefortransferfromSectiontoSection,fromDepartmenttoDepartment,andfromUnittoUnitw  
herevertheCompanyhasinterestwithoutanychangeincompensation.

YouwillnotengageyourselfeitherasaconsultantorworkonparttimebasiswithanyotherCompany/  
Organization/Individual.

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6/16/31/23, Prashanti Nagar, IDA Kukatpally, Kukatpally,  
Hyderabad, Telangana 500072



JSLhealthsciencesprivatelimited

09June2024

Ms.J.RESHMA,

Sub:AppointmentLetter

DearMs.J.RESHMA,

Withreferencetoyourapplicationandthesubsequentinterviewyouhadwithus,wearepleasedtoappointyouas''Chemist''inthePackin  
gDepartmentofourCompanyonthe followingtermsandconditions.

YouwillbeunderLevel-1withGradeS3.

YourplaceofworkwillbeatourfactorysituatedatIDAKukatpally

Yourmonthlyremunerationwillbeasfollows:

BasicRs.14550.00p.m.

HouseRentAlowance- Rs.9616.00p.m.

GROSSTOTAL Rs.24166.00 p.m.

(RupeesTwenty-FourThousandoneHundredandSixty-sixOnly)

Youwillreporttothe''Incharge-Packing''oranyotherofficerauthorizedbyhim, withregardtoyourduties  
fromtimetotime.

YourservicesareliablefortransferfromSectiontoSection,fromDepartmenttoDepartment,andfromUnittoUnitw  
herevertheCompanyhasinterestwithoutanychangeincompensation.

YouwillnotengageyourselfeitherasaconsultantorworkonparttimebasiswithanyotherCompany/  
Organization/Individual.

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6/16/31/23, Prashanti Nagar, IDA Kukatpally, Kukatpally,  
Hyderabad, Telangana 500072



JSLhealthsciencesprivatelimited

09June2024

Ms.JANAGAMABHAVANA,

Sub:AppointmentLetter

DearMs.JANAGAMABHAVANA,

Withreferencetoyourapplicationandthesubsequentinterviewyouhadwithus,wearepleasedtoappointyouas''Chemist''inthePackingDepartmentofourCompanyonthe followingtermsandconditions.

YouwillbeunderLevel-1withGradeS3.

YourplaceofworkwillbeatourfactorysituatedatIDAKukatpally

Yourmonthlyremunerationwillbeasfollows:

BasicRs.14550.00p.m.

HouseRentAllowance- Rs.9616.00p.m.

GROSSTOTAL Rs.24166.00 p.m.

(RupeesTwenty-FourThousandoneHundredandSixty-sixOnly)

Youwillreporttothe''Incharge-Packing''oranyotherofficerauthorizedbyhim, withregardtoyourduties fromtimetotime.

YourservicesareliablefortransferfromSectiontoSection,fromDepartmenttoDepartment,andfromUnittoUnitwhenevertheCompanyhasinterestwithoutanychangeincompensation.

YouwillnotengageyourselfeitherasaconsultantorworkonparttimebasiswithanyotherCompany/Organization/Individual.

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6/16/31/23, Prashanti Nagar, IDA Kukatpally, Kukatpally,  
Hyderabad, Telangana 500072



JSLhealthsciencesprivatelimited

09June2024

Ms.JATOTHNAVYA,

Sub:AppointmentLetter

DearMs.JATOTHNAVYA,

Withreferencetoyourapplicationandthesubsequentinterviewyouhadwithus,wearepleasedtoappointyouas''Chemist''inthePackin  
gDepartmentofourCompanyonthe followingtermsandconditions.

YouwillbeunderLevel-1withGradeS3.

YourplaceofworkwillbeatourfactorysituatedatIDAKukatpally

Yourmonthlyremunerationwillbeasfollows:

BasicRs.14550.00p.m.

HouseRentAlowance- Rs.9616.00p.m.

GROSSTOTAL Rs.24166.00 p.m.

(RupeesTwenty-FourThousandoneHundredandSixty-sixOnly)

Youwillreporttothe''Incharge-Packing''oranyotherofficerauthorizedbyhim, withregardtoyourduties  
fromtimetotime.

YourservicesareliablefortransferfromSectiontoSection,fromDepartmenttoDepartment,andfromUnittoUnitw  
herevertheCompanyhasinterestwithoutanychangeincompensation.

YouwillnotengageyourselfeitherasaconsultantorworkonparttimebasiswithanyotherCompany/  
Organization/Individual.

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**6/16/31/23, Prashanti Nagar, IDA Kukatpally, Kukatpally,  
Hyderabad, Telangana 500072**

09June2024

Ms.KAHRGAWELAKSHMI,

Sub:AppointmentLetter

DearMs.KAHRGAWELAKSHMI,

Withreferencetoyourapplicationandthesubsequentinterviewyouhadwithus,wearepleasedtoappointyouas''Chemist''inthePackin  
gDepartmentofourCompanyonthe followingtermsandconditions.

YouwillbeunderLevel-1withGradeS3.

YourplaceofworkwillbeatourfactorysituatedatIDAKukatpally

Yourmonthlyremunerationwillbeasfollows:

BasicRs.14550.00p.m.

HouseRentAllowance- Rs.9616.00p.m.

GROSSTOTAL Rs.24166.00 p.m.

(RupeesTwenty-FourThousandoneHundredandSixty-sixOnly)

Youwillreporttothe''Incharge-Packing''oranyotherofficerauthorizedbyhim, withregardtoyourduties  
fromtimetotime.

YourservicesareliablefortransferfromSectiontoSection,fromDepartmenttoDepartment,andfromUnittoUnitw  
herevertheCompanyhasinterestwithoutanychangeincompensation.

YouwillnotengageyourselfeitherasaconsultantorworkonparttimebasiswithanyotherCompany/  
Organization/Individual.

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6/16/31/23, Prashanti Nagar, IDA Kukatpally, Kukatpally,  
Hyderabad, Telangana 500072



# GLANDPHARMA LIMITED

18 November 2024

Ms. KONIVARSHA,

Sub: Appointment Letter

Dear Ms. KONIVARSHA,

With reference to your application and the subsequent interview you had with us, we are pleased to appoint you as 'Chemist' in the Packing Department of our Company on the following terms and conditions.

You will be under Level-1 with Grade S3.

Your place of work will be at our factory situated at Dundigal.

Your monthly remuneration will be as follows:

Basic	Rs.12686.00 p.m.
House Rent Allowance-	Rs.12686.00 p.m.
<b>GROSS TOTAL</b>	<b>Rs.25372.00 p.m.</b>

(Rupees Twenty-Five Thousand Three Hundred and Seventy-Two Only)

You will report to the "Incharge-Packing" or any other officer authorized by him, with regard to your duties from time to time.

Your services are liable for transfer from Section to Section, from Department to Department, and from Unit to Unit wherever the Company has interest without any change in compensation.

You will not engage yourself either as a consultant or work on part-time basis with any other Company/Organization/Individual.

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19. You should maintain strict secrecy about the information which you may come across during the course of your service with the Company and you should not divulge the same to any outside party.
20. If your performance is found unsatisfactory, your services are liable *for* termination without any notice or Compensation thereof, within first year of service.
21. Notice of 90 Days is required to be given by you in case you desire to *resign* from the Company's services.
22. Without prejudice to the terms and conditions mentioned above, you will be governed by such Rules and Regulations of the Company as are applicable to other employees of the Company from time to time.
23. This appointment will take effect from the day of your joining the Company, i.e. on 18 November 2023.
24. You shall not be absent from your duties without obtaining prior permission or leave from your superiors and in case you are absent from your duties unauthorisedly, action against you will be taken as per the Company's 'Absconding from Work Policy'.
25. Your performance revision will be due in April 2024.

This appointment letter is issued to you in duplicate and you are hereby advised to return a copy duly signed in token of your acceptance of the terms and conditions mentioned above.

With best wishes,

For GLAND PHARMALIMITED

SHILPI RATIYA

Deputy General Manager-HR



# GLANDPHARMALIMITED

18November2024

Ms.KUNNIANKITHA,

Sub:AppointmentLetter

DearMs.ANKITHA,

Withreferencetoyourapplicationandthesubsequentinterviewyouhadwithus,wearepleasedto appointyouas"Chemist"inthepackingDepartmentofourCompanyonthefollowingtermsand conditions.

YouwillbeunderLevel-1withGradeS3.

YourplaceofworkwillbeatourfactorysituatedatDundigal.

Yourmonthlyremunerationwillbeasfollows:

Basic	Rs.12686.00p.m
HouseRentAllowance-	Rs.12686.00p.m
GROSSTOTAL	Rs.25372.00p.m.

(RupeesTwenty-FiveThousandThreeHundredandSeventy-TwoOnly)

Youwillreporttothe "Incharge-Packing" oranyotherofficerauthorizedbyhim,withregard toyourdutiesfromtimetotime.

Yourservicesare liablefortransfer from Section toSection, from Department toDepartment, andfromUnittoUnitwherevertheCompanyhasinterestwithoutanychangeincompensation.

Youwillnotengageyourselfeitherasaconsultantorworkonparttimebasiswith anyother Company/Organization/Individual.

Cont...2/...

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**You should maintain strict secrecy about the information which you may come across during the course of your service with the Company and you should not divulge the same to any outside party.**

**If your performance is found unsatisfactory, your services are liable *for* termination without any notice or Compensation thereof, within first year of service.**

**Notice of 90 Days is required to be given by you in case you desire to *resign* from the Company's services.**

**Without prejudice to the terms and conditions mentioned above, you will be governed by such Rules and Regulations of the Company as are applicable to other employees of the Company from time to time.**

**This appointment will take effect from the day of your joining the Company, i.e. on 18 November 2023.**

**You shall not be absent from your duties without obtaining prior permission or leave from your superiors and in case you are absent from your duties unauthorizedly, action against you will be taken as per the Company's 'Absconding from Work Policy'.**

**Your performance revision will be due in April 2024.**

**This appointment letter is issued to you in duplicate and you are hereby advised to return a copy duly signed in token of your acceptance of the terms and conditions mentioned above.**

**With best wishes,**

**For GLAND PHARMALIMITED**

**SHILPI RATIYA**

**Deputy General Manager-HR**



JSLhealthsciencesprivatelimited

09June2024

Mr.MACHAVINOD,

Sub:AppointmentLetter

DearMr.MACHAVINOD,

Withreferencetoyourapplicationandthesubsequentinterviewyouhadwithus,wearepleasedtoappointyouas''Chemist''inthePackin  
gDepartmentofourCompanyonthe followingtermsandconditions.

YouwillbeunderLevel-1withGradeS3.

YourplaceofworkwillbeatourfactorysituatedatIDAKukatpally

Yourmonthlyremunerationwillbeasfollows:

BasicRs.14550.00p.m.

HouseRentAllowance- Rs.9616.00p.m.

GROSSTOTAL Rs.24166.00 p.m.

(RupeesTwenty-FourThousandOneHundredandSixty-sixOnly)

Youwillreporttothe''Incharge-Packing''oranyotherofficerauthorizedbyhim, withregardtoyourduties  
fromtimetotime.

YourservicesareliablefortransferfromSectiontoSection,fromDepartmenttoDepartment,andfromUnittoUnitw  
herevertheCompanyhasinterestwithoutanychangeincompensation.

YouwillnotengageyourselfeitherasaconsultantorworkonparttimebasiswithanyotherCompany/  
Organization/Individual.

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6/16/31/23, Prashanti Nagar, IDA Kukatpally, Kukatpally,  
Hyderabad, Telangana 500072



JSLhealthsciencesprivatelimited

09June2024

Ms.MALOTHUSUNITHA,

Sub:AppointmentLetter

DearMs.MALOTHUSUNITHA,

Withreferencetoyourapplicationandthesubsequentinterviewyouhadwithus,wearepleasedtoappointyouas''Chemist''inthePackingDepartmentofourCompanyonthe followingtermsandconditions.

YouwillbeunderLevel-1withGradeS3.

YourplaceofworkwillbeatourfactorysituatedatIDAKukatpally

Yourmonthlyremunerationwillbeasfollows:

BasicRs.14550.00p.m.

HouseRentAllowance- Rs.9616.00p.m.

GROSSTOTAL Rs.24166.00 p.m.

(RupeesTwenty-FourThousandoneHundredandSixty-sixOnly)

Youwillreporttothe''Incharge-Packing''oranyotherofficerauthorizedbyhim, withregardtoyourduties fromtimetotime.

YourservicesareliablefortransferfromSectiontoSection,fromDepartmenttoDepartment,andfromUnittoUnitwhenevertheCompanyhasinterestwithoutanychangeincompensation.

YouwillnotengageyourselfeitherasaconsultantorworkonparttimebasiswithanyotherCompany/Organization/Individual.

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6/16/31/23, Prashanti Nagar, IDA Kukatpally, Kukatpally,  
Hyderabad, Telangana 500072



JSLhealthsciencesprivatelimited

09June2024

Mr.MANCHISAIKIRAN,

Sub:AppointmentLetter

DearMr.MANCHISAIKIRAN,

Withreferencetoyourapplicationandthesubsequentinterviewyouhadwithus,wearepleasedtoappointyouas''Chemist''inthePackin  
gDepartmentofourCompanyonthe followingtermsandconditions.

YouwillbeunderLevel-1withGradeS3.

YourplaceofworkwillbeatourfactorysituatedatIDAKukatpally

Yourmonthlyremunerationwillbeasfollows:

BasicRs.14550.00p.m.

HouseRentAllowance- Rs.9616.00p.m.

GROSSTOTAL Rs.24166.00 p.m.

(RupeesTwenty-FourThousandOneHundredandSixty-sixOnly)

Youwillreporttothe''Incharge-Packing''oranyotherofficerauthorizedbyhim, withregardtoyourduties  
fromtimetotime.

YourservicesareliablefortransferfromSectiontoSection,fromDepartmenttoDepartment,andfromUnittoUnitw  
herevertheCompanyhasinterestwithoutanychangeincompensation.

YouwillnotengageyourselfeitherasaconsultantorworkonparttimebasiswithanyotherCompany/  
Organization/Individual.

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6/16/31/23, Prashanti Nagar, IDA Kukatpally, Kukatpally,  
Hyderabad, Telangana 500072



JSLhealthsciencesprivatelimited

09June2024

Mr.MITTAPELLIARAVIND,

Sub:AppointmentLetter

DearMr.MITTAPELLIARAVIND,

Withreferencetoyourapplicationandthesubsequentinterviewyouhadwithus,wearepleasedtoappointyouas''Chemist''inthePackin  
gDepartmentofourCompanyonthe followingtermsandconditions.

YouwillbeunderLevel-1withGradeS3.

YourplaceofworkwillbeatourfactorysituatedatIDAKukatpally  
Yourmonthlyremunerationwillbeasfollows:

BasicRs.14550.00p.m.

HouseRentAlowance- Rs.9616.00p.m.

GROSSTOTAL Rs.24166.00 p.m.

(RupeesTwenty-FourThousandoneHundredandSixty-sixOnly)

Youwillreporttothe''Incharge-Packing''oranyotherofficerauthorizedbyhim, withregardtoyourduties  
fromtimetotime.

YourservicesareliablefortransferfromSectiontoSection,fromDepartmenttoDepartment,andfromUnittoUnitw  
herevertheCompanyhasinterestwithoutanychangeincompensation.

YouwillnotengageyourselfeitherasaconsultantorworkonparttimebasiswithanyotherCompany/  
Organization/Individual.

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6/16/31/23, Prashanti Nagar, IDA Kukatpally, Kukatpally,  
Hyderabad, Telangana 500072



JSLhealthsciencesprivatelimited

09June2024

Ms.P.ANUSHA,

Sub:AppointmentLetter

DearMs.P.ANUSHA,

Withreferencetoyourapplicationandthesubsequentinterviewyouhadwithus,wearepleasedtoappointyouas''Chemist''inthePackin  
gDepartmentofourCompanyonthe followingtermsandconditions.

YouwillbeunderLevel-1withGradeS3.

YourplaceofworkwillbeatourfactorysituatedatIDAKukatpally

Yourmonthlyremunerationwillbeasfollows:

BasicRs.14550.00p.m.

HouseRentAlowance- Rs.9616.00p.m.

GROSSTOTAL Rs.24166.00 p.m.

(RupeesTwenty-FourThousandoneHundredandSixty-sixOnly)

Youwillreporttothe''Incharge-Packing''oranyotherofficerauthorizedbyhim, withregardtoyourduties  
fromtimetotime.

YourservicesareliablefortransferfromSectiontoSection,fromDepartmenttoDepartment,andfromUnittoUnitw  
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YouwillnotengageyourselfeitherasaconsultantorworkonparttimebasiswithanyotherCompany/  
Organization/Individual.

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6/16/31/23, Prashanti Nagar, IDA Kukatpally, Kukatpally,  
Hyderabad, Telangana 500072



JSLhealthsciencesprivatelimited

09June2024

Ms.PATHIREDDYSOWMYA,

Sub:AppointmentLetter

DearMs.PATHIREDDYSOWMYA,

Withreferencetoyourapplicationandthesubsequentinterviewyouhadwithus,wearepleasedtoappointyouas''Chemist''inthePackin  
gDepartmentofourCompanyonthe followingtermsandconditions.

YouwillbeunderLevel-1withGradeS3.

YourplaceofworkwillbeatourfactorysituatedatIDAKukatpally

Yourmonthlyremunerationwillbeasfollows:

BasicRs.14550.00p.m.

HouseRentAllowance- Rs.9616.00p.m.

GROSSTOTAL Rs.24166.00 p.m.

(RupeesTwenty-FourThousandoneHundredandSixty-sixOnly)

Youwillreporttothe''Incharge-Packing''oranyotherofficerauthorizedbyhim, withregardtoyourduties  
fromtimetotime.

YourservicesareliablefortransferfromSectiontoSection,fromDepartmenttoDepartment,andfromUnittoUnitw  
herevertheCompanyhasinterestwithoutanychangeincompensation.

YouwillnotengageyourselfeitherasaconsultantorworkonparttimebasiswithanyotherCompany/  
Organization/Individual.

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**6/16/31/23, Prashanti Nagar, IDA Kukatpally, Kukatpally,  
Hyderabad, Telangana 500072**



# GLANDPHARMA LIMITED

18 November 2024

Ms. RAISUHANI,

Sub: Appointment Letter

Dear Ms. RAISUHANI,

With reference to your application and the subsequent interview you had with us, we are pleased to appoint you as 'Chemist' in the Packing Department of our Company on the following terms and conditions.

You will be under Level-1 with Grade S3.

Your place of work will be at our factory situated at Dundigal.

Your monthly remuneration will be as follows:

Basic	Rs.12686.00 p.m.
House Rent Allowance-	Rs.12686.00 p.m.
<b>GROSS TOTAL</b>	<b>Rs.25372.00 p.m.</b>

(Rupees Twenty-Five Thousand Three Hundred and Seventy-Two Only)

You will report to the "Incharge-Packing" or any other officer authorized by him, with regard to your duties from time to time.

Your services are liable for transfer from Section to Section, from Department to Department, and from Unit to Unit wherever the Company has interest without any change in compensation.

You will not engage yourself either as a consultant or work on part-time basis with any other Company/Organization/Individual.

Cont...2/...

**::2::**

**You should maintain strict secrecy about the information which you may come across during the course of your service with the Company and you should not divulge the same to any outside party.**

**If your performance is found unsatisfactory, your services are liable for termination without any notice or Compensation thereof, within first year of service.**

**Notice of 90 Days is required to be given by you in case you desire to resign from the Company's services.**

**Without prejudice to the terms and conditions mentioned above, you will be governed by such Rules and Regulations of the Company as are applicable to other employees of the Company from time to time.**

**This appointment will take effect from the day of your joining the Company, i.e. on 18 November 2023.**

**You shall not be absent from your duties without obtaining prior permission or leave from your superiors and in case you are absent from your duties unauthorizedly, action against you will be taken as per the Company's 'Absconding from Work Policy'.**

**Your performance revision will be due in April 2024.**

**This appointment letter is issued to you in duplicate and you are hereby advised to return a copy duly signed into token of your acceptance of the terms and conditions mentioned above.**

**With best wishes,**

**For GLAND PHARMALIMITED**

**SHILPI RATIYA**

**Deputy General Manager-HR**



# GLANDPHARMALIMITED

18November2024

Ms.SAKAVEENA,

Sub:AppointmentLetter

DearMs.SAKAVEENA,

Withreferencetoyourapplicationandthesubsequentinterviewyouhadwithus,wearepleasedto appointyouas'Chemist'inthePackingDepartmentofourCompanyonthefollowingtermsand conditions.

26. YouwillbeunderLevel-1withGradeS3.
27. YourplaceofworkwillbeatourfactorysituatedatDundigal.
28. Yourmonthlyremunerationwillbeasfollows:

Basic	Rs.12686.00p.m.
HouseRentAlowance-	Rs.12686.00p.m.
GROSSTOTAL	Rs.25372.00p.m.

(RupeesTwenty-FiveThousandThreeHundredandSeventy-TwoOnly)

29. Youwillreporttothe 'Incharge-Packing' oranyotherofficerauthorizedbyhim,withregard toyourdutiesfromtimetotime.
30. Yourservicesare liablefortransfer from Section toSection, from Department toDepartment, andfromUnittoUnitwherevertheCompanyhasinterestwithoutanychangeincompensation.
31. Youwillnotengageyourselfeitherasaconsultantorworkonparttimebasiswith anyother Company/Organization/Individual.

Cont...2/...

22

32. You should maintain strict secrecy about the information which you may come across during the course of your service with the Company and you should not divulge the same to any outside party.
33. If your performance is found unsatisfactory, your services are liable for termination without any notice or Compensation thereof, within first year of service.
34. Notice of 90 Days is required to be given by you in case you desire to resign from the Company's services.
35. Without prejudice to the terms and conditions mentioned above, you will be governed by such Rules and Regulations of the Company as are applicable to other employees of the Company from time to time.
36. This appointment will take effect from the day of your joining the Company, i.e. on 18 November 2023.
37. You shall not be absent from your duties without obtaining prior permission or leave from your superiors and in case you are absent from your duties unauthorizedly, action against you will be taken as per the Company's 'Absconding from Work Policy'.
38. Your performance revision will be due in April 2024.

This appointment letter is issued to you in duplicate and you are hereby advised to return a copy duly signed in token of your acceptance of the terms and conditions mentioned above.

With best wishes,

For GLAND PHARMALIMITED

SHILPI RATIYA

Deputy General Manager - HR



# GLANDPHARMALIMITED

18November2024

Mr.SAWOODALAM,

Sub:AppointmentLetter

DearMr.SAWOODALAM,

Withreferencetoyourapplicationandthesubsequentinterviewyouhadwithus,wearepleasedto appointyouas'"Chemist"'inthePackingDepartmentofourCompanyonthefollowingtermsand conditions.

YouwillbeunderLevel-1withGradeS3.

YourplaceofworkwillbeatourfactorysituatedatDundigal.

Yourmonthlyremunerationwillbeasfollows:

Basic	Rs.12686.00p.m
HouseRentAllowance-	Rs.12686.00p.m
GROSSTOTAL	Rs.25372.00p.m.

(RupeesTwenty-FiveThousandThreeHundredandSeventy-TwoOnly)

Youwillreporttothe "Incharge-Packing" oranyotherofficerauthorizedbyhim,withregard toyourdutiesfromtimetotime.

Yourservicesare liablefortransfer from Section toSection, from Department toDepartment, andfromUnittoUnitwherevertheCompanyhasinterestwithoutanychangeincompensation.

Youwillnotengageyourselfeitherasaconsultantorworkonparttimebasiswith anyother Company/Organization/Individual.

Cont...2/...

**::2::**

**You should maintain strict secrecy about the information which you may come across during the course of your service with the Company and you should not divulge the same to any outside party.**

**If your performance is found unsatisfactory, your services are liable for termination without any notice or Compensation thereof, within first year of service.**

**Notice of 90 Days is required to be given by you in case you desire to resign from the Company's services.**

**Without prejudice to the terms and conditions mentioned above, you will be governed by such Rules and Regulations of the Company as are applicable to other employees of the Company from time to time.**

**This appointment will take effect from the day of your joining the Company, i.e. on 18 November 2023.**

**You shall not be absent from your duties without obtaining prior permission or leave from your superiors and in case you are absent from your duties unauthorizedly, action against you will be taken as per the Company's 'Absconding from Work Policy'.**

**Your performance revision will be due in April 2024.**

**This appointment letter is issued to you in duplicate and you are hereby advised to return a copy duly signed into token of your acceptance of the terms and conditions mentioned above.**

**With best wishes,**

**For GLAND PHARMALIMITED**

**SHILPI RATIYA**

**Deputy General Manager-HR**



## JSLhealthsciencesprivatelimited

09June2024

Mr.SHAIKH NAAZSHAMIM,

**Sub:AppointmentLetter**

DearMr.SHAIKHNAAZSHAMIM,

Withreferencetoyourapplicationandthesubsequentinterviewyouhadwithus,wearepleasedtoappointyouas''Chemist''inthePackingDepartmentofourCompanyonthe followingtermsandconditions.

YouwillbeunderLevel-1withGradeS3.

YourplaceofworkwillbeatourfactorysituatedatIDAKukatpally

Yourmonthlyremunerationwillbeasfollows:

BasicRs.14550.00p.m.

HouseRentAllowance- Rs.9616.00p.m.

GROSSTOTAL Rs.24166.00 p.m.

(RupeesTwenty-FourThousandOneHundredandSixty-sixOnly)

Youwillreporttothe''Incharge-Packing''oranyotherofficerauthorizedbyhim, withregardtoyourduties fromtimetotime.

YourservicesareliablefortransferfromSectiontoSection,fromDepartmenttoDepartment,andfromUnittoUnitwhenevertheCompanyhasinterestwithoutanychangeincompensation.

YouwillnotengageyourselfeitherasaconsultantorworkonparttimebasiswithanyotherCompany/Organization/Individual.

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**6/16/31/23, Prashanti Nagar, IDA Kukatpally, Kukatpally,  
Hyderabad, Telangana 500072**



# GLANDPHARMALIMITED

18November2024

Mr.SHAIKHTABISH,

Sub:AppointmentLetter

DearMr.SHAIKHTABISH,

Withreferencetoyourapplicationandthesubsequentinterviewyouhadwithus,wearepleasedto appointyouas'Chemist'inthePackingDepartmentofourCompanyonthefollowingtermsand conditions.

YouwillbeunderLevel-1withGradeS3.

YourplaceofworkwillbeatourfactorysituatedatDundigal.

Yourmonthlyremunerationwillbeasfollows:

Basic	Rs.12686.00p.m
HouseRentAllowance-	Rs.12686.00p.m
GROSSTOTAL	Rs.25372.00p.m.

(RupeesTwenty-FiveThousandThreeHundredandSeventy-TwoOnly)

Youwillreporttothe 'Incharge-Packing' oranyotherofficerauthorizedbyhim,withregard toyourdutiesfromtimetotime.

Yourservicesare liablefortransfer from Section toSection, from Department toDepartment, andfromUnittoUnitwherevertheCompanyhasinterestwithoutanychangeincompensation.

Youwillnotengageyourselfeitherasaconsultantorworkonparttimebasiswith anyother Company/Organization/Individual.

Cont...2/...

**::2::**

**You should maintain strict secrecy about the information which you may come across during the course of your service with the Company and you should not divulge the same to any outside party.**

**If your performance is found unsatisfactory, your services are liable *for* termination without any notice or Compensation thereof, within first year of service.**

**Notice of 90 Days is required to be given by you in case you desire to *resign* from the Company's services.**

**Without prejudice to the terms and conditions mentioned above, you will be governed by such Rules and Regulations of the Company as are applicable to other employees of the Company from time to time.**

**This appointment will take effect from the day of your joining the Company, i.e. on 18 November 2023.**

**You shall not be absent from your duties without obtaining prior permission or leave from your superiors and in case you are absent from your duties unauthorizedly, action against you will be taken as per the Company's 'Absconding from Work Policy'.**

**Your performance revision will be due in April 2024.**

**This appointment letter is issued to you in duplicate and you are hereby advised to return a copy duly signed in token of your acceptance of the terms and conditions mentioned above.**

**With best wishes,**

**For GLAND PHARMALIMITED**

**SHILPI RATIYA**

**Deputy General Manager-HR**



JSLhealthsciencesprivatelimited

09June2024

Ms.THUMMAANKITHA,

Sub:AppointmentLetter

DearMs.THUMMAANKITHA,

Withreferencetoyourapplicationandthesubsequentinterviewyouhadwithus,weare pleasedtoappointyouas"Chemist"inthepackingDepartmentofourCompanyonthefollowingtermsandconditions.

YouwillbeunderLevel-1withGradeS3.

YourplaceofworkwillbeatourfactorysituatedatIDAKukatpally

Yourmonthlyremunerationwillbeasfollows:

BasicRs.14550.00p.m.

HouseRentAllowance- Rs.9616.00p.m.

GROSSTOTAL Rs.24166.00 p.m.

(RupeesTwenty-FourThousandoneHundredandSixty-sixOnly)

Youwillreporttothe"Charge-Packing"oranyotherofficerauthorizedbyhim,withregardtoyourduties fromtimetotime.

YourservicesareliablefortransferfromSectiontoSection,fromDepartmenttoDepartment,andfromUnittoUnit wherevertheCompanyhasinterestwithoutanychangeincompensation.

YouwillnotengageyourselfeitherasaconsultantorworkonparttimebasiswithanyotherCompany/ Organization/Individual.

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6/16/31/23, Prashanti Nagar, IDA Kukatpally, Kukatpally,  
Hyderabad, Telangana 500072



# GLANDPHARMA LIMITED

18 November 2024

Ms. VAGGUPAVANI,

Sub: Appointment Letter

Dear Ms. VAGGU, PAVANI,

With reference to your application and the subsequent interview you had with us, we are pleased to appoint you as 'Chemist' in the Packing Department of our Company on the following terms and conditions.

You will be under Level-1 with Grade S3.

Your place of work will be at our factory situated at Dundigal.

Your monthly remuneration will be as follows:

Basic	Rs.12686.00p.m
House Rent Allowance-	Rs.12686.00p.m
<b>GROSS TOTAL</b>	<b>Rs.25372.00p.m.</b>

(Rupees Twenty-Five Thousand Three Hundred and Seventy-Two Only)

You will report to the "Incharge-Packing" or any other officer authorized by him, with regard to your duties from time to time.

Your services are liable for transfer from Section to Section, from Department to Department, and from Unit to Unit wherever the Company has interest without any change in compensation.

You will not engage yourself either as a consultant or work on part-time basis with any other Company/Organization/Individual.

Cont...2/...

**::2::**

**You should maintain strict secrecy about the information which you may come across during the course of your service with the Company and you should not divulge the same to any outside party.**

**If your performance is found unsatisfactory, your services are liable for termination without any notice or Compensation thereof, within first year of service.**

**Notice of 90 Days is required to be given by you in case you desire to resign from the Company's services.**

**Without prejudice to the terms and conditions mentioned above, you will be governed by such Rules and Regulations of the Company as are applicable to other employees of the Company from time to time.**

**This appointment will take effect from the day of your joining the Company, i.e. on 18 November 2023.**

**You shall not be absent from your duties without obtaining prior permission or leave from your superiors and in case you are absent from your duties unauthorizedly, action against you will be taken as per the Company's 'Absconding from Work Policy'.**

**Your performance revision will be due in April 2024.**

**This appointment letter is issued to you in duplicate and you are hereby advised to return a copy duly signed into token of your acceptance of the terms and conditions mentioned above.**

**With best wishes,**

**For GLAND PHARMALIMITED**

**SHILPI RATIYA**

**Deputy General Manager-HR**



# GLANDPHARMALIMITED

18November2024

Mr.VEMPATIUDAYKIRAN,

Sub:AppointmentLetter

DearMr.VEMPATIUDAYKIRAN,

Withreferencetoyourapplicationandthesubsequentinterviewyouhadwithus,wearepleasedto appointyouas''Chemist''inthePackingDepartmentofourCompanyonthefollowingtermsand conditions.

YouwillbeunderLevel-1withGradeS3.

YourplaceofworkwillbeatourfactorysituatedatDundigal.

Yourmonthlyremunerationwillbeasfollows:

Basic	Rs.12686.00p.m
HouseRentAllowance-	Rs.12686.00p.m
GROSSTOTAL	Rs.25372.00p.m.

(RupeesTwenty-FiveThousandThreeHundredandSeventy-TwoOnly)

Youwillreporttothe ''Incharge-Packing'' oranyotherofficerauthorizedbyhim,withregard toyourdutiesfromtimetotime.

Yourservicesare liablefortransfer from Section toSection, from Department toDepartment, andfromUnittoUnitwherevertheCompanyhasinterestwithoutanychangeincompensation.

Youwillnotengageyourselfeitherasaconsultantorworkonparttimebasiswith anyother Company/Organization/Individual.

Cont...2/...

**::2::**

**You should maintain strict secrecy about the information which you may come across during the course of your service with the Company and you should not divulge the same to any outside party.**

**If your performance is found unsatisfactory, your services are liable for termination without any notice or Compensation thereof, within first year of service.**

**Notice of 90 Days is required to be given by you in case you desire to resign from the Company's services.**

**Without prejudice to the terms and conditions mentioned above, you will be governed by such Rules and Regulations of the Company as are applicable to other employees of the Company from time to time.**

**This appointment will take effect from the day of your joining the Company, i.e. on 18 November 2023.**

**You shall not be absent from your duties without obtaining prior permission or leave from your superiors and in case you are absent from your duties unauthorizedly, action against you will be taken as per the Company's 'Absconding from Work Policy'.**

**Your performance revision will be due in April 2024.**

**This appointment letter is issued to you in duplicate and you are hereby advised to return a copy duly signed in token of your acceptance of the terms and conditions mentioned above.**

**With best wishes,**

**For GLAND PHARMALIMITED**

**SHILPI RATIYA**

**Deputy General Manager-HR**



JSLhealthsciencesprivatelimited

09June2024

Ms.MADAMVENKATASUPRIYA,

Sub:AppointmentLetter

DearMs.MADAMVENKATASUPRIYA,

Withreferencetoyourapplicationandthesubsequentinterviewyouhadwithus,wearepleasedtoappointyouas''Chemist''inthePackin  
gDepartmentofourCompanyonthe followingtermsandconditions.

YouwillbeunderLevel-1withGradeS3.

YourplaceofworkwillbeatourfactorysituatedatIDAKukatpally

Yourmonthlyremunerationwillbeasfollows:

BasicRs.14550.00p.m.

HouseRentAlowance- Rs.9616.00p.m.

GROSSTOTAL Rs.24166.00 p.m.

(RupeesTwenty-FourThousandoneHundredandSixty-sixOnly)

Youwillreporttothe''Incharge-Packing''oranyotherofficerauthorizedbyhim, withregardtoyourduties  
fromtimetotime.

YourservicesareliablefortransferfromSectiontoSection,fromDepartmenttoDepartment,andfromUnittoUnitw  
herevertheCompanyhasinterestwithoutanychangeincompensation.

YouwillnotengageyourselfeitherasaconsultantorworkonparttimebasiswithanyotherCompany/  
Organization/Individual.

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**6/16/31/23, Prashanti Nagar, IDA Kukatpally, Kukatpally,  
Hyderabad, Telangana 500072**



JSLhealthsciencesprivatelimited

09June2024

Ms.YEMMAMANISHA,

Sub:AppointmentLetter

DearMs.YEMMAMANISHA,

Withreferencetoyourapplicationandthesubsequentinterviewyouhadwithus,wearepleasedtoappointyouas''Chemist''inthePackin  
gDepartmentofourCompanyonthe followingtermsandconditions.

YouwillbeunderLevel-1withGradeS3.

YourplaceofworkwillbeatourfactorysituatedatIDAKukatpally

Yourmonthlyremunerationwillbeasfollows:

BasicRs.14550.00p.m.

HouseRentAlowance- Rs.9616.00p.m.

GROSSTOTAL Rs.24166.00 p.m.

(RupeesTwenty-FourThousandoneHundredandSixty-sixOnly)

Youwillreporttothe''Incharge-Packing''oranyotherofficerauthorizedbyhim, withregardtoyourduties  
fromtimetotime.

YourservicesareliablefortransferfromSectiontoSection,fromDepartmenttoDepartment,andfromUnittoUnitw  
herevertheCompanyhasinterestwithoutanychangeincompensation.

YouwillnotengageyourselfeitherasaconsultantorworkonparttimebasiswithanyotherCompany/  
Organization/Individual.

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6/16/31/23, Prashanti Nagar, IDA Kukatpally, Kukatpally,  
Hyderabad, Telangana 500072

## Offer of Employment

Date: 14.11.2024

Ref.No: VBPL/HR/2024-2025/Nov/789

Dear Ms. Guguloth Sony,

We are pleased to inform you that your application for the position of **Executive Trainee** in the Department of **Quality Control** at Virchow Biotech Pvt. Ltd Unit-I was reviewed, and you have been selected for the position. We are offering you the position with a CTC of Rs.2.1 Lakhs Per Annum (Rupees Two Lakhs Ten Thousand Only). A detailed salary break-up will be provided to you at the time of joining.

Please bring with you the following documents on the day of joining.

1. Proof of age (Xerox).
2. Duplicate copies of educational & professional certificates.
3. Relieving certificate from previous employer. (If any)
4. Appointment letter of the previous employer and salary revision letters.
5. Last month pay slip received from the previous employer.
6. 5 Passport size photographs.
7. Medical Reports (As per checklist).
8. Aadhar Card (Xerox).
9. Bank Passbook front paper Xerox copy.

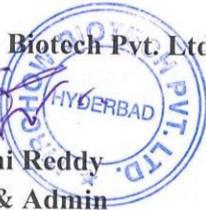
**NOTE: Please bring all the originals which will be returned to you after verification. Our company policy is to commence the date of joining on every Monday (based upon the working day).**

Please acknowledge receipt of this letter and confirm your acceptance within 20 days of the date of this offer letter. As your acceptance of this offer, print this offer letter, sign, date it and email back to us at your earliest convenience with the expected date of joining.

Regards

For Virchow Biotech Pvt. Ltd.

  
P. Raghurami Reddy  
AGM – HR & Admin



**Factory** : Survey No. 172 Part, Gagillapur Village, Dundigal Gandimaisamma Mandal,  
Medchal-Malkajiri District, Telangana - 500 043, INDIA.

Phone : 09700017820, 09700017883 E-mail : hr@virchowbiotech.com, regulatory.vbpl@gmail.com

**Head Office** : # 319 & 320, III<sup>rd</sup> Floor, Swamy Ayyappa Co-op. Housing Society Ltd, Madhapur, Hyderabad-500 081.

Phone : +91-40-23119481, Fax : +91-40-23119486. **GSTIN : 36AABCV2578A1ZI**

**Offer Letter**

Date: 25-Nov-2024.

Dear **Tadur Karishma**,

We are pleased to offer you employment with Softify Technologies. The purpose of this letter is to advise you of the terms and conditions of employment including certain conditions that are stated in this letter (the "Offer Letter").

**RE: Terms of your employment**

1. Subject to and in accordance with the terms and conditions as set out in this Letter and in accordance with the law, the Company confirms the employment of the Employee as the "**Junior Medical Coding Associate**" of the Company with effect from the Joining Date. This Letter shall govern the relationship between the Employee and the Company and shall remain in force from the Joining Date till the employment of the Employee with the Company.

2. Date of joining:

The Employee shall join the Company on **November 27, 2024** based on finalization of decision date and the appointment of the Employee shall become effective from the aforesaid date.

\* This offer is valid till 28 November 2024

3. Place of work:

The Employee's present place of work will be at **Sarvottam Building, Hitech City, Hyderabad-500081**, but during the service, the Employee shall be liable to be posted / transferred anywhere to serve any of the Company's projects or any other establishment in India or outside, at the sole discretion of the Company and its management.

4. Remuneration and other benefits:

a. (i) Fixed Pay: For the services provided by Employee, the Employee will be paid a remuneration i.e., Fixed pay of **INR 3,00,000/- (Indian Rupees - Three Lakh Rupees Only)/per annum**. \*Statutory Deductions as applicable.

Name	Tadur Karishma
Basic	10000
HRA	4000
Internet Allowance	1600
Education Allowance	1500
Personal Allowance	6400
Medical Allowance	1500
Total per month (CTC)	25000
Total per annum	300000

\*\*Statutory Deductions as applicable

The said remuneration salary shall be paid in arrears to the Employee in 12 (twelve) equated monthly installments in accordance with the Company's policy in this regard.

**SOFTIFY TECHNOLOGIES PRIVATE LIMITED**

- b. Review: The Company may periodically at its discretion, modify any remuneration that has been extended to the Employee on a review of the Company's decision in this behalf and the Employee shall not dispute the Company's decision in this regard.
- c. The Employee shall be entitled to next compensation review only after 12 months, as per the Company's compensation policy and performance review process.
- d. The Employee shall be entitled to leave and other benefits as per the policies framed by the Company from time to time, as applicable.
- e. The payment of remuneration to the Employee shall be subject to deduction of tax under applicable laws.
- f. Loan: The Employee shall be entitled to loan as per the policies framed by the Company from time to time or as at the discretion of the management of the Company.

## 5. Probation:

The Employee shall be on probation for a period of 3 (Three) months from the Joining Date. Based on the performance of the Employee during the said probation period, the Employee will be confirmed in writing by the Company. [In the event, the Company/ management of the Company decides to terminate (or) extend the period of probation, the Company shall communicate the same to the Employee by giving a written notice.

## 6. Duties and Responsibilities:

The Employee shall render and perform to the best of his/her skill and ability such services as shall be allocated to the Employee by the Company in connection with the business of the Company and shall observe and carry out the lawful directions of the Company in connection with the Company's business. The Employee shall, unless prevented by ill health and safe while on leave, devote the whole of his time and attention to the Company's business, and use his/her utmost endeavors to promote the interests of the Company. The Employee may also be required to travel in connection with the business of the Company. The Employee will be required to comply with all such rules and regulations as the Company may frame from time to time. The duties and responsibilities of the Employee are provided intimated accordingly.

## 7. Confidentiality:

- a. The terms of this Letter are strictly confidential between Employee and the Company and any breach of this confidence, will be viewed with utmost seriousness.
- b. The Employee will be required to maintain utmost secrecy in respect of project documents, commercial offers, design documents, project cost & estimation, technology, software packages license, Company's policies, Company's patterns & trademark and Company's human assets profile.
- c. During employment with the Company, the Employee shall use its best endeavors to prevent the publication, disclosure or unauthorized use of any Confidential Information. After cessation of employment, the Employee shall not disclose any Confidential Information to anyone. '**Confidential Information**' means all information and data

(whether recorded or not and, if recorded, in whatever form on whatever media and by whomsoever recorded) relating to all or any part of the business, organization, operations, processes, transactions, dealings, property, assets, technology, activities, services, financial affairs, management and administration of the Company or treated as confidential to the Company including, without limitation, technical information, suppliers list, client lists, trade secrets used or owned by the Company but shall not include information or material in the public domain through no willful default on the Employee's part.

d. Any of the Company's technical or other important information which might come into the Employee's possession during the continuance of its service with the Company shall not be disclosed, divulged or made public by Employee during the term of this Letter or even thereafter.

e. The Employee will be responsible for safekeeping and return in good condition and order of all Company property, which may be in the Employees' use, custody or charge on the termination of this Letter.

## 8. IP Ownership

The Employee further acknowledges that all documents or other storage media containing or referring to the Confidential Information at any time in the Employee's control or possession are and shall at all times remain the absolute property of the Company. Further, if the Employee creates/develops/contributes any intellectual property, either by himself or in collaboration with others, during the course of his/her employment, the Company shall be the owner of such intellectual property and the Employee shall execute all necessary documents to ensure that the Company becomes and/or remains the owner of such intellectual property. It is mutually agreed that the provisions of Sections 19(4), 19(5) and 19(6) of the Copyright Act, 1957, shall not apply.

## 9. Non-Compete:

a. Upon cessation/termination of the employment, for a period of One year thereafter, the Employee shall not directly or indirectly engage in or carry on of its own accord or in partnership with others the business at present being carried on by the Company and the Employee shall not serve in any capacity, whatsoever or be associated with any person, firm or company carrying on such business during this period.

b. Except with the consent in writing of the Company, the Employee undertakes for the period of One years after the cessation of its services with the Company, the Employee will neither on its own account nor in conjunction with or on behalf of any other person, firm or company, solicit or entice away or attempt to solicit or entice away from the Company any person who is an officer, manager, employee or workman of the Company.

c. Each and every obligation under sub-clauses (a) and (b) above shall be treated as a separate obligation and shall be severally enforceable as such and in the event of any obligation or obligations being or becoming unenforceable in whole or in part, such part or parts as are unenforceable shall be deleted from sub-clauses (a) or (b), as the case may be, and any such deletion shall not affect the enforceability of all such parts of sub-clauses (a) or (b) as remain not so deleted.

10. Termination:

a. Without prejudice to Clause 10 (b), the employment of the Employee with the Company shall cease immediately without any notice if at any time, in Company's opinion, after conducting an enquiry, the Employee is found to be non-performer or guilty of fraud, dishonest, disobedience, disorderly behavior, negligence, indiscipline, absence from duty without permission or any other conduct considered by the Company to be deterrent to its interest or of violation of one or more terms of this Letter. The Company shall be entitled to recover the damages from the Employee for termination of the employment by the Company due to the aforesaid reason.

b. Without prejudice to Clause 10 (a), employment can be terminated by either party by giving a written notice. The conditions for the same have been detailed below.

i. Where such termination notice is served by the Employee on the Company, the Employee shall be obliged to serve the Company three months (3)' notice period, failing which the Company shall be entitled to an amount equivalent to salary for un-served notice period as compensation. However, if deemed fit, the Company, in its discretion, may accept the Employee's resignation effective from any date during the notice period.

ii. Where the termination notice is served by the Company upon Employee, the Company shall be entitled to terminate the services of the Employee by service one month's notice or immediately by paying salary in lieu of the notice period or of any unexpired notice period thereof or for any period as may be deemed fit by the Company, in its discretion.

11. Miscellaneous

a. The Employee will not accept any present, commission or any sort of gratification in cash or kind from any person, party or firm or company having dealt with the Company and if the Employee is offered any, the Employee should immediately report the same to the management of the Company.

b. The Employee hereby undertakes that the Employee is free from any contractual restrictions preventing the Employee from accepting this offer.

c. The governing law for the purpose of this Letter shall be the laws of Republic of India. The rights of the parties under this Letter shall be subject to the exclusive jurisdiction of the courts at Hyderabad.

d. The Employee will not (except in the normal course of the Company's business) publish any article or statement, deliver any lecture or broadcast or make any communication to the press, including magazine publication relating to the Company's products or to any matter with which the Company may be concerned, unless the Employee has previously applied to and obtained the written permission from the Company.

e. Data Protection: By executing this Letter, the Employee permits the Company to use Employee's personal information or sensitive personal data/ information as provided or may be provided to the Company in connection with the Employee's services and stored by the Company in electronic medium. Thus, in connection with the Employee's engagement, the Company is entitled to collect, store, analyze and even share his/her personal information or sensitive personal data or information with Company's advisors or any third

# SOFTIFY

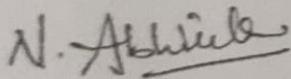
TECHNOLOGY SERVICES CONSULTING

party to comply with the requirements of any applicable law or for any other lawful purposes. For avoidance of doubt, the Company shall not be responsible for authenticity of the information provided by the Employee. The Employee may choose to withdraw this consent by writing to the Company. However, the Employees' rendering of services to the Company is contingent upon the Employees' continued consent to the Company's usage of the Employees' personal information or sensitive personal data/information as aforesaid.

- f. Entire Agreement: This constitutes the entire agreement and understanding between the parties, and supersedes and cancels all prior and contemporaneous agreements, commitments, communications, and writings, whether oral or written.

We look forward to welcoming you to the Company.

Sincerely,  
For Softify Technologies Pvt Ltd.,



**Abhishek Nandika**  
HR – Talent Acquisition (Healthcare Services)

Accepted by: Karishma Tadar  
Date: 27-Nov-2024