

21-Nov-2020

Ms. Swapnil Bade

Bhagwan nagar, Pathardi,
TQ-Parthardi,Ahmednagar (Dist),
Gujarat - 414102

Dear **Swapnil**,

With reference to your application and subsequent interview with us,we are pleased to offer you a Fixed Term Assignment as "**Safety Science Analyst**". The Fixed Term Assignment will be for a period of 6 months, commencing from **30-Nov-2020**. The assignment is to be carried out by you for our client, **Covance India Pharmaceutical Services Pvt. Ltd.**, the same being extendable upon client's request.

The following are the terms and conditions of your contract with us:

1. The contract will be effective from 30th November 2020. During the term of contract you will be paid a compensation of **Rs 25,000** (Rupees Twenty Five Thousand only) per month. Tax Deducted at Source as applicable.
2. During the tenure of your assignment you will be expected to abide by the rules and regulations which will be conveyed to you by your supervisor at the client organization.
3. During the tenure of your assignment if you are required to work remotely by the client organization, you will be paid a broadband and internet allowance of Rs. 1250 per month for acquiring a high speed broadband connection at your place of work. We recommend a minimum of 40Mbps to 100Mbps (both upload and download) bandwidth with a latency of less than 10 ms. Tax Deducted at Source as applicable.
4. You will be required to observe the normal 8 hours working, 5 days a week based on the shift and weekly off allotted to you, by the client organization.
5. You will be required to execute an agreement of confidentiality and non-disclosure of the confidential information entrusted to you during your assignment.
6. Please note that your contract is subject to you clearing the background verification process at Wissen Infotech Pvt Ltd.
7. Your fixed term assignment may be extended by one or more months depending upon our client's requirement.
8. Leave for sickness and other exigencies will be at the discretion of your supervisor and would have to be sanctioned in advance (not more than 1 day in a month during the entire contract period).

Corporate Office

Q-4, 9th Floor
Cyber Towers, Hi-tec City
Madhapur, Hyderabad
Telangana - 500 081
India T : +91-40-68237000

U.S. Office

2325 Parklawn Dr. Suite G
Waukesha, WI 53186, USA
T : (262) 510-2900

Bangalore Office

Adarsh Eco Place
4th Floor, #176, KIADB
EPIP 2nd Phase, Whitefield
Bangalore - 560 066
India T : +91-80-40349600

9. You may terminate this Agreement by giving Wissen 60 days' written notice, however in case you resign from your job, during the fixed term contract, Wissen reserves the right to re-claim an equivalent of two months' compensation as a penalty towards break in Fixed Term Contract. Wissen can terminate this Agreement without assigning any reason by giving you 30 days' written notice or salary in lieu of notice. In addition, in case of breach of any terms and conditions of this Agreement, Wissen can terminate this Agreement forthwith.

10. During the period of such deputation to client through this fixed term contract with Wissen Infotech Pvt Ltd, at no point in time will you be considered as an employee of our client.

If these terms and conditions are acceptable to you, please do signify your acceptance by signing the duplicate copy of this contract and return the same to us.

We trust we will mutually build a meaningful career for you.

Best wishes

Sincerely
For **Wissen Infotech Pvt Ltd**



Silpa Moola
Manager - Talent Acquisition

The above terms of employment are agreeable to me.

Full Name: _____

Signature: _____

Date: _____

12-Dec-2020

Ms. Pallavi Bhadane
J Wing, 203, Lakshmi Township 2,
Near Corporation hospital, Kalas,
Vishranthwadi, Pune - 411015

Dear **Pallavi**,

With reference to your application and subsequent interview with us, we are pleased to offer you a Fixed Term Assignment as "**Safety Science Analyst**". The Fixed Term Assignment will be for a period of 6 months, commencing from **21-Dec-2020**. The assignment is to be carried out by you for our client, **Covance India Pharmaceutical Services Pvt. Ltd.**, the same being extendable upon client's request.

The following are the terms and conditions of your employment with us:

1. The employment will be effective from 21st December 2020. During the term of employment your CTC will be **Rs 29,602** (Twenty Nine Thousand six hundred and two only) per month. Tax Deducted at Source as applicable.
2. During the tenure of your assignment you are expected to abide by the rules and regulations which will be conveyed to you by your supervisor.
3. During the tenure of your assignment if you are required to work remotely by the client organization, you will be paid a broadband and internet allowance of Rs. 1250 per month for acquiring a high speed broadband connection at your place of work. We recommend a minimum of 40Mbps to 100Mbps (both upload and download) bandwidth with a latency of less than 10 ms. Tax Deducted at Source as applicable.
4. You will be required to observe the normal 8 hours working, 5 days a week based on the shift and weekly off allotted to you, by the client organization.
5. You will be required to execute an agreement of confidentiality and non-disclosure of the confidential information entrusted to you during your assignment.
6. Please note that your employment is subject to your clearing the background verification process at Wissen Infotech Pvt Ltd.
7. Your fixed term assignment may be extended by one or more months depending upon our client's requirement.
8. Leave for sickness and other exigencies will be at the discretion of your supervisor and would have to be sanctioned in advance (not more than 1 day in a month during the entire contract period).

9. You may terminate this Agreement by giving Wissen 60 days' written notice, however in case you resign from your job, during the fixed term contract, Wissen reserves the right to re-claim an equivalent of two months' compensation as a penalty towards break in Fixed Term Contract. Wissen can terminate this Agreement without assigning any reason by giving you 30 days' written notice or salary in lieu of notice. In addition, in case of breach of any terms and conditions of this Agreement, Wissen can terminate this Agreement forthwith.
10. During the period of such deputation to client through this fixed term employment with Wissen Infotech Pvt Ltd, at no point in time will you be considered as an employee of our client.

CTC Breakup(Monthly)

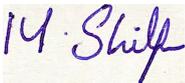
Basic	₹ 12,500.00
HRA	₹ 5,000.00
Conveyance	₹ 1,600.00
Bonus	₹ 1,041.00
Allowance	₹ 6,460.00
Gross Pay(Payslip)	₹ 26,601.00
Deductions	
Provident Fund	₹ 1,800.00
Gratuity	₹ 601.00
Health & Life Insurance	₹ 600.45
CTC	₹ 29,602.45

If these terms and conditions are acceptable to you, please do signify your acceptance by signing the duplicate copy of this contract and return the same to us.

We trust we will mutually build a meaningful career for you.

Best wishes

Sincerely
For **Wissen Infotech Pvt Ltd**



Silpa Moola
Manager - Talent Acquisition

The above terms of employment are agreeable to me.

Full Name: _____

Signature: _____

Date: _____

Date: 07-Dec-2020

To,
Gauri Bihade
Pune

Subject: Offer of Employment

Dear **Gauri Bihade**

It is our pleasure to offer you an appointment with ITCube Solutions Pvt. Ltd as a "Data Summary Executive - Medical".

You shall be paid a CTC of **Rs.12100/-p.m.** (Twelve ThousandOne Hundred Per Month Only) subject to PF, ESI, Professional Tax and any other applicable deduction of tax at the prevailing rates.

Documents required:-

- 1) Mark sheets of Educational Qualification
- 2) Address Proof (Ration Card / Rent Agreement / Electricity Bill)
- 3) Passport size photographs (No. 6)
- 4) Relieving Letters, salary slips and Work Experience letters
- 5) Passport or Election ID card or Driving license
- 6) Aadhar Card (4 copies)(150 resolutions)
- 7) Pan Card (4 copies)(150 resolutions)

If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed or concealed any material information, in such cases, you will be liable to removal from the services without any notice.

In this situation of COVID -19, we are starting online training.

You are responsible to make arrangements for the online training as well as further working on Production.

Your Date of Joining will be considered from your readiness in respect to Computer, Internet and Mobile.

Smooth working in terms of Computer responsiveness and Network connectivity, is expected otherwise you will be marked as LWP till the Lock down.

Thanking you,
For ITCube Solutions (P) Ltd

Madhavi Gokhale

Mrs. Madhavi Gokhale
General Manager HR & Admin

I **Gauri Bihade**, accept the above offer of employment .

Signature:

Date: 7-Dec-2020

ITCube Solutions Pvt Ltd.		
New Salary Structure		
Employee Name	Gauri Bihade	
Department	BPO	
A Monthly Due on 7th : On Salary slip	Monthly	Yearly
Basic	10,254	123,048
House Rent Allowance (HRA)	513	6,152
TOTAL GROSS SALARY (A)	10,767	129,200
B Benefits from Company :		
PF contribution by company	1,333	16,000
Total Cost To Company (CTC)	12,100	145,200

Note :

1. PF, PT & ESI deduction from Section A as per structure.
2. Medclaim, PA, Gratuity & Leave Encashments are applicable as per Company Policy

Madhavi Gokhale

Ref No: 15743304
07-Apr-2021



Prajakta Sheshrao Changire

Dear **Prajakta**,

We have greatly enjoyed our recent discussions with you and are pleased to offer you the role of **Trainee - Junior Data Analyst** with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. Your place of posting will be **Mumbai**.

Your annual total compensation will be **INR 249,996**. Please see **Compensation and Benefits** for additional details on your compensation. Cognizant has considered **0 months** of your experience as relevant in this offer, which will be kept up-to-date in our records.

Your appointment will be governed by the terms and conditions of employment presented in **Employment Agreement**, as well as any rules, regulations and practices currently in place at the time of employment.

We request that you join us on or before **13-Apr-2021**.

Please note:

- This offer is subject to satisfactory professional reference checks
- This offer is valid for three (3) months from the date of offer. Any extension shall be at the discretion of Cognizant and shall be communicated to you in writing
- Prior to beginning work with Cognizant, you must provide evidence of your right to work in India and other documentation requested by Cognizant

We are delighted to welcome you to the team! You are joining Cognizant at an exciting time, and we know your fresh thinking and expertise will help us accomplish great things.

If you have any further questions or need clarification on this offer, please feel free to contact us.

Best regards,

For **Cognizant Technology Solutions India Private Limited ("Cognizant")**,

Suresh Bethavandu
Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature:

Date:

Compensation and Benefits

Name: Prajakta Sheshrao Changire **Designation:** Trainee - Junior Data Analyst

Sl. No.	Description	Monthly	Yearly
1	Basic	7300	87,600
2	HRA*	2920	35,040
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	4227	50,724
8	Company's Contribution of ESI @ 3.25% of Monthly Gross minus statutory exclusions	536	6,432
	Annual Gross Compensation		249,996
	Annual Total Compensation		249,996
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		269,496

As an associate you are entitled to the following additional benefits:

- Floating medical insurance coverage
- Round-the-clock group personal accident insurance coverage
- Group term life insurance coverage
- Employees' compensation insurance benefit as per the Employee's Compensation Act, 2010
- Gratuity on separation after four (4) years and 240 calendar days of continuous service, payable as per the Payment of Gratuity Act, 1972

Leave and vacation:

- From your date of joining, you will be entitled to the following leave amounts as per your eligibility in line with statutory requirements. Leaves require manager approval in advance.

Category of Leave

- Earned Leave – 18 days
- Sick Leave – 12 days
- Casual Leave – 6 days
- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit (Amendment) Act, 2017
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the India Leave Policy.

Provident Fund Wages:

For the purpose of computing contributions to the Provident Fund, Pension Fund and EDLI Scheme, "Monthly Gross Salary" as stated in "Compensation and Benefits" of this letter, excluding "Advance Statutory Bonus" and "House Rent Allowance," will be considered. This does not include payments made through "Special Payout".

Determination of PF wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser.

Employee State Insurance (ESI):

Eligible Wages Eligibility for ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF and ESI contribution from the monthly Gross Compensation (AGC/12) as stated in Compensation and Benefits of this letter.

Earned ESI Wages: Monthly ESI contribution will be computed on total remuneration paid to an associate in a particular month, including any recurring (or) ad hoc special payouts during the month.

ESI contribution shall continue until the end of the contribution period (April – September and October – March), if the associate contributes for at least one month in the contribution period.

*** Flexible Benefit Plan:**

Your compensation has been structured to ensure that you can apportion components of your salary to suit your individual preferences. This plan will enable you to

1. Choose from an array of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

#* Advance Statutory Bonus is in line with the provisions of the Payment of Bonus Act, 1965.

Note:

- Any statutory revision of Provident Fund/ESI contribution or any other similar statutory benefits will result in a change in the net take-home salary. The Annual Gross Compensation will remain the same
- Cognizant has made this offer in good faith after expending significant time and resources during the hiring process. We hope you will join us, but recognize your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you decide not to join us after signing the offer letter, Cognizant reserves the right not to consider you for future career opportunities with the company. We look forward to welcoming you to Cognizant

Login to <https://onecognizant.cognizant.com>->Total Rewards App for more details.

Ms. Priyanka Charde

21-Jan-2021

**16/1, Wrutuja park Road,
Sahu colony,
Karve Nagar,
Pune- 411052**

Dear **Priyanka**,

With reference to your application and subsequent interview with us, we are pleased to offer you a Fixed Term Assignment as "**Safety Science Analyst**". The Fixed Term Assignment will be for a period of 6 months, commencing from **25-Jan-2021**. The assignment is to be carried out by you for our client, **Covance India Pharmaceutical Services Pvt. Ltd.**, the same being extendable upon client's request.

The following are the terms and conditions of your employment with us:

1. The employment will be effective from 25th January 2021. During the term of employment your CTC will be **Rs 29,602** (Twenty Nine Thousand six hundred and two only) per month. Tax Deducted at Source as applicable.
2. During the tenure of your assignment you are expected to abide by the rules and regulations which will be conveyed to you by your supervisor.
3. During the tenure of your assignment if you are required to work remotely by the client organization, you will be paid a broadband and internet allowance of Rs. 1250 per month for acquiring a high speed broadband connection at your place of work. We recommend a minimum of 40Mbps to 100Mbps (both upload and download) bandwidth with a latency of less than 10 ms. Tax Deducted at Source as applicable.
4. You will be required to observe the normal 8 hours working, 5 days a week based on the shift and weekly off allotted to you, by the client organization.
5. You will be required to execute an agreement of confidentiality and non-disclosure of the confidential information entrusted to you during your assignment.
6. Please note that your employment is subject to your clearing the background verification process at Wissen Infotech Pvt Ltd.
7. Your fixed term assignment may be extended by one or more months depending upon our client's requirement.
8. Leave for sickness and other exigencies will be at the discretion of your supervisor and would have to be sanctioned in advance (not more than 1 day in a month during the entire contract period).

Corporate Office

Q-4, 9th Floor
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Madhapur, Hyderabad
Telangana - 500 081
India T : +91-40-68237000

U.S. Office

2325 Parklawn Dr. Suite G
Waukesha, WI 53186, USA
T : (262) 510-2900

Bangalore Office

Adarsh Eco Place
4th Floor, #176, KIADB
EPIP 2nd Phase, Whitefield
Bangalore - 560 066
India T : +91-80-40349600

9. You may terminate this Agreement by giving Wissen 60 days' written notice, however in case you resign from your job, during the fixed term contract, Wissen reserves the right to re-claim an equivalent of two months' compensation as a penalty towards break in Fixed Term Contract. Wissen can terminate this Agreement without assigning any reason by giving you 30 days' written notice or salary in lieu of notice. In addition, in case of breach of any terms and conditions of this Agreement, Wissen can terminate this Agreement forthwith.
10. During the period of such deputation to client through this fixed term employment with Wissen Infotech Pvt Ltd, at no point in time will you be considered as an employee of our client.

CTC Breakup(Monthly)

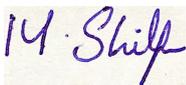
Basic	₹ 12,500.00
HRA	₹ 5,000.00
Conveyance	₹ 1,600.00
Bonus	₹ 1,041.00
Allowance	₹ 6,460.00
Gross Pay(Payslip)	₹ 26,601.00
Deductions	
Provident Fund	₹ 1,800.00
Gratuity	₹ 601.00
Health & Life Insurance	₹ 600.45
CTC	₹ 29,602.45

If these terms and conditions are acceptable to you, please do signify your acceptance by signing the duplicate copy of this contract and return the same to us.

We trust we will mutually build a meaningful career for you.

Best wishes

Sincerely
For **Wissen Infotech Pvt Ltd**



Silpa Moola
Manager - Talent Acquisition

The above terms of employment are agreeable to me.

Full Name: _____

Signature: _____

Date: _____

March 23, 2021

Mr. Vishal Choudhary
Pune

Dear Vishal Choudhary,

It gives us great pleasure to extend to you an offer to join our Organization as **“Probationary Field Sales Officer”** based out at **Pune** Head Quarter in the **Gynaecology** division.

We believe there is an excellent match between your skills and the career opportunities available to you as a member of our Organization.

As mutually agreed, your gross remuneration will be **INR 2,75,000/- (INR Two Lacs Seventy Five Thousand Only)** per annum, as per Annexure A

You will be required to carry the following documents for joining.

1. Certified photocopies of educational certificates (10th, 12th, graduation & post-graduation).
2. Proof of Date of Birth.
3. Two passport size photographs.
4. PAN card and AADHAR card copies.
5. One Cancelled Cheque / Passbook copy of the salary account.
6. Certificate for last drawn salary.
7. Employment resignation letter / relieving letter from the previous employer.

Please sign this letter as a token of your acceptance of our offer and return it to the undersigned. You are required to join as early as possible but not later than **March 24, 2021**.

We are confident about your quickly making a significant contribution to the company’s business.

Kindly respond to this offer at the earliest. Look forward to hearing from you.

Thanking you.

For Integrace Private Ltd.,



Ganesh Jha
Human Resources

I accept

Annexure A		
Salary Components	Salary	
	INR Per Month	INR Per Annum
Basic Salary – A	4,000	48,000
House Rent Allowance	2,000	24,000
Education Allowance	200	2,400
Medical	1,250	15,000
Kit Maintenance Allowance	300	3,600
Soft Furnishing Allowance	300	3,600
Personal Pay	11,145	133,740
Total Allowances – B	15,195	182,340
Total Monthly Salary - C (A+B)	19,195	230,340
Retirement Benefits		
PF {12% of Basic Salary}	1,800	21,600
Gratuity {4.81% of Basic Salary} **	192	2309
Total Retirement Benefits - D	1,992	23,909
Annual Allowances		
LTA		4,000
Annual Bonus*		16,800
Total Annual Allowances - E		20,800
Gross Salary - F (C+D+E)		275,049
** Gratuity will be payable as per Gratuity Act.		
*Annual Bonus is an indicative annualized amount.		

For Integrate Private Ltd.,



Ganesh Jha
Human Resources

I accept



Email Confirmation | PharmaLeaf India Private Limited | Covance India Pharmaceuticals Pvt. Ltd

2 messages

Clarence Edward <clarence.e@pharmaleaf.com>
To: akshaydharmadhikari97@gmail.com
Cc: namitha.d@pharmaleaf.com

Sun, 22 Nov 2020 at 8:12 pm

Hi Akshay Dharmadhikari,

We are pleased to announce that you have been selected for the position of "**Safety Science Analyst**" with PharmaLeaf India Pvt Ltd.

The start date for the position is **Monday, 30th November 2020**. While you will be based at our Client's premises, Covance India Pharmaceuticals Pvt. Ltd,

remember we will always be available to support and assist you in any of your challenges and concerns. Pending your employment contract,

I am delighted to confirm the details of our offer to you:

Job Title: Safety Science Analyst

Date of Joining & Reporting Time: *most probably 30th November 2020 (We will confirm by next week)*

Reporting Address: *(Due to the current situation we will join by Microsoft Teams)*

**Covance Scientific Services & Solutions Private Limited,
Akruti Softech Park, 2nd Floor, Road No. 21, MIDC,
Andheri East, Mumbai, Maharashtra - 400093, India**

[Note: Considering the pandemic situation, currently you will be required to **work from home**. Post Nov 30th, *based on update from Covance*,

you might be asked to work from office at the above mentioned reporting address]

Please acknowledge your acceptance of this offer by replying back to this email **Before 3PM Monday , 23th Nov, 2020** along with the soft copy of the below requested documents.

Note: If we do not hear from you within the stated period the offer will be revoked.

Please fill the attached PharmaLeaf Data Sheet, scan the same and submit the scanned soft copy with a passport photograph along with below documents.

1. Proof of address (*minimum one document to support*) Voters ID card, Ration card, Driving license, Aadhar Card, Passport Copy (permanent address).
2. Age proof (*Photocopy of minimum one document to support out of the list below*) - Birth certificate, Voters ID card, Driving license, Passport, PAN Card, SSLC Certificate
3. ID proof – Aadhar Card, Driver's License
4. BGV - Please provide your **highest educational certificate** either the degree certificate or final year certificate.
5. Please fill the excel sheet - (Tabs to filled Current address, Bank details, BGV.)

Don't take photo of your documents. Please scan them documents.

Please rename all the docs... ex (yourname_Pan card/yourname_PL datasheet) . It should be in PDF format.

We look forward to you joining PharmaLeaf and we welcome you to the organization.

For any further information, please reach out to **Clarence Edward – 9742823349**.

Thanks and regards,

Clarence Edward

Manager – Resource Management and Talent Acquisition

PharmaLeaf India Private Limited

Celebrating the power of 14 years, 150 clients, 1500 projects
Regulatory, GxP Compliance & Technical Consulting

2nd Floor, Daarul Awkaf,
6, Cunningham Road,
Bangalore -560052, India

Phone: +91 (80) 22285733
Mobile: +91 9742823349
eMail: clarence.e@pharmaleaf.com

URL: www.pharmaleaf.com



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Akshay Dharmadhikari <akshaydharmadhikari97@gmail.com>
Draft

Sun, 22 Nov 2020 at 9:40 pm

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

From: **Clarence Edward** <clarence.e@pharmaleaf.com>

Date: Sun, 22 Nov 2020, 8:12 pm

Subject: Email Confirmation | PharmaLeaf India Private Limited | Covance India Pharmaceuticals Pvt. Ltd

To: <akshaydharmadhikari97@gmail.com>

Cc: <namitha.d@pharmaleaf.com>

Hi Akshay Dharmadhikari,

We are pleased to announce that you have been selected for the position of **"Safety Science Analyst"** with PharmaLeaf India Pvt Ltd.

The start date for the position is **Monday, 30th November 2020**. While you will be based at our Client's premises, Covance India Pharmaceuticals Pvt. Ltd,

remember we will always be available to support and assist you in any of your challenges and concerns. Pending your employment contract,

I am delighted to confirm the details of our offer to you:

Job Title: Safety Science Analyst

Date of Joining & Reporting Time: **most probably 30th November 2020(We will confirm by next week)**

Reporting Address: **(Due to the current situation we will join by Microsoft Teams)**

Covance Scientific Services & Solutions Private Limited,

**Akruti Softech Park, 2nd Floor, Road No. 21, MIDC,
Andheri East, Mumbai, Maharashtra - 400093, India**

[**Note:** Considering the pandemic situation, currently you will be required to **work from home**. Post Nov 30th, based on update from Covance,

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Please acknowledge your acceptance of this offer by replying back to this email **Before 3PM Monday , 23th Nov, 2020** along with the soft copy of the below requested documents.

Note: If we do not hear from you within the stated period the offer will be revoked.

Please fill the attached PharmaLeaf Data Sheet, scan the same and submit the scanned soft copy with a passport photograph along with below documents.

1. Proof of address (*minimum one document to support*) Voters ID card, Ration card, Driving license, Aadhar Card, Passport Copy (permanent address).
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Don't take photo of your documents. Please scan them documents.

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Thanks and regards,

Clarence Edward

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Phone: +91 (80) 22285733
Mobile: +91 9742823349
eMail: clarence.e@pharmaleaf.com

URL: www.pharmaleaf.com

 Description: Description: cid:image001.jpg@01D6AD62.D14C3100

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Disclaimer: Privileged/Confidential information may be contained in this message and may be subject to legal privilege. Access to this e-mail by anyone other than the intended is unauthorized. If you are not the intended recipient (or responsible for delivery of the message to such person), you may not use, copy, distribute or deliver to anyone this message (or any part of its contents) or take any action in reliance on it. In such case, you should destroy this message, and notify us immediately. If you have received this email in error, please notify us immediately by e-mail or telephone and delete the e-mail from any computer. If you or your employer does not consent to internet e-mail messages of this kind, please notify us immediately. All reasonable precautions have been taken to ensure no viruses are present in this e-mail. As our company cannot accept responsibility for any loss or damage arising from the use of this e-mail or attachments we recommend that you subject these to your virus checking procedures prior to use. The views, opinions, conclusions and other informations expressed in this electronic mail are not given or endorsed by the company unless otherwise indicated by an authorized representative independent of this message.

DATE: 15/04/2021

OFFER ID: 54136-149471-115356

Mr. Nikhil Gorakh Dhavale
At - Khandgaon, Tal. Shrigonda,
Dist. Ahmednagar
Maharashtra - 414101

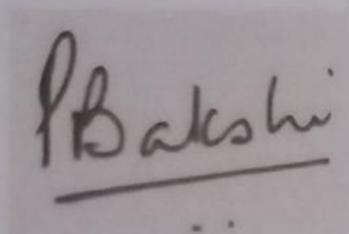
Dear Nikhil,

Welcome to Cipla!

Over the last eight decades, Cipla has been built on the foundation of care. With our pioneering work in the Indian Pharmaceutical industry, we have become the preferred choice of doctors, patients and employees. We have a **strong legacy** and we are all set for a **stronger future**. We welcome you in our journey as we progressively transcend into an integrated, forward looking and agile organisation with "*Caring for Life*" at its core.

We look forward to working with you and wish you a rewarding career with us.

Warm regards,



Pallavi Bakshi
Chief Talent Officer

15/04/2021

Appointment Letter

Mr. Nikhil Gorakh Dhavale
At - Khandgaon, Tal. Shrigonda,
Dist. Ahmednagar
Maharashtra - 414101

Dear Nikhil,
Welcome aboard!

We are delighted to offer you the position of **Trainee - A I** in our **Manufacturing, Formulation** team at Cipla based in Kurkumbh, Unit-1. You will be assigned a role of "Junior Officer - Production". Your scheduled date of employment with us will be 14/04/2021.

Here are the terms and conditions of our offer:

1. Your Total Salary will be Rs.16688/- per month. The details of the salary are provided in Annexure A.
2. You will undergo training for a period of one year from 14/04/2021 to 13/04/2022. On completion of this period, your training will automatically come to an end. In case a suitable vacancy exists then, we may consider your candidature for the same, depending upon your performance during the training.
3. In case you are awaiting the results of the final examination of any of your education degree/diploma then your selection is subject to your passing the said examination successfully. In case you are unsuccessful, we reserve the right to discontinue your training.
4. You will be eligible for various benefits like Leave and Group Life Insurance etc. of the Company, as per Policy. You can know more about the same on the trainee self-service portal.
5. You will be eligible for further review of the emoluments as per the Company Policy.
6. During your training you may be transferred to any of the existing establishments / location of the Company as well as to any new establishments / locations that may be set up by the Company in future at the discretion of the Company without any extra remuneration. You are also liable to be transferred from one department to another department at the discretion of the Company.
7. You will be governed by all the rules and regulations of the Company including for employment, hours of work, holidays, discipline and general work practices applicable to the establishment / Location where you are posted for work and as amended from time to time. For details of the rules, please visit the Cipla HR site or seek assistance of the Human Resource department.

Cipla Ltd. Regd. Office Cipla House, Peninsula Business Park, Ganpatro Kadam Marg, Lower Parel, Mumbai-400 013
Phone +91 22 24826000 Fax +91 22 24826120 E-mail contactus@cipla.com Website www.cipla.com
Corporate Identity Number L24239MH1935PLC002380

8. As per the policy of the Company, we expect all our trainees to devote their full-time attention and effort to the business of the Company and to continuously develop their professional skills in the mutual interest of the individual as well as the Company. We clearly disapprove of any trainee directly or indirectly engaging himself in or devoting any time or attention to any part-time employment or business or monetary position other than that of the Company. The only exception that is permitted in this regard is honorary services that may be rendered by the trainee on a reasonable and part-time basis, without interfering with the responsibilities entrusted to him by the Company, in regard to
- a. Social & Community Services
 - b. Professional Services
 - c. Sports and Welfare
 - d. Educational Activities

If however, any of these activities are proposed to be taken up, prior written permission of the Company should be obtained.

9. Our operations, as you know, are subject to application of various laws. It, therefore, becomes necessary that you are fully aware of the implications of various laws that are applicable to the responsibility you are handling. Nevertheless, it is mentioned that compliance of law applicable to your assignment is your personal responsibility and you have to make sure that there is no cause whatsoever of violation of any of these laws. You should seek help of your superiors or the Company Secretary as and when necessary.
10. During your tenure with the Company you will come across various information including but not limited to information pertaining directly or indirectly to any commercial or manufacturing activity, research, development, finance, business, property, contract, method, working process, trade secret, transaction or affairs of the Company. All the aforesaid belongs solely to the Company. During your employment with the Company and/or after you cease to be in employment of the Company for any reason whatsoever, you shall not use any information of the Company for your benefit or for any third party, disclose to any person, firm or Company any of the aforementioned information, except as authorized in writing by the Company or as ordered by a court of competent jurisdiction. Under this covenant, the disclosure shall include but not limited to demonstrating, lecturing upon, publishing or divulging technical information, know-how, recipe, formula, process, research, result, method, specifications of any materials or of any machinery, design, layout or arrangement of plant or equipment composition, ideas or any other knowledge, information or document whatsoever which you may have acquired during the course of or incidental to your employment with the Company.
11. In the event of your acting in any manner contrary to or in breach of this engagement letter during the course of your employment with the Company or thereafter, the Company will be at the liberty to initiate appropriate action to safeguard the interest of the Company.
12. During your training, in case the company finds your performance during such training unsatisfactory, your appointment can be terminated without notice.
13. During the training period the Company may terminate your training at any time without assigning any reason and without notice or any compensation in lieu thereof. So also, in case you desire to discontinue the training, you may be relieved on receipt of a written request to that effect.
14. You must always act in the best interest of the Company and respect all property, material and documentation of the Company. You shall be solely responsible for the manner in which you will perform your services.

Cipla Ltd. Regd. Office Cipla House, Peninsula Business Park, Ganpatro Kadam Marg, Lower Parel, Mumbai-400 013
Phone +91 22 24826000 Fax +91 22 24826120 E-mail contactus@cipla.com Website www.cipla.com
Corporate Identity Number L24239MH1935PLC002380

15. During your training period, you shall not
 - a. Negotiate or enter into any oral or written contract, agreement or arrangement on behalf of or in the name of the Company, sign any cheques on behalf of or authorize any payments by the Company, or otherwise bind the Company, without the express prior written consent of the Company;
 - b. Make any statement/s on behalf of the Company to press, media or any third party, without the express prior written consent of the Company;
 - c. Engage in any conduct, or cause the Company to engage in any conduct that would result in the Company's breach or violation of any agreement, law, ordinance or regulation.
16. You must not at any time misappropriate files or documents of any kind belonging to the Company or make copies, duplicates or excerpts of these for private or any other purposes unrelated to your employment.
17. Your training is subject to you being declared medically fit in the medical check-ups conducted by the Company at the time of your joining (through the medical test / declaration provided by you) and periodically thereafter. On being found medically unfit, your services are liable to be terminated.
18. You shall communicate to the Company any change in your address as well as personal status. All communications sent to you in the normal course on the address given by you shall be deemed to have been received by you.
19. You represent and warrant that you have not executed any secrecy, non-compete agreements or arrangements in the past, or with your previous employers. You further represent that you are not engaged in any litigation, arbitration or other proceedings or investigations that could reasonably be expected to have any adverse effect on your ability to honour this engagement in full.
20. On being confirmed in the permanent employment of the Company, your services may be terminated by the Company for any breach of terms of appointment or where the Company finds that your services are not satisfactory or where the Company feels it is not in the interest of the Company to continue you in the employment, or for any other reason, by a notice as per Company Policy or by payment in lieu of notice. If you desire to leave the services of the Company a written notice as per Company Policy will have to be given by you or in the alternative you may pay to the Company as per Company Policy and seek to be relieved upon the Company being able to take charge or make alternative arrangements within a reasonable time frame. However, the Company has a right to waive the period of notice after adjusting the available leave eligibility to your credit, if any, and relieve you immediately on receipt of your notice, in which case no salary will be payable for the period of notice so waived.
21. Upon termination of your employment with the Company for any reason whatsoever, you shall be bound to inform the Company the name, full address and such other particulars as may be required by the Company of the person, persons, firm, Company, body corporate or other organization with whom you propose to take up employment or be otherwise associated in business immediately after the termination of your services with the Company or at any time in future within a period of 3 months. The Company shall always have the right to draw specific attention of such employer(s) and/or associates of yours to the various provisions of this employment contract and in particular to your obligations and commitments as agreed upon by you.



To,
Tushar Sambhaji Dinde
Tuesday, 1 September 2020

Employment Offer Letter- FULL TIME

Dear Tushar,
Congratulations!!

We are pleased to extend you an offer of Employment based on the interview discussions you had with us. Details of the terms and conditions of offer are as under:

1. Designation: **Medical Coder**
2. Department: **Medical Record Review Dept (24_09)**
3. Place of Reporting: 402, Pinnacle Business Park, Prahladnagar, Ahmedabad Office.
4. Date of Reporting: On **03- September – 2020**
5. Working Days : Monday to Saturday* (May vary based on business requirement)
6. Time of Reporting: **11:00 AM**
7. Your Current Shift Timings :Morning Shift 1 (8:00 AM - 5:30 PM N/A)
8. Compensation: Fixed compensation of **[[JOB_APPLICATION_CUSTOM14]]** Per Month (CTC). Please refer to Annexure 1.
9. Joining Formality: Please refer to Annexure 2.

Detail of your employment will be provided in Appointment Letter, which will be issued to you upon joining.

Once you accept the Employment Offer, you will be subject to Employment Background Verification. For details please see Annexure 3.

Kindly sign a copy of this letter as a token of your acceptance of this offer.

Looking forward to a long and mutually beneficial career with us.

Yours truly,
Advantmed India LLP

A handwritten signature in black ink on a white rectangular piece of paper, tilted slightly to the right. The signature is cursive and appears to read 'Tushar Sambhaji Dinde'.

Authorized Signatory
Human Resource

I have read the details mentioned in the Offer letter and Annexure. I accept the employment offer and agree to abide by terms and conditions of the employment with the company. I understand that company operates in a 24x7 environment and that will entail working in different shifts and stretched working hours as per company requirements. My Allocated Shift is: (Morning Shift 1- 8:00 AM - 5:30 PM)

Signature: _____

Name: Tushar Sambhaji Dinde

Date: Tuesday, 1 September 2020

Annexure 1
Compensation Details

Name of Employee: Tushar Sambhaji Dinde
Designation: Medical Coder
Department: Medical Record Review Dept (24_09)

Total Cost To Company - INR 180,000 P.A.		
Income		
Components	Per Month	Per Annum
Basic Salary	10,001	120,012
Leave Encashment	323	3,871
Bonus @ 8.33%	833	9,997
Other Allowance	2,209	26,507
Total Gross	13,366	160,387
Employer Contribution		
P.F.	1,200	14,401
ESIC	434	5,213
Total Employer Contribution	1,635	19,614
Employee Deduction		
P.F. (EE)	1,200	14,401
ESIC (EE)	100	1,203
P.T.	200	2,400
Total Deduction	1,500	18,004

Net Pay	11,865	142,383
Total Fixed compensation	15,000	180,000

***Certain components as well as other allowance will vary basis your selection of Flexi Reimbursements.**

***Deductions - Professional Tax, PF, ESIC and TDS will be as per Govt. Rules and Regulations, applicable from time to time.**

Annexure 2 Joining Formality Detail

Please note, on the day of Joining:

1. Please report on time.
2. **Bring all original documents and clear photocopies** with you for document verification purpose, the original documents will be returned to you.
3. In case of any concern, please contact: +91 [[RECRUITER_PHONE]]

Sr No	Particulars (Bring Original Document + Photocopy of Document)	Proof
1	Identification & Address Proof(Any one)	Passport
		Aadhar Card (Mandatory)
		Driving License
		Voter ID
2	Bank Formality (all documents compulsory)	PAN Card
		2 Photo graphs
	Education Documents	10th Mark sheet
		12th Mark sheet
		School Leaving Certificate

3	(All applicable documents compulsory)	
		Graduation: Degree / Diploma
		Post-Graduation: Degree / Diploma
		Others
4	Work Experience Documents Current/Last Company	Appointment Letter
		Relieving Letter
		Experience Letter
		Last 3 months pay slip/Bank Statement
	Work Experience Documents Previous Company	Appointment Letter
		Relieving Letter
		Experience Letter
		Last 3 months pay slip/Bank Statement

Annexure 3
BACKGROUND CHECK DISCLOSURE, AUTHORIZATION AND RELEASE

NOTICE

As part of the Company's ongoing security efforts and to ensure a safer environment for our employees, visitors and stakeholders; company policy requires that a background check and drug test be conducted on final candidates for staff appointments, temporary employees, interns and trainees. Current employees who changes jobs due to promotion, lateral transfer or reassignment or who undertakes new duties that permit a background check and drug check may also be subject to such checks. Back ground check and Drug screening check may be conducted in random manner as well.

Current employees must notify the Company within 5 days of receipt of court notice/police summons/ arrests because of any criminal offenses and are subject to the verification.

Any negative Back ground check and Drug screening will lead to cancellation of employment offer or promotion offer or may lead to disciplinary action up to or including separation.

DISCLOSURE

This document, which you should read carefully, has been provided to you because the company may obtain information about you for employment purposes from various agencies. Thus, you may be the subject of a "Verification report" and/or an "investigative verification report" which may include information verification including but may not be limited to information regarding your character, general reputation, personal characteristics, credit standing and/or mode of living, credit history, criminal history, motor vehicle records ("driving records"), verification of your education or employment history, personal or professional reference checks, licensing or certification checks, etc. The scope of this notice and authorization is all-encompassing, however, allowing the company to obtain from any outside organization all manner of verification reports and investigative verification reports now and throughout the course of your employment.

AUTHORIZATION & RELEASE

I, hereby authorize **Advantmed India LLP** and/or its agents/employees to make an independent investigation including but may not be limited to information regarding your

character, general reputation, personal characteristics, credit standing and/or mode of living, credit history, criminal history, motor vehicle records (“driving records”), verification of your education or employment history, personal or professional reference checks, licensing or certification checks, etc. Including those maintained by both public and private organizations and all public records. The purpose of this authorization is to confirm the information contained on my Application and to obtain other information which may be material to my qualifications for service as an employee now and, if applicable, during the tenure of my employee service with the company.

To facilitate the background screening, I agree to provide the company with my full name, date of birth, and other personal information requested on the Background Screening Disclosure Form. I understand that my failure to provide this authorization or information may result in my ineligibility to serve the organization.

I approve release of any kind of information requested by **Advantmed India LLP**, for verification purpose. I agree that I will not hold any organization accountable for releasing any information about me to **Advantmed India LLP**. I appeal the organizations to cooperate with the verification details and do the needful.

I have carefully read and understand this **Background Check Disclosure, Authorization and Release** and, by signing below, I authorize **Advantmed India LLP** to collect all required information regarding me from all available resources, institutes, and companies.

Full Name: Tushar Sambhaji Dinde

Driving License Number/ Pan Card Number/ Passport Number: _____

Date: _____

Signature: _____



To,
Pradip Chandrakant Hange
Tuesday, 1 September 2020

Employment Offer Letter- FULL TIME

Dear Pradip,
Congratulations!!

We are pleased to extend you an offer of Employment based on the interview discussions you had with us. Details of the terms and conditions of offer are as under:

1. Designation: **Medical Coder**
2. Department: **Medical Record Review Dept (24_09)**
3. Place of Reporting: 402, Pinnacle Business Park, Prahladnagar, Ahmedabad Office.
4. Date of Reporting: On **03- September – 2020**
5. Working Days : Monday to Saturday* (May vary based on business requirement)
6. Time of Reporting: **11:00 AM**
7. Your Current Shift Timings :Morning Shift 1 (8:00 AM - 5:30 PM N/A)
8. Compensation: Fixed compensation of **[[JOB_APPLICATION_CUSTOM14]]** Per Month (CTC) . Please refer to Annexure 1.
9. Joining Formality: Please refer to Annexure 2.

Detail of your employment will be provided in Appointment Letter, which will be issued to you upon joining.

Once you accept the Employment Offer, you will be subject to Employment Background Verification. For details please see Annexure 3.

Kindly sign a copy of this letter as a token of your acceptance of this offer.

Looking forward to a long and mutually beneficial career with us.

Yours truly,
Advantmed India LLP

Authorized Signatory
Human Resource

I have read the details mentioned in the Offer letter and Annexure. I accept the employment offer and agree to abide by terms and conditions of the employment with the company. I understand that company operates in a 24x7 environment and that will entail working in different shifts and stretched working hours as per company requirements. My Allocated Shift is: (Morning Shift 1- 8:00 AM - 5:30 PM)

Signature: _____
Name: PRADIP Chandrakant Hange
Date: Tuesday, 1 September 2020

Annexure 1
Compensation Details

Name of Employee: PRADIP Chandrakant Hange
Designation: Medical Coder
Department: Medical Record Review Dept (24_09)

Total Cost To Company - INR 180,000 P.A.		
Income		
Components	Per Month	Per Annum
Basic Salary	10,001	120,012
Leave Encashment	323	3,871
Bonus @ 8.33%	833	9,997
Other Allowance	2,209	26,507
Total Gross	13,366	160,387
Employer Contribution		
P.F.	1,200	14,401
ESIC	434	5,213
Total Employer Contribution	1,635	19,614
Employee Deduction		
P.F. (EE)	1,200	14,401
ESIC (EE)	100	1,203
P.T.	200	2,400
Total Deduction	1,500	18,004

Net Pay	11,865	142,383
Total Fixed compensation	15,000	180,000

***Certain components as well as other allowance will vary basis your selection of Flexi Reimbursements.**

***Deductions - Professional Tax, PF, ESIC and TDS will be as per Govt. Rules and Regulations, applicable from time to time.**

Annexure 2
Joining Formality Detail

Please note, on the day of Joining:

1. Please report on time.
2. **Bring all original documents and clear photocopies** with you for document verification purpose, the original documents will be returned to you.
3. In case of any concern, please contact: +91 [[RECRUITER_PHONE]]

Sr No	Particulars (Bring Original Document + Photocopy of Document)	Proof
1	Identification & Address Proof(Any one)	Passport
		Aadhar Card (Mandatory)
		Driving License
		Voter ID
2	Bank Formality (all documents compulsory)	PAN Card
		2 Photo graphs
	Education Documents	10th Mark sheet
		12th Mark sheet
		School Leaving Certificate

3	(All applicable documents compulsory)	Graduation: Degree / Diploma
		Post-Graduation: Degree / Diploma
		Others
4	Work Experience Documents Current/Last Company	Appointment Letter
		Relieving Letter
		Experience Letter
		Last 3 months pay slip/Bank Statement
	Work Experience Documents Previous Company	Appointment Letter
		Relieving Letter
		Experience Letter
		Last 3 months pay slip/Bank Statement

Annexure 3
BACKGROUND CHECK DISCLOSURE, AUTHORIZATION AND RELEASE

NOTICE

As part of the Company's ongoing security efforts and to ensure a safer environment for our employees, visitors and stakeholders; company policy requires that a background check and drug test be conducted on final candidates for staff appointments, temporary employees, interns and trainees. Current employees who changes jobs due to promotion, lateral transfer or reassignment or who undertakes new duties that permit a background check and drug check may also be subject to such checks. Back ground check and Drug screening check may be conducted in random manner as well.

Current employees must notify the Company within 5 days of receipt of court notice/police summons/ arrests because of any criminal offenses and are subject to the verification.

Any negative Back ground check and Drug screening will lead to cancellation of employment offer or promotion offer or may lead to disciplinary action up to or including separation.

DISCLOSURE

This document, which you should read carefully, has been provided to you because the company may obtain information about you for employment purposes from various agencies. Thus, you may be the subject of a "Verification report" and/or an "investigative verification report" which may include information verification including but may not be limited to information regarding your character, general reputation, personal characteristics, credit standing and/or mode of living, credit history, criminal history, motor vehicle records ("driving records"), verification of your education or employment history, personal or professional reference checks, licensing or certification checks, etc. The scope of this notice and authorization is all-encompassing, however, allowing the company to obtain from any outside organization all manner of verification reports and investigative verification reports now and throughout the course of your employment.

AUTHORIZATION & RELEASE

I, hereby authorize **Advantmed India LLP** and/or its agents/employees to make an independent investigation including but may not be limited to information regarding your

character, general reputation, personal characteristics, credit standing and/or mode of living, credit history, criminal history, motor vehicle records (“driving records”), verification of your education or employment history, personal or professional reference checks, licensing or certification checks, etc. Including those maintained by both public and private organizations and all public records. The purpose of this authorization is to confirm the information contained on my Application and to obtain other information which may be material to my qualifications for service as an employee now and, if applicable, during the tenure of my employee service with the company.

To facilitate the background screening, I agree to provide the company with my full name, date of birth, and other personal information requested on the Background Screening Disclosure Form. I understand that my failure to provide this authorization or information may result in my ineligibility to serve the organization.

I approve release of any kind of information requested by **Advantmed India LLP**, for verification purpose. I agree that I will not hold any organization accountable for releasing any information about me to **Advantmed India LLP**. I appeal the organizations to cooperate with the verification details and do the needful.

I have carefully read and understand this **Background Check Disclosure, Authorization and Release** and, by signing below, I authorize **Advantmed India LLP** to collect all required information regarding me from all available resources, institutes, and companies.

Full Name: PRADIP Chandrakant Hange

Driving License Number/ Pan Card Number/ Passport Number: _____

Date: _____

Signature: _____



September 23rd, 2020

PERSONAL & CONFIDENTIAL

Shivam Rajkumar Jadhav

Re: Offer of Employment

Dear **Shivam Rajkumar Jadhav**,

On behalf of **HealthPlix Technologies Private Limited (the “Company” or “HealthPlix Technologies”)**, we are pleased to offer you employment on the following terms. in. Your start date will be **05th October 2020** (“Start Date”).

- **Position.** Your title will be **Executive- Sales & Operations**. You will render such business, design and technical services in the performance of your duties, consistent with your position within the company and such other duties as will be assigned to you by the company.
- **Cash Compensation.** You will receive INR 3,00,000 (Rupees Three Lac Only) as CTC per annum.
- **Exploratory Period.** The first 6 months of your employment will be subject to an exploratory period.
- **Other Engagements.** You are not allowed to work either full time, part time or in advisory, consultant, associate or any other role with any company, organization or any kind of freelance work till the time you are employed with the Company. You need to take specific approval in writing from your Director before being associated or contributing to any forums, groups, projects or non-profit seeking bodies. Any failure in this regard may be liable to dismissal by the Company without notice.
- **Termination.** Your employment may be terminated by either party by giving 60 days prior notice. In case you wish to resign there is a notice period of 60 days or in lieu thereof pay the company INR 75,000 or 2- months’ salary whichever is higher. During the exploratory period, the employee is required to give a (2) months’ notice for termination of employment. The company may terminate your employment by giving two (2) weeks’ notice. In case the employee resigns/ give notice for termination of employment, the Company at their sole discretion may relieve the employee before expiry of the notice period without any financial liability or commitment to allow them to continue in service till the end of notice period.

The company may terminate your employment without notice if you willfully disobey a lawful and reasonable instruction or direction, commit an act of misconduct, including but not limited to, fraud or dishonesty, or are habitually negligent in your duties, you will be liable to dismissal by the Company without notice.

On termination, a reconciliation of reimbursements against monthly accrued allowances will be calculated. You agree for company to offset any overpayment against any money owing to you on termination of employment.

On termination of your employment, for any reason, you must immediately return to company all company property and all documents and items relating to the company’s business. This includes, but is not limited to, any phones, laptops, car, equipment, papers, keys, reports, computers, information and programs, records and documents and other information in whatever form, relating in any way to company. Company is entitled to deduct or set off any amount owing to you on termination for the value of any property not returned, or amounts owing to company.

- **Prior Obligations.** By placing your signature below, you acknowledge that neither commencing employment with the Company, nor performing your duties on behalf of the Company, will conflict with, constitute a breach

HealthPlix Technologies Private Limited

Regd. Office: Enzyme Teck Park, 27th Main Road, 480, 18th Cross Road, HSR Layout, Bengaluru, Karnataka 560102



- under, or give any third-party rights to Company intellectual property pursuant to, any agreement, contract or other arrangement to which you are subject. You are being offered employment at HealthPlix Technologies based on your personal skills and experience, and not due to your knowledge of any confidential, proprietary or trade secret information of a prior or current employer. Should you accept this offer, we do not want you to make use of or disclose any such information or to retain or disclose any materials from a prior or current employer. Likewise, as an employee of HealthPlix Technologies, it is likely that you will become knowledgeable about confidential, trade secret and/or proprietary information related to the operations, products and services of HealthPlix Technologies and its clients. To protect the interests of both HealthPlix Technologies and its clients, all employees are required to read and sign the “Confidential Information, Invention Assignment and Arbitration Agreement” as a condition of employment with HealthPlix Technologies. This Agreement, which provides for arbitration of all disputes arising out of your employment, will be provided for your review; you will be required to sign it on your first day of employment.
- **Company Information.** Employee agrees at all times during the Term and thereafter, to hold in strictest confidence, and not to use, except for the benefit of the Company, or to disclose to any person, firm or corporation without written authorization of the Board of Directors of the Company, any Confidential Information of the Company, except under a non-disclosure agreement duly authorized and executed by the Company. Employee understands that “Confidential Information” means any non-public information that relates to the actual or anticipated business or research and development of the Company, technical data, trade secrets or know-how, including, but not limited to, research, product plans or other information regarding Company’s products or services and markets therefore, customer lists and customers (including, but not limited to, customers of the Company on whom Employee called or with whom Employee became acquainted during his entire term of his employment with the Company), software, developments, inventions, processes, formulas, technology, designs, drawings, engineering, hardware configuration information, marketing, finances, business plans, strategy or other business information. Employee further understands that Confidential Information does not include any of the foregoing items, which have become publicly known and made generally available through no wrongful act of Employee’s or of others who were under confidentiality obligations as to the item or items involved or improvements or new versions thereof.

The parties agree that disclosures of Confidential Information may be made by Employee, and that this paragraph shall not apply, (i) to the extent necessary to comply with governmental disclosure requirements or applicable laws, (ii) pursuant to subpoena or order of any judicial, legislative, executive, regulatory or administrative body, or for Employee to lawfully enforce Employee’s rights under this Agreement and (iii) to employees, advisors, legal counsel and financial advisors as may be necessary and appropriate in connection with the proper performance and enforcement of this Agreements.

- **Assignment of Inventions.** Employee agrees that he will promptly make full written disclosure to the Company, will hold in trust for the sole right and benefit of the Company, and hereby assigns to the Company, or its designee, all of Employee’s right, title, and interest in and to any and all inventions, original works of authorship, developments, concepts, improvements, designs, discoveries, ideas, trademarks or trade secrets, whether or not patentable or registrable under copyright or similar laws, which Employee may solely or jointly conceive or develop or reduce to practice, or cause to be conceived or developed or reduced to practice, as a result of and within the scope of his duties as an Employee of the Company and during the period of time Employee is in the employment of the Company (collectively referred to as “Company Inventions”). Employee further acknowledges that all original works of authorship which are made by him (solely or jointly with others) within the scope of and during the period of his employment with the Company, and which are protectable by copyright, are “works made for hire,” as that term is defined in the Indian Copyright Act. Employee understands and agrees that the decision whether or not to commercialize or market any Company Inventions developed by Employee solely or jointly with others is within the Company’s sole discretion and for the Company’s sole benefit and that no royalty will be due to Employee as a result of the Company’s efforts to commercialize or market any such Inventions.

HealthPlix Technologies Private Limited

Regd. Office: Enzyme Teck Park, 27th Main Road, 480, 18th Cross Road, HSR Layout, Bengaluru, Karnataka 560102



- **Arbitration Clause.** In consideration of Employee's employment with the Company, the Company's promise to arbitrate all employment-related disputes and Employee's receipt of the compensation and other benefits paid to Employee by the Company, at present and in the future, Employee agrees that any and all controversies, claims or disputes with anyone (including the Company and any employee, officer, director, stockholder or benefit plan of the Company in their capacity as such or otherwise) arising out of, relating to, or resulting from Employee's employment with the Company, or the termination of Employee's employment with the Company, including any breach of this Agreement, shall be subject to binding arbitration rules set forth in Indian Code of Civil Procedure. Disputes which Employee agrees to arbitrate, and thereby agree to waive any right to a trial by jury, include any statutory claims under the state or federal law, including, but not limited to, claims of harassment, discrimination or wrongful termination and any statutory claims. Employee further understands that this Agreement to arbitrate also applies to any disputes that the Company may have with Employee.
- **Conflict of Interest.** HealthPlix Technologies has a strict policy against conflicts of interest. HealthPlix Technologies' code of conduct is located in its Employee Handbook. Before deciding whether to accept or reject this offer letter, please read the code of conduct carefully as it contains certain prohibitions against, among other things, holding outside employment, board memberships or advisory board positions in companies that may cause a conflict of interest. In order to avoid actual or perceived conflicts of interest, we ask that you work with Raghuraj (Director), to pre-approve any outside employment or board positions before joining HealthPlix Technologies.
- **Governing Law; Severability.** Upon your acceptance of this offer, the terms of this letter agreement and the resolution of any disputes as to the meaning, effect, performance or validity of this letter agreement or arising out of, related to, or in any way connected with, this letter agreement, your employment with the Company or any other relationship between you and the Company (the "Disputes") will be governed by the provisions of Arbitration & Conciliation Act, 1996. If any provision of this letter agreement becomes or is declared by a court of competent jurisdiction to be illegal, unenforceable, or void, the remainder of this letter agreement shall remain in effect and shall not be affected and the parties shall use their best efforts to find an alternative way to achieve the same result.
- **Entire Agreement-Integration.** Please carefully review and consider the entire contents of this offer, which outlines some of the most important terms and conditions of employment with HealthPlix Technologies. Upon your acceptance, this accepted offer, including the attached "Confidential Information, Invention Assignment and Arbitration Agreement" between you and HealthPlix Technologies, sets forth the terms of your employment and constitutes the entire agreement between the parties, and supersedes all previous communications, representations, understandings, and agreements, whether oral or written, between the parties or any official or representative thereof, relating to the subject matter hereof. This accepted offer may not be modified or amended except by a written amendment signed by you and the Director of HealthPlix Technologies.

We hope that you will accept our offer to join the Company and look forward to an early acceptance of this offer. This offer, if not accepted, will expire at the close of 7 calendar days from the date of this letter and is contingent upon your starting by the Start Date. This offer is contingent upon satisfactory results from your background check. Any falsification of an applicant's employment history or educational background will result in withdrawal of the offer and/or termination of employment, if hired. Finally, as one of our employees, you agree to abide at all times by the Company's policies and procedures as the same may be revised and updated from time to time.

HealthPlix Technologies Private Limited

Regd. Office: Enzyme Teck Park, 27th Main Road, 480, 18th Cross Road, HSR Layout, Bengaluru, Karnataka 560102



To indicate your acceptance of HealthPlixTechnologies's offer, please sign and date the enclosed original and the "Confidential Information, Invention Assignment and Arbitration Agreement" and returning them to Human Resources. A duplicate original is enclosed for your records.

We are very excited to have you join the HealthPlix Technologies team and contributing to our shared vision and future success! Many exciting challenges lie ahead. We are confident you can make a significant contribution to our future growth.

Sincerely,

Sandeep Gudibanda
Co-Founder & CEO.
HealthPlix Technologies Private Limited.

On Behalf of HealthPlix Technologies,

A handwritten signature in black ink that reads "Petrina Ann Pinto".

Petrina Ann Pinto,
Human Resources,
HealthPlix Technologies Private Limited.

I have read and accept this offer of employment with HealthPlix Technologies and agree to the terms and conditions contained in this letter.

Shivam Rajkumar Jadhav

Enclosure(s): Annexure A, HealthPlix Technologies Confidential Information, Invention Assignment and Arbitration Agreement

HealthPlix Technologies Private Limited

Regd. Office: Enzyme Teck Park, 27th Main Road, 480, 18th Cross Road, HSR Layout, Bengaluru, Karnataka 560102

CONFIDENTIAL

Amruta Dattatray jadhav
8/6/4 plot no. 17 khandoba mal
colony karmaveernagar satara 415004

Dear Amruta Dattatray jadhav,

SUBJECT: LETTER OF APPOINTMENT on contract - Safety Associate Trainee

We have pleasure in appointing you on contract for a Fixed Term Assignment as "**Safety Associate Trainee**". The Fixed Term Assignment will be for a period of **10-11 months**, commencing from 12th March 2021. The assignment is to be carried out by you for our client, IQVIA RDS (INDIA) PRIVATE LIMITED, the same being extendable upon client's request.

The following are the terms and conditions of your employment with us:

- 1 Your appointment will be effective from 12th March 2021. You will be required to report on 12th March 2021.
- 2 During the tenure of employment, you will be paid a consolidated salary of **Rs. 27,389 CTC (twenty-seven thousand three hundred eighty-nine) Gross CTC per month.** (inclusive of on- site and transit insurance). Tax Deducted at Source as applicable.
- 3 During the tenure of your assignment, you will be expected to abide by the rules and regulations which will be conveyed to you by your supervisor at the client organization.
- 4 You will be required to observe the working hours as assigned by the client, Monday to Friday (i.e., 5 days a week)
- 5 You will be required to execute an agreement of confidentiality and non-disclosure of the confidential information of the client entrusted to you during your assignment.
- 6 You may terminate this Agreement by giving Pharmaleaf 60 day's written notice, however in case you resign from your job, Pharmaleaf India Pvt. Ltd will re-claim an equivalent of two month's salary as a penalty towards break in the Fixed term Contract as well as will with-hold your relieving documents
- 7 You will be entitled to a performance-based retention bonus, in addition to your monthly salary under this contract. You will receive a retention bonus of an equivalent of one month's salary **25K** during the term of this Contract for every 6 months of uninterrupted service completed, subject to approval from your reporting manager at the Client site.
- 8 Leave for sickness and other exigencies will be at the discretion of your supervisor and would have to be sanctioned in advance (not more than 1 day in a

month during the entire contract period).

- 9 At the end of your assignment, you may be assigned to another company. In such an event, you will be required to execute a separate agreement with the company and will be governed by the terms and conditions applicable to that company.
- 10 This contract of employment is terminable by M/s Pharmaleaf India Pvt. Ltd. Without notice or cause if so, directed by the client. Pharmaleaf India Pvt Ltd. may at its discretion relieve as it may deem fit even before the expiry of the contract period without compensating for the unexpired period and is not bound to give any reason thereof.
- 11 During the period of such deputation, you will continue to be on the rolls of M/s Pharmaleaf India Pvt Ltd. and at no point in time will you be considered as an employee of our client.

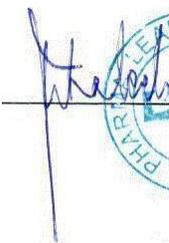
If these terms and conditions are acceptable to you, please do signify your acceptance by signing the duplicate copy of this contract and return the same to us.

We trust we will mutually build a meaningful career for you.

Best wishes

Sincerely

For **PHARMALEAF INDIA PRIVATE LIMITED**




Mr. Mohammed Zaki Khaleeli
(Director Business Services)
Authorized Signatory

The above terms of employment are agreeable to me.

Full Name: _____

Signature: _____

Date: _____

Ref No: 16095520
07-Apr-2021



Nikita Vijay Katyal

Dear **Nikita**,

We have greatly enjoyed our recent discussions with you and are pleased to offer you the role of **Trainee - Junior Data Analyst** with **Cognizant Technology Solutions India Private Limited** ("**Cognizant**"). Your place of posting will be **Mumbai**.

Your annual total compensation will be **INR 249,996**. Please see **Compensation and Benefits** for additional details on your compensation. Cognizant has considered **0 months** of your experience as relevant in this offer, which will be kept up-to-date in our records.

Your appointment will be governed by the terms and conditions of employment presented in **Employment Agreement**, as well as any rules, regulations and practices currently in place at the time of employment.

We request that you join us on or before **13-Apr-2021**.

Please note:

- This offer is subject to satisfactory professional reference checks
- This offer is valid for three (3) months from the date of offer. Any extension shall be at the discretion of Cognizant and shall be communicated to you in writing
- Prior to beginning work with Cognizant, you must provide evidence of your right to work in India and other documentation requested by Cognizant

We are delighted to welcome you to the team! You are joining Cognizant at an exciting time, and we know your fresh thinking and expertise will help us accomplish great things.

If you have any further questions or need clarification on this offer, please feel free to contact us.

Best regards,

For **Cognizant Technology Solutions India Private Limited** ("**Cognizant**"),

Suresh Bethavandu
Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature:

Date:

Compensation and Benefits

Name: Nikita Vijay Katyal	Designation: Trainee - Junior Data Analyst
----------------------------------	---

Sl. No.	Description	Monthly	Yearly
1	Basic	7300	87,600
2	HRA*	2920	35,040
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	4227	50,724
8	Company's Contribution of ESI @ 3.25% of Monthly Gross minus statutory exclusions	536	6,432
	Annual Gross Compensation		249,996
	Annual Total Compensation		249,996
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		269,496

As an associate you are entitled to the following additional benefits:

- Floating medical insurance coverage
- Round-the-clock group personal accident insurance coverage
- Group term life insurance coverage
- Employees' compensation insurance benefit as per the Employee's Compensation Act, 2010
- Gratuity on separation after four (4) years and 240 calendar days of continuous service, payable as per the Payment of Gratuity Act, 1972

Leave and vacation:

- From your date of joining, you will be entitled to the following leave amounts as per your eligibility in line with statutory requirements. Leaves require manager approval in advance.

Category of Leave

- Earned Leave – 18 days
- Sick Leave – 12 days
- Casual Leave – 6 days
- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit (Amendment) Act, 2017
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the India Leave Policy.

Provident Fund Wages:

For the purpose of computing contributions to the Provident Fund, Pension Fund and EDLI Scheme, "Monthly Gross Salary" as stated in "Compensation and Benefits" of this letter, excluding "Advance Statutory Bonus" and "House Rent Allowance," will be considered. This does not include payments made through "Special Payout".

Determination of PF wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser.

Employee State Insurance (ESI):

Eligible Wages Eligibility for ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF and ESI contribution from the monthly Gross Compensation (AGC/12) as stated in Compensation and Benefits of this letter.

Earned ESI Wages: Monthly ESI contribution will be computed on total remuneration paid to an associate in a particular month, including any recurring (or) ad hoc special payouts during the month.

ESI contribution shall continue until the end of the contribution period (April – September and October – March), if the associate contributes for at least one month in the contribution period.

*** Flexible Benefit Plan:**

Your compensation has been structured to ensure that you can apportion components of your salary to suit your individual preferences. This plan will enable you to

1. Choose from an array of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

#* Advance Statutory Bonus is in line with the provisions of the Payment of Bonus Act, 1965.

Note:

- Any statutory revision of Provident Fund/ESI contribution or any other similar statutory benefits will result in a change in the net take-home salary. The Annual Gross Compensation will remain the same
- Cognizant has made this offer in good faith after expending significant time and resources during the hiring process. We hope you will join us, but recognize your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you decide not to join us after signing the offer letter, Cognizant reserves the right not to consider you for future career opportunities with the company. We look forward to welcoming you to Cognizant

Login to <https://onecognizant.cognizant.com>->Total Rewards App for more details.

Ms. Shraddha Kekare

14-Jan-2021

**Sr. No- 122/1. Gurudatta Colony
No.4, Sayli complex,
Walhekarwadi, Chichward,
Pune- 411033**

Dear **Shraddha**,

With reference to your application and subsequent interview with us, we are pleased to offer you a Fixed Term Assignment as "**Safety Science Analyst**". The Fixed Term Assignment will be for a period of 6 months, commencing from **18-Jan-2021**. The assignment is to be carried out by you for our client, **Covance India Pharmaceutical Services Pvt. Ltd.**, the same being extendable upon client's request.

The following are the terms and conditions of your employment with us:

1. The employment will be effective from 18th January 2021. During the term of employment your CTC will be **Rs 29,602** (Twenty Nine Thousand six hundred and two only) per month. Tax Deducted at Source as applicable.
2. During the tenure of your assignment you are expected to abide by the rules and regulations which will be conveyed to you by your supervisor.
3. During the tenure of your assignment if you are required to work remotely by the client organization, you will be paid a broadband and internet allowance of Rs. 1250 per month for acquiring a high speed broadband connection at your place of work. We recommend a minimum of 40Mbps to 100Mbps (both upload and download) bandwidth with a latency of less than 10 ms. Tax Deducted at Source as applicable.
4. You will be required to observe the normal 8 hours working, 5 days a week based on the shift and weekly off allotted to you, by the client organization.
5. You will be required to execute an agreement of confidentiality and non-disclosure of the confidential information entrusted to you during your assignment.
6. Please note that your employment is subject to your clearing the background verification process at Wissen Infotech Pvt Ltd.
7. Your fixed term assignment may be extended by one or more months depending upon our client's requirement.
8. Leave for sickness and other exigencies will be at the discretion of your supervisor and would have to be sanctioned in advance (not more than 1 day in a month during the entire contract period).

Corporate Office

Q-4, 9th Floor
Cyber Towers, Hi-tec City
Madhapur, Hyderabad
Telangana - 500 081
India T : +91-40-68237000

U.S. Office

2325 Parklawn Dr. Suite G
Waukesha, WI 53186, USA
T : (262) 510-2900

Bangalore Office

Adarsh Eco Place
4th Floor, #176, KIADB
EPIP 2nd Phase, Whitefield
Bangalore - 560 066
India T : +91-80-40349600

9. You may terminate this Agreement by giving Wissen 60 days' written notice, however in case you resign from your job, during the fixed term contract, Wissen reserves the right to re-claim an equivalent of two months' compensation as a penalty towards break in Fixed Term Contract. Wissen can terminate this Agreement without assigning any reason by giving you 30 days' written notice or salary in lieu of notice. In addition, in case of breach of any terms and conditions of this Agreement, Wissen can terminate this Agreement forthwith.
10. During the period of such deputation to client through this fixed term employment with Wissen Infotech Pvt Ltd, at no point in time will you be considered as an employee of our client.

CTC Breakup(Monthly)

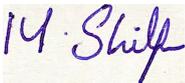
Basic	₹ 12,500.00
HRA	₹ 5,000.00
Conveyance	₹ 1,600.00
Bonus	₹ 1,041.00
Allowance	₹ 6,460.00
Gross Pay(Payslip)	₹ 26,601.00
Deductions	
Provident Fund	₹ 1,800.00
Gratuity	₹ 601.00
Health & Life Insurance	₹ 600.45
CTC	₹ 29,602.45

If these terms and conditions are acceptable to you, please do signify your acceptance by signing the duplicate copy of this contract and return the same to us.

We trust we will mutually build a meaningful career for you.

Best wishes

Sincerely
For **Wissen Infotech Pvt Ltd**



Silpa Moola
Manager - Talent Acquisition

The above terms of employment are agreeable to me.

Full Name: _____

Signature: _____

Date: _____

05-Dec-2020

Mr. Sanket Korde

A-2, 401, Bhimashankar co, Op
Housing Society, Sector 19/A,
Nerul(East), Navi Mumbai, 400706

Dear **Sanket**,

With reference to your application and subsequent interview with us, we are pleased to offer you a Fixed Term Assignment as "**Safety Science Analyst**". The Fixed Term Assignment will be for a period of 6 months, commencing from **14-Dec-2020**. The assignment is to be carried out by you for our client, **Covance India Pharmaceutical Services Pvt. Ltd.**, the same being extendable upon client's request.

The following are the terms and conditions of your employment with us:

1. The employment will be effective from 14th December 2020. During the term of employment your CTC will be **Rs 29,602** (Twenty Nine Thousand six hundred and two only) per month. Tax Deducted at Source as applicable.
2. During the tenure of your assignment you are expected to abide by the rules and regulations which will be conveyed to you by your supervisor.
3. During the tenure of your assignment if you are required to work remotely by the client organization, you will be paid a broadband and internet allowance of Rs. 1250 per month for acquiring a high speed broadband connection at your place of work. We recommend a minimum of 40Mbps to 100Mbps (both upload and download) bandwidth with a latency of less than 10 ms. Tax Deducted at Source as applicable.
4. You will be required to observe the normal 8 hours working, 5 days a week based on the shift and weekly off allotted to you, by the client organization.
5. You will be required to execute an agreement of confidentiality and non-disclosure of the confidential information entrusted to you during your assignment.
6. Please note that your employment is subject to your clearing the background verification process at Wissen Infotech Pvt Ltd.
7. Your fixed term assignment may be extended by one or more months depending upon our client's requirement.
8. Leave for sickness and other exigencies will be at the discretion of your supervisor and would have to be sanctioned in advance (not more than 1 day in a month during the entire contract period).

Corporate Office

Q-4, 9th Floor
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EPIP 2nd Phase, Whitefield
Bangalore - 560 066
India T : +91-80-40349600

9. You may terminate this Agreement by giving Wissen 60 days' written notice, however in case you resign from your job, during the fixed term contract, Wissen reserves the right to re-claim an equivalent of two months' compensation as a penalty towards break in Fixed Term Contract. Wissen can terminate this Agreement without assigning any reason by giving you 30 days' written notice or salary in lieu of notice. In addition, in case of breach of any terms and conditions of this Agreement, Wissen can terminate this Agreement forthwith.
10. During the period of such deputation to client through this fixed term employment with Wissen Infotech Pvt Ltd, at no point in time will you be considered as an employee of our client.

CTC Breakup(Monthly)

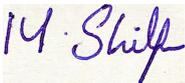
Basic	₹ 12,500.00
HRA	₹ 5,000.00
Conveyance	₹ 1,600.00
Bonus	₹ 1,041.00
Allowance	₹ 6,460.00
Gross Pay(Payslip)	₹ 26,601.00
Deductions	
Provident Fund	₹ 1,800.00
Gratuity	₹ 601.00
Health & Life Insurance	₹ 600.45
CTC	₹ 29,602.45

If these terms and conditions are acceptable to you, please do signify your acceptance by signing the duplicate copy of this contract and return the same to us.

We trust we will mutually build a meaningful career for you.

Best wishes

Sincerely
For **Wissen Infotech Pvt Ltd**



Silpa Moola
Manager - Talent Acquisition

The above terms of employment are agreeable to me.

Full Name: _____

Signature: _____

Date: _____



FORM 21
[See rule 61(2)]

Licence to sell, stock or exhibit (or offer) for sale or distribute drugs, by retail specified in Schedules C and C (i) [excluding those specified in Schedule X]



AJIT SAMPATRAO THORAT

1.

AJIT SAMPATRAO THORAT

PROPRIETOR of KRISHNA ENTERPRISES

is hereby licensed to sell, stock, or exhibit (or offer) for sale or distribute by retail the following categories of drugs specified in Schedules C and C(1) [excluding those specified in Sch.X] to the Drugs and Cosmetics Rules, 1945, and to operate a pharmacy on the premises situated at

**HOUSE NO. 639, SHOP NO. 2,
SARNEE ROAD, , KUMBEPHAL**

Tal : KAIJ (BEED)

Pin : 431123 Phone: 9922123100 Mobile: 9922123100

subject to the conditions specified below and to the provisions of the Drugs and Cosmetics Act, 1940 and Rules thereunder.

2.The licence shall be in force from : **12.Nov-2020** to **11.Nov-2025** Area : **10.60 SqMts**

3.Name (s) of R.Ps & Competent Person(s) in charge (**C.P NOT authorized to SIGN in Retailer Bills**):

RP-145590 - AVINASH ASHOK THORAT(DPH,)

4.Categories of drugs : **All items of schedule C and C1 drugs,[excluding those specified in Sch. X]**

5.Specific Condition: Firm will remain closed in absence of Registered Pharmacist.

e-Signed on 12/11/2020 16:57:06

TPAV # 58XURLP23X



AVINASH ASHOK THORAT (R.P)

Licence no: MH-BEE-395232

On: 12.Nov-2020



रामेश्वर बाबुराव दोिफोडे

RAMESHWAR BABURAO DOIPHODE
Licensing Authority & Assistant Commissioner
Food & Drugs Administration, BEED

Conditions of Licence

1. This Licence shall be displayed in a prominent place in a part of the premises open to the public.
2. The licence unless sooner suspended or cancelled, shall remain valid perpetually. However, the compliance with the conditions of licence and the provisions of the Drugs and Cosmetics Act, 1940 (23 of 1940) and the Drugs and Cosmetics Rules, 1945 shall be assessed not less than once in three years or as needed as per risk based approach.
3. Omitted.
4. If the licensee wants to sell, stock or exhibit for sale, or distribute, during the currency of the licence, additional categories of drugs listed in schedules C and C (1) [excluding those specified in Sch.X] but not included in this licence, he should apply to the Licensing Authority for the necessary permission. This licence will be deemed to extend to the categories of drugs in respect of which such permission given. This permission shall be endorsed on the licence by the Licensing Authority.
5. No drug shall be sold unless such drug is purchased under a cash or credit memo from a duly licensed dealer or a duly licensed manufacturer.
6. The licensee shall inform the Licensing Authority in writing in the event of any change in the constitution of the firm operating under the licence. Where any change in the constitution of the firm takes place, the current licence shall be deemed to be valid for a maximum period of three months from the date on which the change take place unless, in the meantime, a fresh licence has been taken from the Licensing authority in the name of the firm with the changed constitution.
7. The Licensee shall not Claim any equities or rights in the property under reference on strength of this licence.

Note: Prev Dtls - 182813~KRISHAANA ENTERPRISES~AJIT SAMPATRAO THORAT~HOUSE NO 639 SHOP NO 2~SARNEE ROAD AT KUMBEPHAL TQ

This License/Certificate is eSIGNED.

Physical Signature is NOT Required.

District	FDA File No	Type:Fresh License	Form [21] Licence No	Old LIC No
BEED	182813	FRE-854217-05/11/2020	MH-BEE-395232	-

For online Third Party Approval Verification; Go to fdamfg.maharashtra.gov.in & Click TPAV butto

12/11/20





Offer: BUSINESS PROCESS SERVICES
Ref: TCSL/DT20207071578/Mumbai/BPS/BTN
Date: 24/11/2020

Mr. Rushikesh Santosh Nanote
Dharmraj Chowk ,Akurdi Pune

Akurdi
Pune-411035
Maharashtra
Tel# 91-9834354572

Dear Mr. Rushikesh Santosh Nanote,

Sub: Letter of Offer and Terms of Traineeship

Thank you for exploring training opportunities with **Tata Consultancy Services Limited(TCSL)**. You have successfully completed our initial selection process and we are pleased to make you an offer as "Trainee BPS" for a period of 12 months. During this period you will be paid a stipend of Rs. **13,750/-** per month.You will be engaged as a Trainee / Apprentice under the model / certified Standing Orders (as the case may be) applicable to you.

Kindly confirm your acceptance of this traineeship by proposing your date of joining and signing Annexure 1. If not accepted within 7 days of receipt, this offer is liable to lapse at the discretion of the Company. You may handover your acceptance letter to the HR Officer/ Induction Officer at any of our offices.

After you accept this letter of traineeship and clear the medical check-up, and background check you will be given a letter of appointment as a trainee indicating the details of your joining date and initial place of posting after completing joining formalities as per company policy.

TCS decision of releasing the Offer of Traineeship and allowing you to join the organization before completion of your final Graduation examination which has been uncertainly delayed owing to COVID-19 Pandemic, shall not be construed as a waiver of the condition specified in the Terms of Traineeship under clause 'Pre-requisites of Traineeship'. The status of your Graduation completion will be reviewed periodically. The Management reserves the right to revoke this Offer of Traineeship if it is later established that you could not successfully complete your Graduation without any pending arrears/backlogs.



OTHER BENEFITS

1. Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependents under the company's Health Insurance Scheme (HIS). You are automatically covered under a default HIS Plan.

You have the flexibility to choose a plan which is higher than the existing default plan, by paying the applicable additional premium plus Service Tax, in which case the below benefits can be availed:

a) Domiciliary Cover: This is a provision to cover the cost incurred towards any domiciliary treatment up to a specified limit for each insured person per annum.

b) Base Cover: This is a provision to cover the cost incurred on hospitalization treatments up to a specified limit for each insured person per annum.

c) Floater Cover: This benefit covers the hospitalization expenses incurred over and above the basic hospitalization cover limit. This is a family floater cover for you and your enrolled dependents.

The total premium is split between Base Cover and Floater Cover Premium as per the plan applicable.

i. Base Cover Premium: Towards Domiciliary and Base cover for self, spouse and up to three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

ii. Floater Cover Premium: Towards Floater cover is to be borne by you.

*Note: The above Health Insurance Scheme is subject to revision. The policy changes if any, in future, will prevail. For further details, please refer to the policy document

2. Professional Memberships:

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

3. Social Security - Employees' State Insurance:

The company will contribute 4.75% of your stipend or such amount as determined by law towards ESI contribution till you remain covered under Employee's State Insurance Act, 1948.

4. Compensation Benefits under ESI Act / Employees' Compensation Act:

Till you are covered under Employees State Insurance Act (ESI Act), you are entitled to claim the benefits in the event of accidental injury resulting into death or disablement arising out of and in the course of Traineeship, from Employees' State Insurance Corporation.

When you will be out of the purview of ESI Act, you will be eligible for compensation benefit in the event of death / disablement arising out of and in the course of Traineeship as per the Employee Compensation Act (Amendment Act of 2017) or the benefits under the Company's Group Term Life Insurance scheme / Personal accident insurance scheme as the case may be, whichever is more beneficial. For more details on this, refer TCS India policy - Group Life Insurance and TCS India policy - Health Insurance.

5. Night Shift Stipend:

Trainees assigned to night shifts for training would be eligible for a Night Shift Stipend of Rs. **200/-** per shift as per the company policy.



6. **Process Specific Stipend:**

Based on your allocation, to a process and on account of the process complexity involved, you may be eligible for additional process specific stipend, as defined by the Company.

TERMS OF TRAINEESHIP

1. **Traineeship Pre-requisites**

Your appointment as a Trainee / Apprentice under the model / certified Standing Order will be subject to successful completion of your graduation examination without any pending arrears / back logs during the entire course duration.

It is clearly understood, agreed and made abundantly clear that in case you do not successfully clear your graduation your traineeship with TCSL will be discontinued without any notice or notice pay

It is mandatory to declare the gaps / arrears / back log, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer of traineeship at any time at its sole discretion in case of any discrepancy or false information is found in the details submitted by you.

2. **Traineeship Period:**

During the period of your training of 12 months, you may be required to undergo classroom and on the job training. During this period, you may be appraised to evaluate your performance and if your performance is found to be satisfactory, you may be absorbed / appointed in the regular employment of the Company at its sole discretion.

It is hereby specifically clarified that the Company is under no obligation whatsoever to absorb / appoint you on regular basis upon successful completion of your training period of 12 months. You shall not be deemed to have been absorbed / appointed in the regular employment of the company, unless & until you receive a written communication in this regard from the Company.

If your performance is found unsatisfactory, TCSL may terminate your traineeship forthwith by giving you 30 calendar days' notice in writing or payment of stipend for 30 calendar days in lieu thereof.

If you remain on unauthorized absence for a consecutive period of 3 days during the training programme without authorisation or intimation, a presumption shall arise that you have abandoned your traineeship and the company shall be entitled to disqualify and disentitle you forthwith for any further training and your name is liable to be automatically stand discontinued from the list of ILP trainees without any further intimation / separate communication to you.

3. **Hours of Training:**

You may be required to undergo training in shifts and / or in extended training hours as permitted by law.

4. **Leave:**

You will be entitled for leaves as per the company's policy.

5. **Transport:**

TCS BPS provides company transport facility within a pre-defined radius for each location as defined in the company transport policy. TCS employees living beyond these boundaries would be required to make their own arrangements and the routes are predetermined and not permitted to be varied under any circumstances. The company will make appropriate provisions for those working in night shift as permitted by law/ policy.

6. **Alternative Occupation / Traineeship:**

During the period of your traineeship at TCSL, you are not permitted to undertake any other traineeship, employment, business, assume any public or private office, honorary or remunerative, without the prior written



permission of the company.

7. Confidentiality, Data and Intellectual Property Protection:

As part of the joining formalities, you are required to sign a Confidentiality, Data and IP Protection Terms, which aims to protect the intellectual property rights and business information of TCSL and its clients. The detailed Confidentiality, Data and IP Protection related terms and conditions are set out in Annexure 2

8. TATA Code of Conduct:

You are required to sign the TATA Code of Conduct and follow the same in your day to day conduct as a trainee of TCSL.

9. Notice Period:

You will have to give at least 30 calendar days' prior notice in writing before discontinuing your traineeship with the Company. The Company may discontinue your traineeship by giving you 30 calendar days' notice in writing or payment of stipend for 30 days in lieu thereof.

10. Medical Test:

You are required to undergo a pre-Traineeship medical check-up and obtain a fitness certificate from the registered medical practitioner/Doctor. This is a pre-condition for Traineeship. Please collect the medical check-up authorization letter from the company HR executive, at the time of submitting your written acceptance of this offer. To verify your identification, we request you to carry a photograph and a photo identification document issued by government like passport, PAN card, Election Card, Driving License etc. If you are a campus recruit, you may produce your current educational institute's photo identification card in the absence of government photo identification document.

Retention of reasonable medical fitness is also a condition of Traineeship. The company also reserves the right to get yourself examined by a doctor at any time during your Traineeship and further employment (if absorbed in Regular Employment) to ascertain your medical fitness. The opinion of the doctor appointed by the company shall be final and binding on both parties. Your failure, refusal or inability to appear for such medical examination will result in the determination of your Traineeship or Employment as the case may be without any notice or notice pay in lieu of notice.

Your Traineeship or further Employment (if absorbed in Regular Employment) is liable to be discontinued / terminated on account of your continued ill health or if you are found to be medically unfit for the job as may be certified by the company's doctor.

11. Background Check:

Your traineeship will be subject to a background check in line with the Company's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background checks are unfavorable or at a variance with your own declarations, your traineeship will be discontinued without any notice.

12. Submission of Documents:

At the time of your joining traineeship, photocopy of the following documents should be submitted. Please carry the original copies for verification.

- Standard X and XII Mark sheets equivalent
 - Degree certificate and mark sheets for all semesters
 - Postgraduate degree certificate and mark sheets for all semesters (if you are a Post-graduate)
 - Birth Certificate / Proof of Age
 - Passport
 - 6 photographs - passport size
 - An affidavit / notarised undertaking that there is no criminal offence registered/pending against you.
- Your original documents will be returned to you after verification.



13. Initial Learning Programme (ILP)

On joining TCSL as Trainee, you will be given the benefit of formal & on the job training ("Initial Learning Programme") at the location, as identified, for such a period as TCSL may decide. The said training programme forms a critical part of your traineeship and is an ongoing process. TCSL continues to make investment on training and development of its trainees. This will be of immense value to you and a large part of ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

14. Letter of Appointment

You will be issued a letter of appointment on your joining and after completing joining formalities as per TCSL policy

15. Personal Data Processing:

Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

16. Terms and conditions:

The above terms and conditions of traineeship are specific to your traineeship period in India.

17. Rules and Regulations of the Company:

Your traineeship will be governed by the policies, rules, regulations, practices, processes and procedures of the Company as applicable to you and the changes therein from time to time.

18. Compliance to all clauses:

You will be required to fulfill all the terms and conditions mentioned in this letter of offer of traineeship. Any failure to fulfill any term and /or condition and/or failure to clear any test successfully would entitle TCSL in withdrawing this letter of traineeship at its sole discretion.



Withdrawal of Offer

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in the Traineeship and this offer will be automatically withdrawn. Post acceptance of TCSL offer letter if you fail to join on the date provided in the TCSL joining letter, the offer will stand automatically terminated at the sole discretion of TCSL .

We look forward to having you in our global team.

Yours Sincerely,

For **Tata Consultancy Services Limited.**

Rustom Beheram Sigamoria
Head Talent Acquisition, TCS Business Process Services



Encl: Annexure 1: Acceptance
Annexure 2: Confidentiality, Data and Intellectual Property Protection Terms



ANNEXURE 1

For the candidate to complete:

This is to confirm that I have received the letter of offer and Terms of Traineeship ref No **TCSL/DT20207071578/Mumbai/BPS/BTN** on _____ (MMM/DD/YYYY).
I hereby accept this Offer and intend to join traineeship on:

Signature:

Name:



Annexure 2

Confidentiality, Data and Intellectual Property Protection Terms

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS and its subsidiaries as applicable (Collectively termed as TCS) (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS)

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.

2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly any Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with TCS. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by



TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.

4. Prior knowledge

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

Associate expressly agrees that Associate shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS;

a) use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

b) Participate in any activity for creation (including conception, design, development, testing, implementation, support or marketing) of any Intellectual Property for or on behalf of TCS or its affiliates if Associate has been exposed, directly or indirectly, to any Third Party IP which is in the same subject area (such as research area, technology or application area) as, or which is same or similar to, the Intellectual Property or any portion thereof, to be so created, unless;

i) Associate has expressly declared to TCS in a prescribed form whether such exposure was owing to publically available information or under and subject to any agreement; AND

ii) TCS has expressly confirmed to the Associate that TCS has proper authorization or license or approval of the respective owner of such Third Party IP to use the same in Intellectual Property or portion thereof to be created and authorized in writing Associate's participation in such activity.

c) knowingly access, make reference to or use any Third Party IP (except as permitted under Section 5(a), directly or indirectly, during the period of association with the creation (conception, design, development, testing, implementation, support or marketing) of TCS Intellectual Property or portion thereof, which is in the same subject area of TCS Intellectual Property or which is same or similar to such TCS Intellectual Property or portion thereof being created. In case, Associate access or is exposed to any such Third Party IP during such association, Associate shall promptly bring it to the notice of TCS IP asset owner or TCS project manager in writing and immediately cease to participate in any such activity

6. Security policies and Guidelines.

6.1 Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Information Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

6.2 Associate acknowledge and agree that in the course of, and as a result of his/her engagement with TCS, Associate will have access to, obtain or come across personal data or information of other TCS Associates or Clients, including without limitation, sensitive personal data or information (collectively "Personal Data and Information") within the meaning of the applicable Indian Law and Rules or any other applicable Law, directive or regulation anywhere in the world. In respect of any such Personal Data and Information accessed, obtained,



acquired or processed by Associate for and on behalf of TCS, its affiliates or Clients, Associate undertake that he/she will:

- (a) process the Personal Data and Information only on behalf of TCS, its Affiliates or Clients, as the case may be, and only on and in accordance with instructions received from the data controller from time to time;
- (b) abide by such technical and organizational measures necessary to prevent the accidental or unlawful destruction or accidental loss, alteration, un-authorized disclosure or access to the Personal Data and Information;
- (c) promptly (and in any event within 24 hours of awareness) bring to notice of TCS or its Affiliates, as the case may be, of any actual or suspected incident of unauthorized or accidental disclosure of, or access to, the Personal Data and Information or other breach of this section (a "Security Breach");
- (d) promptly provide TCS with all information in Associate's notice, possession or control concerning any Security Breach and not make any public announcement regarding a Security Breach without TCS's prior written consent;
- (e) not do, or omit to do, anything, which would cause TCS or any of its employees, officers or agents to be in breach of its obligations under any privacy or data protection policy, regulation or legislation;
- (f) upon expiry or termination of Associate's engagement with TCS, return all copies of the Personal Data and Information to TCS in Associate's possession or control; and
- (g) promptly bring to TCS notice of any request received from a data subject to have access to his/her Personal Data and Information or of any other communication relating to the access, use or processing of any Personal Data and Information (including any notice from the regulatory body) and fully co-operate and assist TCS in relation to any such request or communication.

6.3 Associate expressly consent that TCS and/or its affiliates may collect, use, transfer, retain or otherwise process Associate's Personal Data and Information in connection with his/her engagement with TCS, in accordance with the then / current TCS policies and procedures and applicable privacy and data protection legislation. TCS may use third party services or sub-contractors to collect or otherwise process Associate's Personal Data and Information for which TCS shall remain responsible for such third party services provider or sub-contractor's compliance with TCS's obligations hereunder.

7. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

8. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.

9. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of the Confidentiality, Data and IP Protection Terms by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat



thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

10. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or any claim or liability of any party, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1996 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality, Data and IP Protection Terms along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay of omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.

(e) This Confidentiality, Data and IP Protection Terms may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality, Data and IP Protection Terms shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.

Please complete and return these documents to the TCSL HR executive, within 7 days of receiving this offer.

This is to confirm that I have received the Letter of Offer on _____ .

I hereby accept this Offer and intend to join service on _____ .

Name:

Address:

Signature:

Date:



Email Confirmation-PharmaLeaf India Private Limited (Covance)

1 message

Clarence Edward <clarence.e@pharmaleaf.com>
To: rohannavgire26@gmail.com
Cc: namitha.d@pharmaleaf.com

Sat, 21 Nov 2020 at 7:06 pm

Hi Rohan Navgire,

We are pleased to announce that you have been selected for the position of “**Safety Science Analyst**” with PharmaLeaf India Pvt Ltd.

The start date for the position is **Monday, 30th November 2020**. While you will be based at our Client’s premises, Covance India Pharmaceuticals Pvt. Ltd, remember we will always be available to support and assist you in any of your challenges and concerns. Pending your employment contract,

I am delighted to confirm the details of our offer to you:

Job Title: Safety Science Analyst

Date of Joining & Reporting Time: **most probably 30th November 2020 (We will confirm by next week)**

Reporting Address: (Due to the current situation we will join by Microsoft Teams)

Covance Scientific Services & Solutions Pvt. Ltd. (FKA Sciformix Technologies Pvt. Ltd.),

154/6, Qubix Business Park Pvt. Ltd. (SEZ), Blue Ridge, IT6, First floor, S. No.

Rajiv Gandhi Infotech Park, Hinjewadi, Phase I, Pune – 411057, India

[**Note:** Considering the pandemic situation, currently you will be required to **work from home**. Post Nov 30th, based on update from Covance, you might be asked to work from office at the above mentioned reporting address]

Please acknowledge your acceptance of this offer by replying back to this email by **1PM Sunday, 22th Nov, 2020** along with the soft copy of the below requested documents.

Note: If we do not hear from you within the stated period the offer will be revoked.

Please fill the attached PharmaLeaf Data Sheet, scan the same and submit the scanned soft copy with a passport photograph along with below documents.

1. Proof of address (minimum one document to support) Voters ID card, Ration card, Driving license, Aadhar Card, Passport Copy (permanent address).
2. Age proof (Photocopy of minimum one document to support out of the list below) - Birth certificate, Voters ID card, Driving license, Passport, PAN Card, SSLC Certificate
3. ID proof – Aadhar Card, Driver’s License
4. BGV - Please provide your **highest educational certificate** either the degree certificate or final year certificate.
5. Please fill the excel sheet - (Tabs to filled Current address, Bank details, BGV.)

Please rename all the docs... ex (yourname_Pan card/yourname_PL datasheet)

We look forward to you joining PharmaLeaf and we welcome you to the organization.

For any further information, please reach out to **Clarence Edward – 9742823349**.

Thanks and regards,

Clarence Edward

Manager – Resource Management and Talent Acquisition

PharmaLeaf India Private Limited

Celebrating the power of 14 years, 150 clients, 1500 projects
Regulatory, GxP Compliance & Technical Consulting

2nd Floor, Daarul Awkaf,
6, Cunningham Road,
Bangalore -560052, India

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eMail: clarence.e@pharmaleaf.com

URL: www.pharmaleaf.com



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Ms. Manasi Patil
Sai Vertex Society, Floor No:6,
Flat No :603, Near Sadhuvasvani
School, Indrayani Nagar, Moshi
Pradhikaran, Pune

05-Dec-2020

Dear **Manasi**,

With reference to your application and subsequent interview with us, we are pleased to offer you a Fixed Term Assignment as "**Safety Science Analyst**". The Fixed Term Assignment will be for a period of 6 months, commencing from **14-Dec-2020**. The assignment is to be carried out by you for our client, **Covance India Pharmaceutical Services Pvt. Ltd.**, the same being extendable upon client's request.

The following are the terms and conditions of your employment with us:

1. The employment will be effective from 14th December 2020. During the term of employment your CTC will be **Rs 29,602** (Twenty Nine Thousand six hundred and two only) per month. Tax Deducted at Source as applicable.
2. During the tenure of your assignment you are expected to abide by the rules and regulations which will be conveyed to you by your supervisor.
3. During the tenure of your assignment if you are required to work remotely by the client organization, you will be paid a broadband and internet allowance of Rs. 1250 per month for acquiring a high speed broadband connection at your place of work. We recommend a minimum of 40Mbps to 100Mbps (both upload and download) bandwidth with a latency of less than 10 ms. Tax Deducted at Source as applicable.
4. You will be required to observe the normal 8 hours working, 5 days a week based on the shift and weekly off allotted to you, by the client organization.
5. You will be required to execute an agreement of confidentiality and non-disclosure of the confidential information entrusted to you during your assignment.
6. Please note that your employment is subject to your clearing the background verification process at Wissen Infotech Pvt Ltd.
7. Your fixed term assignment may be extended by one or more months depending upon our client's requirement.
8. Leave for sickness and other exigencies will be at the discretion of your supervisor and would have to be sanctioned in advance (not more than 1 day in a month during the entire contract period).

9. You may terminate this Agreement by giving Wissen 60 days' written notice, however in case you resign from your job, during the fixed term contract, Wissen reserves the right to re-claim an equivalent of two months' compensation as a penalty towards break in Fixed Term Contract. Wissen can terminate this Agreement without assigning any reason by giving you 30 days' written notice or salary in lieu of notice. In addition, in case of breach of any terms and conditions of this Agreement, Wissen can terminate this Agreement forthwith.
10. During the period of such deputation to client through this fixed term employment with Wissen Infotech Pvt Ltd, at no point in time will you be considered as an employee of our client.

CTC Breakup(Monthly)

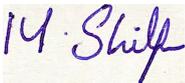
Basic	₹ 12,500.00
HRA	₹ 5,000.00
Conveyance	₹ 1,600.00
Bonus	₹ 1,041.00
Allowance	₹ 6,460.00
Gross Pay(Payslip)	₹ 26,601.00
Deductions	
Provident Fund	₹ 1,800.00
Gratuity	₹ 601.00
Health & Life Insurance	₹ 600.45
CTC	₹ 29,602.45

If these terms and conditions are acceptable to you, please do signify your acceptance by signing the duplicate copy of this contract and return the same to us.

We trust we will mutually build a meaningful career for you.

Best wishes

Sincerely
For **Wissen Infotech Pvt Ltd**



Silpa Moola
Manager - Talent Acquisition

The above terms of employment are agreeable to me.

Full Name: _____

Signature: _____

Date: _____

Mr. Rushikesh Salunkhe
Vithamai Rohouses,r/n 189,
Sidhatek Nagar,
ITI - Ambad link road,
Kamatwade, Nashik-422010

05-Dec-2020

Dear **Rushikesh**,

With reference to your application and subsequent interview with us,we are pleased to offer you a Fixed Term Assignment as "**Safety Science Analyst**". The Fixed Term Assignment will be for a period of 6 months, commencing from **14-Dec-2020**. The assignment is to be carried out by you for our client, **Covance India Pharmaceutical Services Pvt. Ltd.**, the same being extendable upon client's request.

The following are the terms and conditions of your employment with us:

1. The employment will be effective from 14th December 2020. During the term of employment your CTC will be **Rs 29,602** (Twenty Nine Thousand six hundred and two only) per month. Tax Deducted at Source as applicable.
2. During the tenure of your assignment you are expected to abide by the rules and regulations which will be conveyed to you by your supervisor.
3. During the tenure of your assignment if you are required to work remotely by the client organization, you will be paid a broadband and internet allowance of Rs. 1250 per month for acquiring a high speed broadband connection at your place of work. We recommend a minimum of 40Mbps to 100Mbps (both upload and download) bandwidth with a latency of less than 10 ms. Tax Deducted at Source as applicable.
4. You will be required to observe the normal 8 hours working, 5 days a week based on the shift and weekly off allotted to you, by the client organization.
5. You will be required to execute an agreement of confidentiality and non-disclosure of the confidential information entrusted to you during your assignment.
6. Please note that your employment is subject to your clearing the background verification process at Wissen Infotech Pvt Ltd.
7. Your fixed term assignment may be extended by one or more months depending upon our client's requirement.
8. Leave for sickness and other exigencies will be at the discretion of your supervisor and would have to be sanctioned in advance (not more than 1 day in a month during the entire contract period).

Corporate Office

Q-4, 9th Floor
Cyber Towers, Hi-tec City
Madhapur, Hyderabad
Telangana - 500 081
India T : +91-40-68237000

U.S. Office

2325 Parklawn Dr. Suite G
Waukesha, WI 53186, USA
T : (262) 510-2900

Bangalore Office

Adarsh Eco Place
4th Floor, #176, KIADB
EPIP 2nd Phase, Whitefield
Bangalore - 560 066
India T : +91-80-40349600

9. You may terminate this Agreement by giving Wissen 60 days' written notice, however in case you resign from your job, during the fixed term contract, Wissen reserves the right to re-claim an equivalent of two months' compensation as a penalty towards break in Fixed Term Contract. Wissen can terminate this Agreement without assigning any reason by giving you 30 days' written notice or salary in lieu of notice. In addition, in case of breach of any terms and conditions of this Agreement, Wissen can terminate this Agreement forthwith.
10. During the period of such deputation to client through this fixed term employment with Wissen Infotech Pvt Ltd, at no point in time will you be considered as an employee of our client.

CTC Breakup(Monthly)

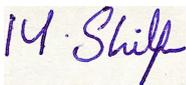
Basic	₹ 12,500.00
HRA	₹ 5,000.00
Conveyance	₹ 1,600.00
Bonus	₹ 1,041.00
Allowance	₹ 6,460.00
Gross Pay(Payslip)	₹ 26,601.00
Deductions	
Provident Fund	₹ 1,800.00
Gratuity	₹ 601.00
Health & Life Insurance	₹ 600.45
CTC	₹ 29,602.45

If these terms and conditions are acceptable to you, please do signify your acceptance by signing the duplicate copy of this contract and return the same to us.

We trust we will mutually build a meaningful career for you.

Best wishes

Sincerely
For **Wissen Infotech Pvt Ltd**



Silpa Moola
Manager - Talent Acquisition

The above terms of employment are agreeable to me.

Full Name: _____

Signature: _____

Date: _____

Date: 7-Jan-2021

To,
Ashika Shriyan,
Pune

Subject: Offer of Employment

Dear **Ashika Shriyan,**

It is our pleasure to offer you an appointment with ITCube Solutions Pvt. Ltd as a "Data Summary Executive - Medical".

You shall be paid a CTC of **Rs.12100/-p.m.** (Twelve Thousand One Hundred Per Month Only) subject to PF, ESI, Professional Tax and any other applicable deduction of tax at the prevailing rates.

Documents required:-

- 1) Mark sheets of Educational Qualification
- 2) Address Proof (Ration Card / Rent Agreement / Electricity Bill)
- 3) Passport size photographs (No. 6)
- 4) Relieving Letters, salary slips and Work Experience letters
- 5) Passport or Election ID card or Driving license
- 6) Aadhar Card (4 copies)(150 resolutions)
- 7) Pan Card (4 copies)(150 resolutions)

If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed or concealed any material information, in such cases, you will be liable to removal from the services without any notice.

In this situation of COVID -19, we are starting online training.

You are responsible to make arrangements for the online training as well as further working on Production.

Your Date of Joining will be considered from your readiness in respect to Computer, Internet and Mobile.

Smooth working in terms of Computer responsiveness and Network connectivity, is expected otherwise you will be marked as LWP till the Lock down.

Thanking you,
For ITCube Solutions (P) Ltd

Madhavi Gokhale

Mrs. Madhavi Gokhale
General Manager HR & Admin

I **Ashika Shriyan**, accept the above offer of employment .

Signature:

Date: 7-Jan-2021

ITCube Solutions Pvt Ltd.		
New Salary Structure		
Employee Name	Ashika Shriyan	
Department	BPO	
A Monthly Due on 7th : On Salary slip	Monthly	Yearly
Basic	10,254	123,048
House Rent Allowance (HRA)	513	6,152
TOTAL GROSS SALARY (A)	10,767	129,200
B Benefits from Company :		
PF contribution by company	1,333	16,000
Total Cost To Company (CTC)	12,100	145,200

Note :

1. PF, PT & ESI deduction from Section A as per structure.
2. Medclaim, PA, Gratuity & Leave Encashments are applicable as per Company Policy

Madhavi Gokhale

Date: 08-Dec-2020

To,
Jyoti Sonawane,
Pune

Subject: Offer of Employment

Dear Jyoti Sonawane,

It is our pleasure to offer you an appointment with ITCube Solutions Pvt. Ltd as a " Data Summary Executive - Medical".

You shall be paid a CTC of **Rs. 12100/-p.m.** (Twelve Thousand One Hundred Per Month Only) subject to PF, ESI, Professional Tax and any other applicable deduction of tax at the prevailing rates.

Documents required:-

- 1) Mark sheets of Educational Qualification
- 2) Address Proof (Ration Card / Rent Agreement / Electricity Bill)
- 3) Passport size photographs (No. 6)
- 4) Relieving Letters, salary slips and Work Experience letters
- 5) Passport or Election ID card or Driving license
- 6) Aadhar Card (4 copies)(150 resolutions)
- 7) Pan Card (4 copies)(150 resolutions)

If any information furnished by you to the Company proves to be false or if you are found to have willfully suppressed or concealed any material information, in such cases, you will be liable to removal from the services without any notice.

In this situation of COVID -19, we are starting online training.

You are responsible to make arrangements for the online training as well as further working on Production.

Your Date of Joining will be considered from your readiness in respect to Computer, Internet and Mobile.

Smooth working in terms of Computer responsiveness and Network connectivity, is expected otherwise you will be marked as LWP till the Lock down.

**Thanking you,
For ITCube Solutions (P) Ltd**

Madhavi Gokhale

**Mrs. Madhavi Gokhale
General Manager HR & Admin**

I Jyoti Sonawane, accept the above offer of employment .

Signature:

Date: 08-Dec-2020

ITCube Solutions Pvt Ltd.		
New Salary Structure		
Employee Name	Jyoti Sonawane	
Department	BPO	
A Monthly Due on 7th : On Salary slip	Monthly	Yearly
Basic	10,254	123,048
House Rent Allowance (HRA)	513	6,152
TOTAL GROSS SALARY (A)	10,767	129,200
B Benefits from Company :		
PF contribution by company	1,333	16,000
Total Cost To Company (CTC)	12,100	145,200

Note :

1. PF, PT & ESI deduction from Section A as per structure.
2. Medclaim, PA, Gratuity & Leave Encashments are applicable as per Company Policy

Madhavi Gokhale



पिंपरी-चिंचवड महानगरपालिका कर्मचारी महासंघ

पिंपरी, पुणे - ४११ ०१८. • रजि. नं. पी. एन. ३३९३

अध्यक्ष

सरचिटणीस

कार्या. : ६७३३३३३३

श्री. अंबर किसनराव चिंचवडे सौ. सुप्रिया निलेश जाधव (सुरगुडे) वि.क्र. १५३२

(९९२२५०९९८९)

(९८६०७५६७७८)

E-mail: karmacharimahasangh2020@gmail.com

(मान्यताप्राप्त)

संदर्भ क्र. :- महासंघ/२१०८/२०२०

दिनांक :- २२/११/२०२०

प्रति,

श्रीमती, रोहिणी सुंदरराव सोनवणे

पत्ना - सारणी (आ) केंज, वीड - ४३११२२

मध्याचा पत्ना - फ्लॅट नं. A1 704 रेणुका वृंदावन

राजयोग कॉलनी रोड रेणुका तुलसी सोसायटी

वाल्हेकरवाडी, सेक्टर नं. 32 A निगाडी - 411035

विषय :- महासंघ मेडिकल स्टोअरसाठी फार्मासिस्ट पदावरील नेमणूकीबाबत.

संदर्भ :- आपला दिनांक २१/११/२०२० रोजीचा विनंती अर्ज.

महोदया,

आपल्या संदर्भिय अर्जान्वये पिंपरी चिंचवड महानगरपालिका कर्मचारी महासंघ, संचलित महासंघ मेडिकलमध्ये फार्मासिस्ट पदावर नेमणूकीबाबतचा अर्ज आपण दिलेला आहे. मद्र अर्ज व आपली शैक्षणिक अर्हता विचारात घेऊन मी, अध्यक्ष पिंपरी चिंचवड महानगरपालिका कर्मचारी महासंघ, पिंपरी पुणे - १८ या आदेशान्वये आपली महासंघ मेडिकलमध्ये फार्मासिस्ट म्हणून दिनांक २३/११/२०२० पासून नेमणूकीस मान्यता देत आहे.

अन्न व औषध विभागाकडील आवश्यक कार्यवाहीसाठी आपण या कार्यालयाच्या सुचनेनुसार उपस्थित राहून आवश्यक असणारी आपली शैक्षणिक पात्रतेची प्रमाणपत्रे / कागदपत्रे सादर करावीत. तसेच त्यासाठी आवश्यक सर्व बाबींची पूर्तता करावी.

पिंपरी चिंचवड महानगरपालिका कर्मचारी महासंघामार्फत ठरवून दिल्याप्रमाणे मानधन देय राहिल. पिंपरी चिंचवड कर्मचारी महासंघामार्फत नेमलेल्या व्यवस्थापनामार्फत वेळोवेळी देण्यात येणा-या सुचनांचे पालन करणे आपणावर बंधनकारक राहिल. आपणाम सदर सेवेतून मुक्त व्हायचे असल्यास एक महिना आधी पुर्व सुचना द्यावी लागेल अन्यथा एक महिन्याचे वेतन कपात करण्यात येईल. तसेच पुर्वसुचना न देता अचानक काम सोडून गेल्यास एक महिन्याचे वेतन जमा करावे लागेल, याची नोंद घ्यावी.

तसेच नेमणूक कालावधीत आपले कामकाज असमाधानकारक असल्यास किंवा कुठल्याही प्रकारचे नैसर्गिक केल्याचे आढळून आल्यास, आपणाम कोणत्याही प्रकारची पुर्वसुचना न देता कामावरून कमी केले जाईल याची नोंद घ्यावी.

मे. कळावे.

श्री. अंबर किसनराव चिंचवडे

अध्यक्ष

Ms. Shital Surywanshi

17-Feb-2021

**Sanjay Gandhi Nagar,
Near Kalewadi Bridge,
Front of Akashganga Society,
Pimpri,
Pune- 411017**

Dear **Shital**,

With reference to your application and subsequent interview with us, we are pleased to offer you a Fixed Term Assignment as "**Safety Science Analyst**". The Fixed Term Assignment will be for a period of 6 months, commencing from **22-Feb-2021**. The assignment is to be carried out by you for our client, **Covance India Pharmaceutical Services Pvt. Ltd.**, the same being extendable upon client's request.

The following are the terms and conditions of your employment with us:

1. The employment will be effective from 22nd February 2021. During the term of employment your CTC will be **Rs 29,602** (Twenty Nine Thousand six hundred and two only) per month. Tax Deducted at Source as applicable.
2. During the tenure of your assignment you are expected to abide by the rules and regulations which will be conveyed to you by your supervisor.
3. During the tenure of your assignment if you are required to work remotely by the client organization, you will be paid a broadband and internet allowance of Rs. 1250 per month for acquiring a high speed broadband connection at your place of work. We recommend a minimum of 40Mbps to 100Mbps (both upload and download) bandwidth with a latency of less than 10 ms. Tax Deducted at Source as applicable.
4. You will be required to observe the normal 8 hours working, 5 days a week based on the shift and weekly off allotted to you, by the client organization.
5. You will be required to execute an agreement of confidentiality and non-disclosure of the confidential information entrusted to you during your assignment.
6. Please note that your employment is subject to your clearing the background verification process at Wissen Infotech Pvt Ltd.
7. Your fixed term assignment may be extended by one or more months depending upon our client's requirement.
8. Leave for sickness and other exigencies will be at the discretion of your supervisor and would have to be sanctioned in advance (not more than 1 day in a month during the entire contract period).

9. You may terminate this Agreement by giving Wissen 60 days' written notice, however in case you resign from your job, during the fixed term contract, Wissen reserves the right to re-claim an equivalent of two months' compensation as a penalty towards break in Fixed Term Contract. Wissen can terminate this Agreement without assigning any reason by giving you 30 days' written notice or salary in lieu of notice. In addition, in case of breach of any terms and conditions of this Agreement, Wissen can terminate this Agreement forthwith.
10. During the period of such deputation to client through this fixed term employment with Wissen Infotech Pvt Ltd, at no point in time will you be considered as an employee of our client.

CTC Breakup(Monthly)

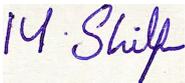
Basic	₹ 12,500.00
HRA	₹ 5,000.00
Conveyance	₹ 1,600.00
Bonus	₹ 1,041.00
Allowance	₹ 6,460.00
Gross Pay(Payslip)	₹ 26,601.00
Deductions	
Provident Fund	₹ 1,800.00
Gratuity	₹ 601.00
Health & Life Insurance	₹ 600.45
CTC	₹ 29,602.45

If these terms and conditions are acceptable to you, please do signify your acceptance by signing the duplicate copy of this contract and return the same to us.

We trust we will mutually build a meaningful career for you.

Best wishes

Sincerely
For **Wissen Infotech Pvt Ltd**



Silpa Moola
Manager - Talent Acquisition

The above terms of employment are agreeable to me.

Full Name: _____

Signature: _____

Date: _____



4/05/2021

ARPITA VELLORE

Emp 28/801 evershinemillennium Paradise neptune, thakur village kandivali east
mumbai
400101

Dear ARPITA,

Welcome to IQVIA™

On behalf of IQVIA, The Human Data Science Company™, we are pleased to extend an offer of employment for you to join our global team.

By accepting this offer, you will join a diverse team of 55,000+ employees in 100+ countries who share a passion to help clients drive healthcare forward. Discover new paths to success as you share stories of unparalleled data, transformative technology, advanced analytics, and domain expertise coming together to solve complex problems. Join IQVIA and be the catalyst for the future of human science.

Your designation will be {Centralized Monitoring Asst - 110}. You will be based in Thane, India (INMUM1, 42.5). Included is information about our offer of employment for your review, including details about salary, vacation time and health benefits.

Please note that this offer is subject to the outcome of the Background Verification on your candidature. At any point, in the event we find that any supporting documentation and/or information provided in connection with this offer letter is found to be false or misrepresented, the company reserves the right to revoke this offer of employment and terminate the appointment on an immediate basis.

ANNUAL GROSS PAY (AGP) - 285,194.00

PROVIDENT FUND - 21600

FIXED COST TO COMPANY (1+2) - 306,794

ANNUAL INCENTIVE PAY TARGET* - 22816

TOTAL COST TO COMPANY (3+4) - 329,610

ANNUAL INCENTIVE PAY TARGET*

You are eligible to participate in IQVIA's Annual Incentive Plan (AIP) subject to the terms and conditions of the applicable AIP in place at the time of any payout. Your manager will communicate performance parameters at a later date. Your start date must occur on or before September 30 to be eligible to participate in the AIP for the year in which you start, and any payout will be prorated based on your start date. Employees are not guaranteed any payout under the AIP. Any payout or achievement is determined by the Company within its sole discretion and not according to any specific formula or calculation.

Detailed break up of salary will be shared separately.

BENEFITS:

- **Gratuity:** The eligibility and amount of this benefit is as per the applicable laws.
- **Leave Eligibility:** All leave entitlements will be pro-rated on an accrual basis in terms of fractions of the calendar year during which you attended the office. The leave entitlements set out above are provided annually (January-December of each calendar year) and are subject to company policy, as it may be from time to time.
- **Group Medclaim:** Employee and family members are covered as per prevailing Company Policy.
- **Employees are covered under Group Life Insurance & Group Personal Accident Insurance as per prevailing Company Policy.**

The next step is to indicate your agreement to these terms by electronically signing this offer. It is important that you accept your offer of employment within 48 hours of receipt. Once accepted the remaining Onboarding documents will become available to you for completion within a further 3 days. Please read and follow the instructions on each of the documents carefully. Failure to complete the tasks may affect the downstream activities of your onboarding process.

We look forward to receiving your acceptance to join our team. We are really excited to welcome you to IQVIA.

Sincerely,

Samit Vinay Raj
Senior Director, Talent Acquisition Team

For IQVIA RDS (India) Private Limited

Joining Date: 17-May-2021

Registered Office
IQVIA RDS (India) Private Limited
Omega,
Embassy TechSquare,
Kadubesanahalli CIN: U74140KA2003PTC032950
Marathahalli-Sarjapur Outer Ring Road.
Bangalore-560103
www.iqvia.com

EXECUTIVE EMPLOYMENT AGREEMENT

This Employment Agreement ("Agreement"), dated as of the 17-May-2021 is made and entered by IQVIA RDS (India) Private Limited (hereinafter "IQVIA") and ARPITA VELLORE, AGED ({ 2} (DOB:12/04/1998), [S-D]/o { Sudhakar K. Vellore} having Aadhar No. {556762569675} (hereinafter the "Executive").

IQVIA desires to employ this Executive as Centralized Monitoring Asst and provide adequate assurances to this Executive and this Executive desire to accept such employment on the terms set forth below.

In consideration of the mutual promises set forth below and other good and valuable consideration, the receipt and sufficiency of which the parties acknowledge, IQVIA and Executive agree as follows:

1. EMPLOYMENT. IQVIA employs Executive and Executive accepts employment on the terms and conditions set forth in this Agreement.

2. NATURE OF EMPLOYMENT. This Executive shall serve as a Centralized Monitoring Asst and have such responsibilities and authority as IQVIA may assign from time to time. Additionally, this Executive agrees to perform such other duties consonant with those of an executive at the Executive's level as IQVIA may set from time to time.

2.1 This Executive shall perform all duties and exercise all authority in accordance with, and otherwise comply with, all IQVIA policies, procedures, practices and directions.

2.2 This Executive shall devote all working time, best efforts, knowledge and experience to perform successfully the Executive's duties and advance the Company's and/or its Affiliates' interests. During employment, this Executive shall not engage in any other business activities of any nature whatsoever (including board memberships) for which this Executive receives compensation without the Company's prior written consent; provided, however, this provision does not prohibit this Executive from personally owning and trading in stocks, bonds, securities, real estate, commodities or other investment properties for the Executive's own benefit which do not create actual or potential conflicts of interest with IQVIA and/or its Affiliates. As used in this Agreement, "Affiliates" shall mean: (i) any Company's parent, subsidiary or related entity; and/or (ii) any entity directly or indirectly controlled or beneficially owned in whole or part by IQVIA or Company's parent, subsidiary or related entity.

2.3 This Executive's base of operation shall be Thane, India (INMUM1, 42.5) subject to business travel as may be necessary in the performance of Executive's duties. IQVIA may in its sole discretion reallocate or transfer this Executive to a different location, shift, department or Affiliates at any time during employment.

3. COMPENSATION.

3.1 Base Salary. This Executive's annual salary for all services rendered shall be Indian Rs. 285,194.00 payable in equal monthly installments (less applicable withholdings) in accordance with the Company's policies, procedures and practices as they may exist from time to time. Executive's salary shall be reviewed in accordance with the Company's policies, procedures and practices as they may exist from time to time.

3.2 Other Benefits. This Executive may participate in all medical and disability insurance, pension, personal leave and other employee benefit plans and programs except Executive may not participate in any severance plans which may be made available from time to time to IQVIA executives at Executive's level; provided, however, that this Executive's participation in benefit plans and programs is subject to the applicable terms, conditions and eligibility requirements of these plans and programs, some of which are within the plan administrator's discretion, as they may exist from time to time.

3.3 Business Expenses. This Executive shall be reimbursed for reasonable and necessary expenses actually incurred by this Executive in performing services under this Agreement in accordance with and subject to the terms and conditions of the applicable IQVIA reimbursement policies, procedures and practices as they may exist from time to time. Expenses covered by this provision include but are not limited to travel, entertainment, professional dues, subscriptions and dues, fees and expenses associated with membership in various professional, and business and civic associations of which Executive's participation is in the Company's best interest.

3.4 Nothing in this Agreement shall require IQVIA to create, continue or refrain from amending, modifying, revising or revoking any of the plans, programs or benefits set forth in Sections 3.2 through 3.3. Any amendments, modifications, revisions and revocations of these plans, programs and benefits shall apply to Executive.

3.5 If, at any time during which the Executive is receiving salary or post-termination payments from the Company, the Executive receives payments on account of mental or physical disability from any source, then the Company, at its discretion, may reduce the Executive's salary or post-termination payments by the amount of such disability payments.

4. TERM OF EMPLOYMENT.

4.1 The parties agree that during the first one hundred and eighty (180) days (first and last day, inclusive) of the Executive's employment with IQVIA (the "Probation Period"), either party may terminate this Agreement without Cause (as defined in clause 4.2, below) at any time upon giving the other party thirty (30) days written notice; except:

(a) that IQVIA may by written notification to you extend the said Probation Period by further two (2) months (the "Extended Probation Period"); and

(b) that in the event this Agreement has not been terminated by either party during the Probation Period or the Extended Probation Period (as the case may be); then

(c) for the remainder of the duration of the Executive's employment with IQVIA (i.e. after the Probation Period/ Extended Probation Period), either party may only terminate this Agreement without Cause by providing the other with ninety (90) days written notice.

For the avoidance of doubt the terms applicable to the Probation Period shall be applicable to the Extended Probation Period on a pari pasu basis.

4.2 In addition to termination without cause pursuant to sections 4.1 above, your employment may also be terminated as follows:

(a) IQVIA shall have the right to terminate your employment immediately by written notice for Cause (as defined below), or without notice in the event of your Disability (as defined below), upon attaining Retirement Age (as defined below), Negative Medical Report (as defined below) or death.

As used in this Agreement "Cause" shall mean:

- (i) your performance of your job in an unsatisfactory manner, as determined by the Company;
- (ii) your material breach of any of the terms of this Agreement including but not limited to Sections 2 or 8;
- (iii) your failure to comply with IQVIA policy, procedure, practice or direction by the Company;
- (iv) your misconduct, violation of any law classified as a felony or dishonesty; or
- (v) the Company's dissolution or cessation of business operations.

"Negative Medical Report" as used in this Agreement, means a negative report pursuant to the mandatory annual medical checkups for all IQVIA employees working in laboratories where biomedical waste is handled.

"Disability" as used in this Agreement, means a physical or mental condition that renders you unable to perform the essential functions of your job for a period of one hundred and eighty (180) days or more. Disability shall be determined by a physician satisfactory to the Company.

Subject to the provisions of the foregoing paragraph, for the purposes of this Agreement, you shall be deemed to attain retirement when you attain the age of sixty (60) years (the "Retirement Age").

Without prejudice to the provisions of any agreement and/or arrangement that IQVIA may have with any body-corporate in respect of statutory or other benefits that you may be entitled to, you acknowledge and agree that, the Retirement Age may be varied by IQVIA at its sole discretion (which shall be by way of written notification to you and which may be electronically communicated).

(b) You may terminate your employment upon ninety (90) days written notice in the event IQVIA fails to comply with any material provision of this Agreement; provided, however, IQVIA shall have ninety (90) days from the receipt of such notice to cure any such default. If such default is cured within the initial ninety (90) days period, or if IQVIA takes reasonable steps to cure the default within such period and reasonably expects to cure such default within a reasonable time and in any event within one hundred and twenty (120) days of the original notice of breach, then in either event, you shall have no right to terminate your employment.

4.3 This Agreement shall terminate upon the termination of the employment relationship with the following exceptions: Section 6 (IQVIA Property and Competitive Business Activities), and Section 7 (Release) shall survive the termination of Executive's employment and/or the expiration or termination of this Agreement, regardless of the reasons for such expiration or termination.

5. COMPENSATION AND BENEFITS UPON TERMINATION.

5.1 The Company's obligation to compensate the Executive ceases on the effective termination date except as to: (i) amounts due at that time and (ii) any compensation and/or benefits to which the Executive may be entitled to receive pursuant to Sections 5.2, 5.3, 5.4, 5.7 or 5.8.

5.2 If IQVIA terminates Executive's employment pursuant to Sections 4.1 (without cause), then the Company's sole obligation shall be to pay Executive: (i) amounts due on the effective termination date; (ii) Subject to Executive's compliance with Section 6 and subject to Sections 3.5 and 5.6, an amount equal to this Executive then current monthly base salary (less applicable withholdings) for the three (3) month non-competition period set forth in Section 6.2, payable in equal monthly installments.

5.3 If IQVIA terminates this Executive's employment as provided in Section 4.2 or if the Executive terminates employment pursuant to Section 4.1 (without cause), then the Company's sole obligation shall be to pay Executive amounts due on the effective termination date. Executive, except when employment terminates pursuant to Section 4.2 (a) (death), shall comply with Section 6 of this Agreement upon expiration or termination of this Agreement.

5.4 If Executive terminates the employment relationship as a result of the Company's failure to cure its material breach of this Agreement after the Executive has given IQVIA notice of the material breach and 30 days in which to cure the breach (or such longer period as may be reasonably required to cure the breach as long as IQVIA is making good faith efforts to do so), pursuant to Section 4.2(b) of this Agreement, then the Company's sole obligation to Executive in lieu of any other damages or other relief to which the Executive otherwise may be entitled shall be (i) an amount equal to amounts due at the time of the Executive's termination; and (ii) subject to Executive's compliance with Section 6 and subject to Sections 3.5 and 5.5, liquidated damages in an amount equal to the Executive's then current monthly salary (less applicable withholdings) for the three (3) month non-competition period set forth in Section 6.2, payable in equal monthly installments.

5.5 The Company's obligation to provide the payments under Sections 5.2 and 5.4 is conditioned upon Executive's execution of an enforceable release of all claims and the Executive's compliance with Section 6 of this Agreement. If Executive chooses not to execute such a release or fails to comply with Section 6 then the Company's obligation to compensate the Executive's ceases on the effective termination date.

5.6 Executive is not entitled to receive any compensation or benefits upon the Executive's termination except as: (i) set forth in this Agreement; (ii) otherwise required by law. Moreover, the terms and conditions afforded Executive under this Agreement are in lieu of any severance benefits to which the Executive otherwise might be entitled pursuant to any severance plan, policy and practice of IQVIA and or its Affiliates. Nothing in this Agreement, however, is intended to waive or supplant any death, disability, retirement or pension benefits to which the Executive may be entitled under employee benefit plans in which the Executive participates.

5.7 Without prejudice to the provisions of Section 4.1, 4.2 and 5.2, if the Executive terminates his/her employment pursuant to Section 4.1 (without cause), then IQVIA may at its sole option, either require the Executive to: (a) serve the notice period specified in Section 4.1 (whether such notice period is within the Probation Period or at any time thereafter) in whole or part; or (b) may pay the Executive an amount equivalent to the gross salary that would have been owed to the employee for the duration of the aggregate notice period specified in Section 4.1 in lieu of the Executive serving the said notice period.

5.8 It is expressly acknowledged and agreed that the rights of IQVIA set out in Section 5.7 (a) and (b) may be exercised in whole or in part by IQVIA and where IQVIA requires the Executive to only serve a part of his/her notice period pursuant to Section 5.7 (a), then for the remainder of the notice period IQVIA shall pay amounts in lieu of notice on a pro-rated basis.

6. IQVIA PROPERTY AND COMPETITIVE BUSINESS ACTIVITIES.

6.1 IQVIA Property. Upon termination of the Executive's employment, Executive shall: (i) deliver to IQVIA all records, memoranda, data, documents and other property of any description which refer or relate in any way to Trade Secrets or Confidential Information, including all copies thereof, which are in the Executive's possession, custody or control; (ii) deliver to IQVIA all IQVIA's and/or Affiliates property (including, but not limited to, keys, credit cards, client files, contracts, proposals, work in process, manuals, forms, computer stored work in process and other computer data, research materials, other items of business information concerning any Company and/or Affiliates client, or Company and/or Affiliates business or business methods, including all copies thereof) which is in the Executive's possession, custody or control; (iii) bring all such records, files and other materials up to date before returning them; and (iv) fully cooperate with IQVIA in winding up the Executive's work and transferring that work to other individuals designated by the Company.

6.2 Competitive Business Activities.

(a) Executive will not engage in the following activities:

(1) on Executive's own or another's behalf, whether as an officer, director, stockholder, partner, associate, owner, employee, consultant or otherwise, directly or indirectly:

(i) During the Executive's employment and the three (3) months following the Executive's effective termination date (regardless of the reason for the termination), compete with IQVIA or its Affiliates within the geographical areas set forth in Section 6.2 (b); except that Executive, without violating this provision, may become employed by: (A) any company which is engaged in the integrated development, discovery, manufacture, marketing and sale of pharmaceutical drugs that does not engage in Covered IQVIA Offering; (B) a local, state or federal government; or (C) an academic institution, provided you are not providing services for such institution that competes with IQVIA or its Affiliates.

"Covered IQVIA Offering" means any IQVIA Offering (A) involving without limitation, contract sales, contract research or life-science analytics, (B) with which the Executive was involved in any way, (C) that was offered or supported in any way by the Business Unit of IQVIA for or with which the Executive provided Services, or (D) as to which Executive had access to IQVIA confidential or trade secret information"

(ii) During the Executive's employment and the twelve (12) months following the Executive's effective termination date (regardless of the reason for the termination), within the geographical areas set forth in Section 6.2 (b), solicit or do business which is the same, similar to or otherwise in competition with the business engaged in by IQVIA or its Affiliates, from or with persons or entities: (A) who are customers of IQVIA or its Affiliates; (B) who Executive or someone for whom the Executive was responsible solicited, negotiated, contracted or serviced on the Company's or its Affiliates' behalf; or (C) who were customers of IQVIA or its Affiliates at any time during the last year of Executive's employment with the Company;

(iii) During the Executive's employment and the six (6) months following the Executive's effective termination date (regardless of the reason for the termination), offer employment to or otherwise solicit for employment any employee or other person who had been employed by IQVIA or its Affiliates during the last year of Executive's employment with the Company; or

(2) directly or indirectly take any action which is materially detrimental or otherwise intended to be adverse to the Company's and/or Affiliates' goodwill, name, business relations, prospects and operations.

(b) The restrictions set forth in Section 6.2 apply to the following geographical areas; (i) within a 60-mile radius of IQVIA and/or its Affiliates where the Executive had an office during the Executive's employment with IQVIA and/or its Affiliates; (ii) any city, metropolitan area, state in which Executive's services were provided, or for which Executive had responsibility, or in which Executive worked on IQVIA and/or Affiliates' projects, while employed by IQVIA; and (iii) any city, metropolitan area, state in which IQVIA or its Affiliates is located or does or, during Executive's employment with Company, did business.

(c) Notwithstanding the foregoing, Executive's ownership, directly or indirectly, of not more than one percent of the issued and outstanding stock of a corporation the shares of which are regularly traded on a national securities exchange or in the over-the-counter market shall not violate Section 6.2.

6.3 Remedies. Executive acknowledges that the Executive's failure to abide by IQVIA Property or Competitive Business Activities provisions of this Agreement would cause irreparable harm to IQVIA and/or its Affiliates for which legal remedies would be inadequate. Therefore, in addition to any legal or other relief to which IQVIA and/or its Affiliates may be entitled by virtue of Executive's failure to abide by these provisions: (i) IQVIA will be released of its obligations under this Agreement to make any post-termination payments, including but not limited to those otherwise available pursuant to Sections 5.2 or 5.4; (ii) IQVIA may seek legal and equitable relief, including but not limited to preliminary and permanent injunctive relief, for Executive's actual or threatened failure to abide by these provisions; (iii) Executive will return all post-termination payments received pursuant to this Agreement, including but not limited to those received pursuant to Sections 5.2 or 5.4; (iv) Executive will indemnify IQVIA and/or its Affiliates for all expenses including attorneys' fees in seeking to enforce these provisions; and (v) if, as a result of Executive's failure to abide by IQVIA Property or Competitive Business Activities provisions, any commission or fee becomes payable to Executive or to any person, corporation or other entity with which Executive has become employed or otherwise associated, Executive shall pay IQVIA or cause the person, corporation or other entity with whom the Executive has become employed or otherwise associated to pay IQVIA an amount equal to such commission or fee. If IQVIA exercises its right to discontinue payments under this provision and/or Executive returns all post-termination payments received pursuant to this Agreement, Executive shall remain obligated to abide by IQVIA Property and Competitive Business Activities provisions set forth in this Agreement.

6.4 Tolling. The three (3) month period under Section 6.2 shall be tolled during any period in which Executive fails to abide by these provisions.

6.5 Other Agreements. Nothing in this Agreement shall terminate, revoke or diminish Executive's obligations or the Company's and/or its Affiliates' rights and remedies under law or any agreements relating to trade secrets, confidential information, non-competition and intellectual property which Executive has executed in the past or may execute in the future or contemporaneously with this Agreement.

7. RELEASE. Executive acknowledges that: (i) as a part of the Executive's services, the Executive may provide the Executive's image, likeness, voice or other characteristics; and (ii) IQVIA may use the Executive's image, likeness, voice or other characteristics and expressly releases the Company, its Affiliates and its and/or their agents, employees, licensees and assigns from and against any and all claims which the Executive has or may have for invasion of privacy, right of privacy, defamation, copyright infringement or any other causes of action arising out of the use, adaptation, reproduction, distribution, broadcast or exhibition of such characteristics.

8. EMPLOYEE REPRESENTATIONS.

(a) Executive represents and warrants that the Executive's employment and obligations under this Agreement will not (i) breach any duty or obligation the Executive owes to another or (ii) violate any law, recognized ethics standard or recognized business custom.

(b) Executive hereby expressly agree that he/she shall not either directly or indirectly commit or cause to commit any cybercrime. Cybercrime as mentioned herein means any isolated or concerted act done anywhere by which the originator of such act or associates:

- (i) Gain unauthorized access to the computer system or computer network; or
- (ii) Download, copy or extract any information or data from such system; or
- (iii) Introduce any harmful code; or
- (iv) Cause any damage to the system or network; or
- (v) Cause the non-functioning or malfunctioning of any system or network; or
- (vi) Cause denial of access to any authorized person to the system or network; or
- (vii) Contravene any provision of the Information Technology Act, 2000 and the rules and regulation made there under; or
- (viii) Tamper or manipulate any system or network with the object of operating the account of another person; or
- (ix) Alter or delete any information residing in a computer resource or diminishes the value or utility of the function of the computer system or network through any means; or
- (x) Do anything which has the effect of adversely affecting the performance of a computer network or services.

(c) As a condition of employment, Executive hereby accepts the following non-disclosure requirements:

(i) Except as reasonably required in the performance of his/her duties, Executive shall not at any time during or after his/her employment has been terminated, disclose or reveal to any person or otherwise make use of Confidential Information including any personal information, trade secrets, secret or confidential operations, processes or dealings or any information concerning the Company, its clients or its' clients' customers, or the business, finances, transactions or affairs of the Company.

(ii) Regarding these non-disclosure obligations, Executive fully acknowledge and consent to the Company's ability to monitor and review his/her activities while in employment to the maximum extent permitted by law.

(iii) Executive further agrees to take all reasonable action to prevent unauthorized use or disclosure of any Confidential Information, including any personal information that he/she may view or access during employment.

Confidential Information shall mean without limitation, any information that is not publicly known and relates to business affairs, proprietary products, technology, research, development and trade secrets of IQVIA and its Affiliates and other entities with which IQVIA conducts business and/or are stakeholders in such business.

(d) IQVIA's confidential information shall include, but not limited to:

- (i) IQVIA's data and databases.
- (ii) Statistical methodologies, computer software and documentation.
- (iii) Information about employees (including compensation, benefits and performance reviews).
- (iv) Lists of customers and prospective customers.
- (v) Business plans, including marketing plans, research and development plans, sales plans and strategic plans.
- (vi) Methods of doing business and business processes.
- (vii) Financial information relating to the performance of the Company.
- (viii) Internal policies accessible only to employees during employment.
- (ix) Other information that is not generally known, and that relates to IQVIA.

(e) Confidential Information of others may include:

(i) Information shared by a customer about its business that is not generally known to public (for example, drugs in research & development, potential drug licensing transactions between pharmaceutical companies, direct sales data, sales territory alignments, report parameters selected by the customer, business plans, etc.).

(ii) Information shared by a data supplier about its business that is not generally known to public (for example, computer system specifications, unprocessed supplier data, business plans, etc.)

(iii) Information shared by another company to help IQVIA evaluate whether to enter into a business relationship with that company.

(f) Confidential Information also includes any individually identifiable information about any individual, whether an IQVIA employee, business contact, customer, client or customer or employee of any Company's client. This information may not be used or disclosed by Executive for any purpose except to perform the specific functions or responsibilities assigned to Executive during employment.

(g) Executive shall indemnify IQVIA (including its directors, employees and agents) from and against any and all loss and damage or liability suffered and legal fees and all costs incurred by IQVIA resulting from or related to a breach of any of Executive's obligations and/or representations contained herein for any reason whatsoever.

(h) Executive agrees that he/she shall promptly make full written disclosure to IQVIA, will hold in trust for the sole right and benefit of IQVIA, and hereby assign to IQVIA, or its designee, all of his/her right, title and interest throughout the world in and to any and all IQVIA Inventions. IQVIA inventions ("IQVIA Inventions") shall mean all inventions that Executive may solely or jointly author, discover, develop, conceive, or reduce to practice during the period of employment with IQVIA and all data created or developed by Employee or provided by IQVIA or third parties during his/her employment, wherever located whether electronically or in hard copy, in a computer, mobile device, cloud storage or otherwise ("Data"). Executive further acknowledge that all IQVIA Inventions made by Executive (solely or jointly with others) within the scope of and during the period of the employment, including without limitation the Data, are "works made for hire" (to the greatest extent permitted by applicable law) and are compensated by Executive's salary. Executive hereby waives and irrevocably quits, claims to IQVIA or its designee all claims, of any nature whatsoever, that he/she now have or may hereafter have in respect of any and all IQVIA Inventions, including without limitation claims for infringement thereof. Further Employee hereby irrevocably waive all his/her rights and claims in respect of the Data and any rights to injunctive relief against IQVIA from either accessing such data at any time or prohibiting IQVIA from utilizing IQVIA Inventions or Data in any manner it deems fit in perpetuity.

(i) Executive acknowledge and agree that covenants and obligations with respect to matters set forth in this Section 8 relate to special, unique and extraordinary matters and that a violation of any of the terms of such covenants and obligations will cause IQVIA irreparable injury and IQVIA may seek legal and equitable relief, including but not limited to preliminary and permanent injunctive relief, for Executive's actual or threatened failure to abide by these provisions. These injunctive remedies are cumulative and are in addition to any other rights and remedies that IQVIA may have at law or in equity.

9. NOTICES. All notices, requests, demands and other communications required or permitted to be given in writing pursuant to this Agreement shall be deemed given and received: (a) upon delivery if delivered personally; (b) on the fifth (5th) day after being deposited with the Indian Postal Service if mailed by first class mail, postage prepaid, registered or certified with return receipt requested, at the addresses set forth below; (c) on the next day after being deposited with a reliable overnight delivery service; or (d) upon receipt of an answer back confirmation, if transmitted by telefax, addressed to the below indicated telefax number. Notice given in another manner shall be effective only when received by the addressee. For purposes of notice, the addresses and telefax number (if any) of the parties shall be as follows:

If to the Executive, to: Executive's Residential Address

ARPITA VELLORE

Emp 28/801 evershinemillennium Paradise neptune, thakur village kandivali east
mumbai
India
400101

If to the Company, to:

IQVIA
OFFICE OF GENERAL COUNSEL,
Omega Embassy TechSquare
Marathahalli- Sarjapur Outer Ring Road
Kadubeesanahalli
Bangalore 560103
Office: + 91 80 3769 0000/0100
Attn: Legal Department

provided that:

(a) each party shall have the right to change its address for notice, and the person who is to receive notice, by the giving of fifteen (15) days' prior written notice to the other party in the manner set forth above; and

(b) notices shall be effective if given to the other party in the manner set forth above regardless of whether a copy was received by the additional addressee specified above.

10. WAIVER OF BREACH. The Company's or Executive's waiver of any breach of a provision of this Agreement shall not waive any subsequent breach by the other party.

11. ENTIRE AGREEMENT. Except as expressly provided in this Agreement, this Agreement: (i) supersedes all other understandings and agreements, oral or written, between the parties with respect to the subject matter of this Agreement; and (ii) constitutes the sole agreement between the parties with respect to this subject matter. Each party acknowledges that: (i) no representations, inducements, promises or agreements, oral or written, have been made by any party or by anyone acting on behalf of any party, which are not embodied in this Agreement; and (ii) no agreement, statement or promise not contained in this Agreement shall be valid. No change or modification of this Agreement shall be valid or binding upon the parties unless such change or modification is in writing and is signed by the parties.

12. SEVERABILITY. If a court of competent jurisdiction holds that any provision or sub-part thereof contained in this Agreement is invalid, illegal or unenforceable, that invalidity, illegality or unenforceability shall not affect any other provision in this Agreement. Additionally, if any of the provisions, clauses or phrases in the Trade Secrets, Confidential Information or Competitive Business Activities provisions set forth in this Agreement are held unenforceable by a court of competent jurisdiction, then the parties desire that they be "blue-penciled" or rewritten by the court to the extent necessary to render them enforceable.

13. PARTIES BOUND. The terms, provisions, covenants and agreements contained in this Agreement shall apply to, be binding upon and inure to the benefit of the Company's successors and assigns. The Company, at its discretion, may assign this Agreement to Affiliates. Because this Agreement is personal to Executive, Executive may not assign this Agreement.

14. GOVERNING LAW. This Agreement and the employment relationship created by it shall be governed by laws of the Republic of India. The parties hereby consent to jurisdiction in Bangalore for any litigation relating to this Agreement and agree that any litigation by or involving them relating to this Agreement shall be conducted in the courts of Bangalore.

IN WITNESS WHEREOF, the parties have entered into this Agreement on the day, month and year first written above.

ARPITA VELLORE

For and on behalf of
IQVIA RDS (India) Private Limited

Samit Vinay Raj
Senior Director, Talent Acquisition Team



Ref. No.: MP/HR/OLP/2020/November/29

Date: 21 November 2020

Marksans Pharma Ltd.

To,
Pralhad Kashinath Wanve,
Tq Bhoom, Bedarwadi,
Pathrud, Osmanabad,
Bhum - 413504
Maharashtra

Sub: Offer Letter

Dear Mr. Pralhad,

With reference to your application dated **19 November 2020** and the subsequent interview you had with us, we are pleased to appoint you in our organization as "**Management Trainee - Production**" at our factory situated at Verna- Goa.

This offer is open to you provided you join our organization on or before **03 December 2020** subject to the Conditions that you are medically, physically and mentally fit. For doing the pre-employment medical test you need to visit **Dr. Anand Thakur, S-19, Ground Floor, Chase Chambers, Opposite La Paz Hotel, Swatantra Path, Vasco Da Gama, Goa 403 802, Email: contact@caregoa.com, Contact No: 0832 2500191, Time: 8:00 am to 4:00 pm, Closed on Sunday.**

You are also requested to submit your resignation letter to us within one day after expecting the offer. Kindly bring the following documents while joining:

1. Certified Xerox copies of original Education Certificates. 10th,10+12, Degree, Post-Graduation (All semester mark sheets and degree certificates), Certificates for any other course perused.
2. Date of Birth Certificate and Form No. 16 of previous employer, If applicable
3. Six Photographs.
4. Other **Mandatory** Documents: Photocopy of Pan Card, Aadhar Card, Voter ID, along with any other Govt. approved Photo ID, if any.
5. ESIC, PF and UAN numbers (Mandatory if Contributed in previous Employer)
6. Previous & Present Employment details (1 set self-attested): Appointment letter, Confirmation Letter, Latest Salary revision (Increment) Letter, Experience Letter, Relieving Letter, Resignation & acceptance letter.

Please sign on the copy of this letter as a token of your acceptance of our offer and return it to the undersigned, mentioning your date of joining.

Thanking You,

For Marksans Pharma Ltd,

Authorized Signatory

.....
I accept

Note: This offer is valid subject to signed Two years of agreement

www.marksanspharma.com

GRAINS : FRANCOLAB MUMBAI 400 011.
PHONE : 2493 4026/24
FAX : 2495 0557
Website : <http://www.francoindian.com>
CIN : U24239MH1959PTC011347



**FRANCO-INDIAN
PHARMACEUTICALS PVT.LTD.**

REGD. OFFICE : 20, DR. E. MOSES ROAD, MUMBAI 400 011

OUR REF:

MUMBAI:

January 31, 2023

**MR. DNYANESHWAR M. CHANDRAWANSHI
AT. YELAMB, POST - NIVGHA,
TQ. - HADGAON, DIST. - NANDED,
MAHARASHTRA - 431 743.**

Dear Mr. CHANDRAWANSHI,

We have pleasure in informing you that your services are confirmed with effect from 1st January, 2023.

We mention below the terms of your confirmation with us :

1. You are confirmed in the capacity of Medical Representative. As a Medical Representative, you are solely responsible for the development of sales in the territory assigned to you or that may be assigned to you from time to time depending upon the exigencies of business.

You will, therefore, have to achieve the targets and objectives set for you from time to time and you will be accountable and responsible for achieving the same.

2. Your salary is fixed at Rs. 2,300/- (Rupees Two Thousand Three Hundred Only) per month in the scale of Grade I - Rs. 2,300-250-3300-280-4420-310-5660. In addition, you will be entitled to Dearness Allowance, House Rent Allowance and other benefits as applicable to you.
3. You will also be entitled to the benefits of Provident Fund and Employees Pension Scheme 1995 as per the relevant rules.
4. Your services may be terminated at any time without assigning any reason by giving you one month's notice in writing. You shall give one month's notice in writing to the Management in case you desire to leave our service. In default of such notice from you, one month's salary shall be forfeited and you may be liable to be sued for damages.

...2/-

Through esign



License Retention Letter

NO/PZ4/Outward/
Office of the Assistant Commissioner,
Food & Drugs Administration, Pune-Zone4 Circle
791/93, New Guruwar Peth, Lucky Building
Above Lucky Bakery,
PUNE-Zone-4
Print Date: 09/05/2018

License RETENTION
Firm Id : 117626

To,
GAURAV MEDICAL AND GENERAL STORES (Proprietary)
SHOP NO.001, RUSHIKESH APPRTEMENT,
C.S.NO.526,YASHWANTNAGAR,
TALEGAON DHBHADE, PUNE -
Taluka:MAVAL District: PUNE-ZONE4
I/C Person: VINAYAK SHIVAJIRAO WAGHACHAURE(Mobile: 9860000972)

Sir, **Subject : - Drugs & Cosmetic Act - 1940 & rules there under**

Ref :- Your Inward Application vide Inw No:- BF:-642992, Dated:- 20/04/2018, Inw ID:- 642992

With reference to your Inward application, we have to inform you that your said application is approved & below mentioned licences are RETAINED , whose VALIDITY Dates are mentioned below :-

No	Name	Sex	Join Date	Regn No.	Inw-ID
1	R-P / RAJSHREE VINAYAK WAGHCHAURE (PRO)	Female	30/09/2000	33143	
2	DIR / VINAYAK SHIVAJIRAO WAGHCHAURE (PRO)	Male	24/12/2012		

Lic	License No.	Issue From	Retain From	Valid Upto	Old LIC No
20	278970	16/03/2018	16/03/2018	15/03/2023	P/M/1074-A
21	278972	16/03/2018	16/03/2018	15/03/2023	P/M/1074-A



RAJSHREE VINAYAK WAGHCHAURE-(R-P)

Cold Storage: YES

Open 24 Hrs: NO

You are requested to apply for the Retention of the above licences 3 months before their VALIDITY expires.

The above mentioned licences need NOT be Sent by the Dept.

Kindly acknowledge the receipt of this letter.

Subject to NO-CHANGE in PREVIOUS Constitution (Proprietary). AND Already approved PREMISES and VALIDITY of Regd. Pharmacist Registration in Pharmacy Council

The Licensee shall not claim any equities or rights in the property under reference on strength of this Retention Letter.

Retention Fees Detail: ##### Pay ID:209372 - Amt:5350 - Pay Dt:20/04/2018 - GRN
No:MH000723040201819E - Cert by:117626~21/04/2018 - Vrf
Dtls:0000972563201819~21/04/2018~117626 - Deface Dtls:0000445824201819~2018-04-21
13:23:17.206553~117626

eSign
Digitally Sign

e-Signed on 06/05/2018 19:38:58

TPAV # 84U5X7M564



B. Patil

SURESH BABURAO PATIL
Assistant Commissioner
Food & Drugs Administration
Pune-Zone4 Circle

**OFFER OF EMPLOYMENT
(STRICTLY PRIVATE AND CONFIDENTIAL)**

05 October 2022

Dear Shubham Rukme,

Congratulations!

We are delighted to formally offer you the position of **Trainee Analyst** at PharmaACE in Pune, India.

PharmaACE has a unique philosophy of collaborating with the best people and delivering excellence to our clients for their most critical business problems. We believe in a culture of learning, self-improvement, and honing expertise and thereby driving quality from our employees.

Joining Details:

1. Start Date: If you accept this offer, your start date will be **1st March 2023, Wednesday.**

2. Compensation:

2.1 Salary: Your annual gross salary will be **INR 4,68,000.** inclusive of your basic, fixed allowances and provident fund contributions, which will be remitted monthly.

Details of the compensation break up and office specific benefits are shared in **Annexure A.**

All bonuses are determined at the discretion of PharmaACE and are subject to any standard withholding taxes.

2.2 Retirals: Provident Fund and Gratuity will be as per rules.

2.3 Insurance: Company offers Group Medical Insurance for a floater sum of Rupees Three Lakhs only covering you, your spouse & 2 children (under the age of 25 years), if applicable.

2.4 Leaves: Confirmed employees are entitled to 20 Earned leaves, 6 Optional leaves and 4 Core Holidays, a total of 30 leaves annually. There is no carry forward or encashment of leaves. Leaves will be credited to the employee account on a pro-rata basis from the date of Joining.

2.5 Work from Home: WFH option is available only to confirmed employees and is subject to manager's approval.

3. Appraisals

PharmaACE has its Annual Appraisal Cycle in October of each year and the Annual Performance Bonus cycle in March of each year. On confirmation, campus joiners will be eligible to participate in the performance bonus cycle of the next calendar year. Campus joiners will not be participating in appraisal cycles in the calendar year of their joining.

SR

4. Additional Details:

Following are the details of the logistics for your successful onboarding at PharmaACE

4.1 Orientation & Training: At PharmaACE, all new hires participate in a virtual/office-based Induction program to acquaint themselves with our culture and way of working. We have a blended learning program comprising of Instructor Led Trainings and Self-Paced Trainings hosted on our LMS. This is specifically designed to empower you with the right skillsets and to equip you with the right business acumen.

4.2 Start Date Formalities: This offer is subject to verification of original certificates of educational qualifications and other documents listed below.

1. Relieving Letter and Offer Letter from all the previous employers (if any)
2. Salary slip or salary certificate from most recent employer (if any)
3. Experience Certificate from all previous employers (if any)
4. Proof of Academic Qualification
 - 10th & 12th degree and mark sheets
 - Undergraduate and master's degree certificates and mark sheets
 - Other qualifications - certificates (if any)
5. Proof of identity: PAN and Aadhar Card
6. Passport copy
7. Current and Permanent Address Proof
8. Passport size Photograph

4.3 Probation: You will be on probation for a period of 6 (Six) months, from the date of joining. You will be confirmed in your appointment in writing on successful completion of the said probationary period.

4.4 Notice Period

- a. During the probationary period or post confirmation, employer can terminate the employment at any given point of time with immediate effect without salary in lieu of notice in case of non-performance by the employee or in case of any misconduct including but not limited to, fraudulent, dishonest or undisciplined conduct of, or breach of integrity, or embezzlement, or misappropriation or misuse by you of PharmaACE property, or insubordination or failure to comply with the directions given to you by persons so authorized, or your insolvency or conviction for any offence involving moral turpitude, or breach by you of any terms of this Agreement or the policies of PharmaACE or other documents or directions of PharmaACE, or redundancy of your post in PharmaACE, or upon you conducting yourself in a manner which is regarded by PharmaACE as prejudicial to its own interests or to the interests of its clients.
- b. During the probationary period, employee can terminate the employment by giving two months notice or two months salary in lieu of notice.
- c. Post confirmation employee can terminate the employment by giving three months Notice.

SR

- d. Employee will not be eligible for any appraisal/variable bonus payout if on Notice period.
5. You will treat matters pertaining to the Company's business interests with utmost confidentiality and such confidentiality must be maintained during your employment with the Company and thereafter.
6. During your services with the company, you will be governed by the rules and regulations in respect to conduct & discipline and other matters as may be framed by the company from time to time.

Sincerely,



Santosh Poojary
PharmaACE

SR

**Annexure A
Remuneration Details**

Shubham Rukme**Trainee Analyst**

Salary Component	Per Annum (INR)	In words
Basic Salary	4,68,000	Rupees Four Lakhs Sixty-Eight Thousand Only
Confirmation Bonus *	50,000	Rupees Fifty Thousand Only
Performance Bonus **	45,000	Rupees Forty-Five Thousand Only
Retention Bonus ***	1,50,000	Rupees One Lakh Fifty Thousand Only
Gratuity	27,000	Rupees Twenty-Seven Thousand Only
Mediclaime (Notional)	10,000	Rupees Ten Thousand Only
Total CTC	7,50,000	Rupees Seven Lakhs Fifty Thousand Only
Income Tax, Professional tax and other applicable taxes shall be deducted from the salary on monthly basis as per Government Policy.		

* **Confirmation Bonus** will be paid on the successful completion of the probation period. In case an employee wishes to leave the organization before 2 years from the date of confirmation, this bonus will have to be settled.

****Performance Bonus:** To be eligible for the performance bonus, you must be a confirmed employee and not be serving your notice period at the start of the performance appraisal process and also at disbursement time of the said bonus. This bonus is paid out in one instalment on the closure of financial cycle (pro-rata basis, if applicable). This may change, contingent on the company, group & individual performance.

*****Retention Bonus** will be paid on monthly basis for each of the first three years from the date of joining. If the employee wishes to leave the organization before 3rd year of his employment starting from the date of his confirmation, he/she will have to settle the Retention Bonus benefitted until then.

As mentioned above, you will be entitled for Group Medical Insurance for floater sum insured Rupees Three Lakhs only. Details of the same would be furnished in the Appointment Letter.

Best Regards,



Santosh Poojary
PharmaACE

Accepted By: 

Date:

Annexure B**CONFIDENTIALITY AND NON-COMPETE AGREEMENT**

- A.** During the employment period and for a period of 2 years after the end of one year post the last employment date, employee agrees not to accept job offer or apply for any jobs in the following companies as these companies compete directly with PharmaACE and its clients:
1. Merck & Co. including Merck India and all other affiliates
 2. Aspect Ratio including all its affiliates
 3. Novartis International AG including Novartis India and all other affiliates
 4. IQVIA Health including all its affiliates
 5. ZS Associates and all its affiliates
 6. AXTRIA and all its affiliates
- B.** During the Employment Period, the Employee may have access to or receive certain information about PharmaACE customers and their projects. All project related information, whether labelled confidential or not, is designated as Confidential Information. **Confidential Information** includes information related to PharmaACE and its client's financial statements, budgets and projections, customer identifying information, potential and intended customers, employers, products, computer programs, specifications, manuals, software, analyses, strategies, marketing plans, business plans, and other confidential information, provided orally, in writing, by drawings, or by any other media. The Employee will treat the Confidential Information as confidential and will not disclose it to any third party. In addition, the Employee shall use due care and diligence to prevent the unauthorized use or disclosure of that information.

Best Regards,

Santosh Poojary
PharmaACEAccepted By: 

Date: