



# KRUPANIDHI COLLEGE OF PHARMACY

(Approved by AICTE & PCI, New Delhi, Affiliated to RGUHS, Bengaluru)  
Accredited with Grade 'A' by NAAC, Bengaluru | ISO 9001 - 2015 Certified  
12/1, CHIKKA BELLANDUR, CARMELARAM POST, VARTHUR HOBLI, BANGALORE - 560 035



## 5.2.1 Average percentage of placement of outgoing students

*Students Sample Offer Letters*

*For The Year*

*2018-2019*



**Offer: BUSINESS PROCESS SERVICES**

**Ref: TCSL/DT20196209677/Mumbai/BPS/BTN**

**Date: 03/12/2019**

Ms. Diya Eliz Shaji  
Garden View Chs, H9 2-1 Sector 8, Khanda Colony  
Near Mahatma Gandhi School  
New Panvel-410206  
Maharashtra  
Tel# -


Dear Ms. Diya Eliz Shaji,

**Sub: Letter of Offer and Terms of Traineeship**

Thank you for exploring training opportunities with Tata Consultancy Services Limited . 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.

  
**PRINCIPAL**  
**Krupanidhi College of Pharmacy**  
**Chikkabellandur, Carmelaram Post,**  
**Varthur Hobli, Bangalore - 560 035**



**TCSL Confidential**

**TATA CONSULTANCY SERVICES**

TCS House Raveline Street Mumbai 400 001 India

Tel:91 22 6778 9999 Fax:91 22 6778 5000 e-mail:corporate.office@tcs.com, website:www.tcs.com

Registered Office: 9th Floor, Nariman Building, Nariman Point, Mumbai 400 021.





## 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.

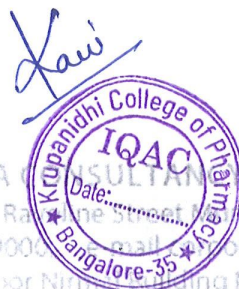
ii. Floater Cover Premium: Towards Floater cover is to be borne by you.

\*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.

TCSL Confidential



**PRINCIPAL**  
Krupanidhi College of Pharmacy  
Chikkabellandur, Carmelaram Post,  
Varthur Hobli, Bangalore - 560 035

2



**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 employment, 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 employment 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**

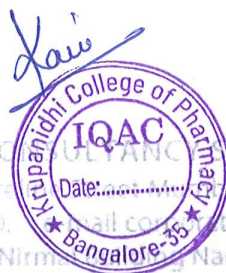
**1. Traineeship Pre-requisites**

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.

**TCSL Confidential**



**PRINCIPAL**  
Krupanidhi College of Pharmacy  
Chikkabellandur, Carmelaram Post,  
Varthur Hobli, Bangalore - 560 035

TATA CONSULTANCY SERVICES

TCS House Bay Road, Nariman Point, Mumbai 400 001 India

Tel 91 22 6778 9999 Fax 91 22 6778 9000. Email [mail.com](mailto:mail.com) [hr.office@tcs.com](mailto:hr.office@tcs.com), website [www.tcs.com](http://www.tcs.com)

Registered Office: 9th Floor, Nariman Point, Mumbai 400 021.





## 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.

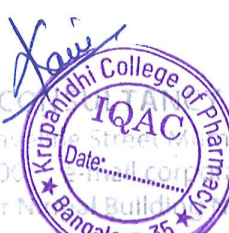
## 5. Transport:

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.

TCSL Confidential



PRINCIPAL  
Krupanidhi College of Pharmacy  
Chikkabellandur, Carmelaram Post,  
Varthur Hobli, Bangalore-75  
560 035



**7. Confidentiality Agreement:**

As part of the joining formalities, you are required to sign a confidentiality agreement, which aims to protect the intellectual property rights and business information of TCSL and its clients.

**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-employment medical check-up and obtain a fitness certificate from the registered medical practitioner/Doctor. This is a pre-condition for employment. 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.

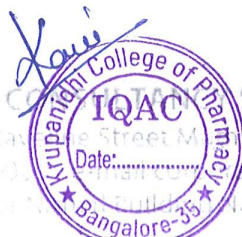
Retention of reasonable medical fitness is also a condition of employment. The company also reserves the right to get yourself examined by a doctor at any time during your employment to ascertain your medical fitness. The opinion of the doctor appointed by the company shall be final and binding on both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

Your services are liable to be terminated / determined 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

**TCSL Confidential**



**PRINCIPAL**  
**Krupanidhi College of Pharmacy<sup>5</sup>**  
**Chikkabellandur, Carmelaram Post,**  
**Varthur Hobli, Bangalore - 560 035**





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

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

## 15. Terms and conditions:

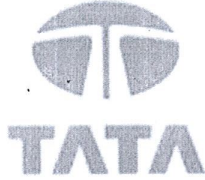
The above terms and conditions of traineeship are specific to your traineeship period in I

## 16. 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.

TCSL Confidential

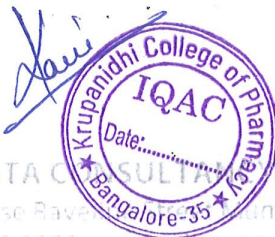




**17. Compliance to all clauses:**

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.

**PRINCIPAL**  
Krupanidhi College of Pharmacy  
Chikkabellandur, Carmelaram Post,  
Varthur Hobli, Bangalore - 560 035



**TCSL Confidential**

7

TATA CONSULTANCY SERVICES

TCS House Bay Area, Mumbai 400 001 India

Tel: 91 22 6778 9999 Fax: 91 22 6778 9000. e-mail: corporate.office@tcs.com, website: www.tcs.com

Registered Office: 9th Floor Nirmal Building Nariman Point Mumbai 400 021.



**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 employment 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 Sigantoria**  
**Head Talent Acquisition, TCS Business Process Services**

Click [Here](#) or use a QR code scanner from your mobile to validate the offer letter

Encl: Annexure 1: Acceptance

**PRINCIPAL**  
**Krupanidhi College of Pharmacy**  
**Chikkabellandur, Carmelaram Post,**  
**Varthur Hobli, Bangalore - 560 035**

**TCSL Confidential**

**TATA CONSULTANCY SERVICES**

TCS House, Ravelline Street Mumbai 400 001 India

Tel: 91 22 67 8 9999 Fax: 91 22 6773 9000. e-mail: corporate.office@tcs.com, website www.tcs.com

Registered Office: 9th Floor, Narman Building, Narman Point, Mumbai 400 021.



05-Jul-2019

C3579527

DEBARATI MAITY

A-32, 1st main, 3rd cross, Kamadhenu Nagar, B.Narayanpura, Bangalore 560016

Dear DEBARATI,

Based on our recent discussions with you, we are pleased to extend you an offer to join Accenture Solutions Private Ltd (hereinafter referred to as 'the Company') in Bengaluru. This letter will officially confirm your annual total earning potential and terms of your employment.

**Role- Medical Services Associate**  
**Career Level- 12**  
**Sublevel - 2**  
**Talent Segment-Business Process Specialization**  
**Business Deal-Non Contact Center**

Your annual total cash compensation will be **INR 425960** and will be structured as per the attached Annexure 1 \* Compensation Details. This will continue to be applicable until further communication on the same. Your annual total earning potential includes:

-Annual fixed compensation of INR 368000/-, this includes allowances and statutory benefits and will be structured in accordance with the Company's compensation guidelines. The said amount includes employer's contribution to Provident Fund, as applicable.

-Variable Bonus: You will be eligible to participate in the FY19 (September 2018 to August 2019) Individual Performance Bonus (IPB) Programme. Your indicative pay-out can range from **0% to 15.75%** of the prorated fixed pay in the FY19, subject to the overall terms and conditions of the IPB, including but not limited to your performance achievements and the Company's performance. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the IPB programme guidelines. The IPB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said financial year.

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

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

Your employment with the Company will be governed by the attached Annexure 2 \* Terms of Employment. You are required to carefully read and understand these Terms of Employment as a part of accepting this offer. As further detailed in the Terms of Employment, this offer and your employment with the Company is subject to satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.


Version 7.2 February 2019

1

Candidate's Signature \_\_\_\_\_

Reference:  910c-0a8dedc45f13\_2



  
**PRINCIPAL**  
Krupanidhi College of Pharmacy  
Chikkabellandur, Carmelaram Post,  
Varthur Hobli, Bangalore - 560 035





litha thomas &lt;lithamjthomas85@gmail.com&gt;

## Fwd: Offer Novo Nordisk\_CMQR - Jr. Clinical Research Associate- Bangalore

Nikitha Govind <nikithagovind187@gmail.com>  
 To: "lithamjthomas85@gmail.com" <lithamjthomas85@gmail.com>

Mon, May 13, 2019 at 12:51 PM

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

From: **VBKE (Vaibhav Keshri)** <vbke@novonordisk.com>  
 Date: Mon, 22 Apr 2019 at 12:04 PM  
 Subject: Offer Novo Nordisk\_CMQR - Jr. Clinical Research Associate- Bangalore  
 To: nikithagovind187@gmail.com <nikithagovind187@gmail.com>  
 Cc: ANSD (Anil N Shinde) <ansd@novonordisk.com>, NMKI (Nilesh Madhukar Kulkarni) <nmki@novonordisk.com>, MDWN (Mridul Nehru) <mdwn@novonordisk.com>

Dear Nikitha,

Congratulations! It is our pleasure to offer you the position of Jr. Clinical Research Associate with Novo Nordisk India Pvt Ltd based at Bangalore. We hope that this will mark the beginning of a life-changing career for you; a career that will bring you exciting opportunities, and where you can positively impact the lives of people with *Diabetes, Haemophilia & Growth Hormone disorders*.

Novo Nordisk is growing rapidly in all parts of the world. Wherever you are, the role of managing people is key to our future success. This means that we expect you to deliver business results through individual and team performance by engaging and collaborating with people. Also part of your new job is to be a role model of the 'Novo Nordisk Way'. The 'Novo Nordisk Way' defines the way we do things at Novo Nordisk and you will be the one to make the Novo Nordisk Way work in practice, to interpret it in your department together with your people, and to implement it in the daily work.

Attached is a breakup of the offer, the detailed appointment letter shall be shared at the time of joining. Kindly send your acceptance along with the expected date of joining within two days of receiving this email. We are confident that you will contribute to the success of Novo Nordisk and we look forward to having you on our team.

As a part of the joining process you would be required to undergo a medical examination before your joining date. We would also be administering a reference and background verification. Your appointment is subject to you clearing the M. Pharma degree, certifying of your medical fitness and your background check meeting the employment qualifications of the company

**Vaibhav Keshri**

Specialist I

GSC People Operations

**Novo Nordisk Service Centre India Private Ltd.**

Plot No 148,2nd floor,Prestige Featherlite Tech Park,  
 2nd Phase,EPIP Area, Whitefield,  
 Bangalore - 560 066

+91 80 3998 8400 (switchboard)

8861832154 (mobile)

**PRINCIPAL**  
 Krupanidhi College of Pharmacy  
 Chikkabellandur, Carmelaram Post,  
 Varthur Hobli, Bangalore - 560 035

Date :13/05/2019

To  
Meghanadh M  
(Code: )

**Provisional Offer Letter for Fixed Term Contract**

We are pleased to offer you employment in our organization at Randstad India Pvt. Ltd as **Jr Clinical Research Associate**. Your services are being deputed to **Novo Nordisk India Private Ltd** on the following terms and conditions:

- Your employment will be valid from **20/05/2019 To 19/05/2020** , unless and until it is specifically extended in writing by Randstad India Pvt Ltd.
- Your CTC Salary will be INR 363,516.00 per annum (as per Annexure 1) and will be paid out basis your actual joining date.
- We reserve right to terminate your services with immediate effect in case information furnished by you is not found to be true or background verification report is negative.
- Your employment is subject to completing our onboarding process, which requires you to :
  - a. Complete on the Randstad portal:
    - Employee profile form
    - Statutory Nomination forms like ESIC, PF, Mediclaim etc.
  - b. Upload proofs of your documents:
    - Government mandated ID proof: AADHAR Card and PAN
    - Address Proof (Any one): Voters ID, Passport, Driving License, Ration Card etc.
    - Copy of both Educational certificates & Previous employment documents.
    - Bank Details for Salary processing: Copy of cancelled cheque.

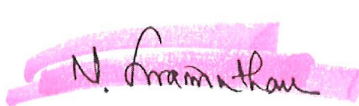
Please note that this is only a provisional offer of employment for a fixed term and is not to be construed as an appointment letter. A detailed appointment letter would be issued to you once you fulfill our employment terms and conditions & upon confirmation of joining duty by the manager.

The next step is for you to log into Randstad Direct, our employee portal to accept this offer. You will soon receive an email and SMS on your registered number with a link to the online portal and your OTP to login. A User guide is also available to help you complete formalities on/before your DOJ.


Please get in touch with us for any queries.  
Wishing you the very best!

Yours truly,

**For Randstad India Pvt Ltd.**

  
**Authorized Signatory  
N Swaminathan Iyer  
Vice President - SSC**

**Registered Office :**  
Randstad India Private Ltd  
Randstad House,  
Old No. 5 & 5A, New No. 9, Pycrofts Garden Road,  
Nungambakkam, Chennai 600 006.  
P +91 (0) 44 66227000 F +91 (0) 44 66227474  
www.randstad.in

  
**PRINCIPAL  
Krupanidhi College of Pharmacy  
Chikkabellandur, Carmelaram Post,  
Varthur Hobli, Bangalore - 560 035**





**Annexure I: Salary Breakup**

Component	Monthly	Yearly
Basic	16,500.00	198,000.00
House Rent Allowance	6,600.00	79,200.00
Statutory Bonus	3,300.00	39,600.00
Other Allowance	1,838.00	22,056.00
<b>Gross Salary</b>	<b>28,238.00</b>	<b>338,856.00</b>
PFOptions	154.00	1,848.00
Employer's Contribution to EPF	1,980.00	23,760.00
Insurance	75.00	900.00
<b>CTC (Cost to the company)</b>	<b>30,293.00</b>	<b>363,516.00</b>
Employee's Contribution to EPF	1,980.00	23,760.00
<b>Net take home = (Gross salary- Total deduction)</b>	<b>26,258.00</b>	<b>315,096.00</b>

\* Income tax, Professional tax and LWF as applicable will be deducted.  
 \* Your salary is strictly confidential.

**For Randstad India Pvt Ltd.**

*N. Swaminathan*

**Authorized Signatory  
 N Swaminathan Iyer  
 Vice President - SSC**

*[Handwritten Signature]*

**PRINCIPAL  
 Krupanidhi College of Pharmacy  
 Chikkabellandur, Carmelaram Post,  
 Varthur Hobli, Bangalore - 560 035**

**Registered Office :**  
 Randstad India Private Ltd  
 Randstad House,  
 Old No. 5 & 5A, New No. 9, Pycrofts Garden Road,  
 Nungambakkam, Chennai 600 006.  
 P +91 (0) 44 66227000 F +91 (0) 44 66227474  
 www.randstad.in





# Krupanidhi College of Pharmacy

Recognized by the Gov. of Karnataka | Approved by Pharmacy Council of India | AICTE, Delhi and  
Affiliated to Rajiv Gandhi University of Health Science | An ISO 9001:2008 Certified Institution | NAAC Accredited A Grade



Ref. No.:

Date: 06.05.2019

To

Thejaswini Karanth

Dear Thejaswini,

**Sub: Appointment as "Assistant Professor"**

With reference to your application for employment and subsequent interview you had with us on 06.05.2019, you are offered an appointment in our establishment on the following terms and conditions:

1. You are designated as "Assistant Professor"
2. Your Monthly gross salary will be Rs.28000/- (Twenty eight thousand only), consisting of Basic, DA, HRA, and others. Necessary taxes such as PT, PF & TDS shall be deducted at the source as per the income tax norms. You will not be entitled to any other benefits in cash or kind. On being confirmed, you will be given such benefits or allowance as the management may decide at its sole discretion from time to time. Your annual increment will be subject to our entire satisfaction of your overall performance including work, conduct and attendance.
3. You will be on probation for a period of 1 year from the date you join your duty. Your probation period may be extended at the discretion of the management which will also be communicated to you in writing. On the satisfactory completion to your period of probation and/ or any extended period thereafter, you may be conformed in writing, by the management. If you are not confirmed in writing, you will be deemed to continue on probation. During the period of probation or at the end of it, your services may be terminated without notice or compensation and without assigning any reason there to for an act of misconduct or if the overall performance is not satisfactory.
4. Your services on being confirmed or during probation can be terminated with three months' notice or salary in lieu thereof or you may be dismissed by the management without notice or compensation for an act of misconduct or of your overall performance is not satisfactory.
5. You shall not at any time disclose to anyone information, know how, knowledge, secrets, plans etc... Of the Organisation
6. During the period of employment with the established, you shall not carry on any business of your own, but carry on your duty diligently, loyally and to the best of your capacity.

No.12/1, Chikkabellandur, Carmelaram Post, Varthur Hobli, Bangalore - 560035.

Ph: +91 99000 88457 Fax: 080-2553 5751 Admission Helpline: +91 7848 000 123

Email: info@krupanidhi.edu.in www.krupanidhi.edu.in

**PRINCIPAL**  
**Krupanidhi College of Pharmacy**  
**Chikkabellandur, Carmelaram Post,**  
**Varthur Hobli, Bangalore - 560 035**

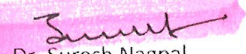


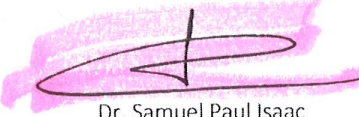
- Ref. No.: 7. During your tenure of service with our organisation, you are bound by the <sup>Date:</sup> service, rules and other rules and regulations enforced by the management from time to time at its discretion whether or not such rules and regulations are individually notified to you.
8. You are entitled for leaves as per the rules of the Trust.
9. You shall also be at liberty to resign from the services with three months' notice period or salary in lieu.
10. This appointment is made on the understanding that the information given by you, in your application dated 06.05.2019 is correct, true and complete. If it found at any time that the information given by you is not correct/true/ complete, this appointment may be withdrawn before you join the service with us or your services may be terminated at any time after you have taken up employment with us.
11. You will be reporting to duty on 24.05.2019

If you are willing to accept the above terms and conditions, you may join duty after affixing your signature on the duplicate copy of this order in token of your acceptance.

We welcome you to our organisation and hope that our association will be long and mutually beneficial. We are sure that the trust will benefit considerably from your contribution as a member of our team. Wish you all the best.

Thanking you,

With regards,  
For Krupanidhi Educational Trust  
  
Dr. Suresh Nagpal  
Chairman

  
Dr. Samuel Paul Isaac  
Director

Declaration

I have read and fully understood the terms and conditions as listed in my letter of appointment and appendix A.

I agree to abide by them and in acceptance of the terms and conditions.



Signature of the employee

Date:

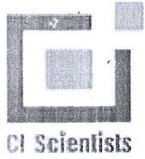
Place:

**PRINCIPAL**  
**Krupanidhi College of Pharmacy**  
**Chikkabellandur, Carmelaram Post,**  
**Varthur Hobli, Bangalore - 560 035**

No.12/1, Chikkabellandur, Carmelaram Post, Varthur Hobli, Bangalore - 560035  
Ph: +91 99000 88457 Fax: 080-2553 5751 Admission Helpline: +91 7848 000 123  
Email: info@krupanidhi.edu.in www.krupanidhi.edu.in







CI Scientists Private Limited  
34B, Dream Meadows,  
ITPL Road, Bangalore – 560037, INDIA  
Ph: +91 62828 19844  
E: info@ciscientists.com  
CIN: U74999KA2018PTC116412

15<sup>th</sup> May 2019

Dr. Someshwar Dev  
Gujur Palya, Bangalore 560087.

Dear Dr. Someswar,

Welcome to CI Scientists!! We are pleased to make you an Appointment Offer as “Research Analyst” with us. You are requested to join on 16<sup>th</sup> May 2019. Your initial place of appointment will be at Bangalore, India. As per our discussion, your compensation would be a gross annual package of Rs. 3,00,000 (Rupees Three Lacs Only), the break-up of which is as follows:

MONTHLY	
Basic Salary	INR 15,000
House rent allowance	INR 5,000
Conveyance	INR 2,000
Special allowance	INR 2,000
<b>MONTHLY GROSS</b>	<b>INR 24,000</b>
YEARLY	
Leave Travel Allowance	INR 12,000 per annum


This Appointment Offer does not constitute your Employment Contract, which, when issued will supersede this offer and will set the terms and conditions of your employment in greater detail. Your Employment Contract will be given to you for signature on your joining date. This letter is not intended to use for any other purposes, including negotiations with other parties.

We trust you will enjoy working with us and in contributing to CI Scientists’ growth and success.

Yours sincerely,  
Srinivas  
Ranganathan  
Co-founder & President

Digitally signed by Srinivas Ranganathan  
DN: cn=Srinivas Ranganathan, o=CI  
Scientists Private Limited, ou=Executive  
Board Member,  
email=srinivas@ciscientists.com, c=IN  
Date: 2019.05.15 20:28:36 +05'30'



  
**PRINCIPAL**  
Krupanidhi College of Pharmacy  
Chikkabellandur, Carmelaram Post,  
Varthur Hobli, Bangalore - 560 035



Confidential



CI Scientists Private Limited  
34B, Dream Meadows,  
ITPL Road, Bangalore – 560037, INDIA  
Ph: +91 62828 19844  
E: info@ciscientists.com  
CIN: U74999KA2018PTC116412

15<sup>th</sup> May 2019

Ms. Radhika P  
Kaikondarahalli, Bangalore 560035.

Dear Ms. Radhika,

Welcome to CI Scientists!! We are pleased to make you an Appointment Offer as “Research Analyst” with us. You are requested to join on 20<sup>th</sup> May 2019. Your initial place of appointment will be at Bangalore, India. As per our discussion, your compensation would be a gross annual package of Rs. 3,00,000 (Rupees Three Lacs Only), the break-up of which is as follows:

MONTHLY	
Basic Salary	INR 15,000
House rent allowance	INR 5,000
Conveyance	INR 2,000
Special allowance	INR 2,000
<b>MONTHLY GROSS</b>	<b>INR 24,000</b>
YEARLY	
Leave Travel Allowance	INR 12,000 per annum

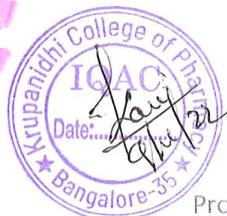
This Appointment Offer does not constitute your Employment Contract, which, when issued will supersede this offer and will set the terms and conditions of your employment in greater detail. Your Employment Contract will be given to you for signature on your joining date. This letter is not intended to use for any other purposes, including negotiations with other parties.

We trust you will enjoy working with us and in contributing to CI Scientists’ growth and success.

Yours sincerely,

Srinivas  
Ranganathan  
Co-founder & President

Digitally signed by Srinivas Ranganathan  
DN: cn=Srinivas Ranganathan, o=CI  
Scientists Private Limited, ou=Executive  
Board Member,  
email=srinivas@ciscientists.com, c=IN  
Date: 2019.05.15 22:25:22 +05'30'



*K. Gowda*  
*9/10/20*  
PRINCIPAL  
Krupanidhi College of Pharmacy  
Chikkabellandur, Carmelaram Post,  
varthur Hobli, Bangalore - 560 035



Proprietary and Confidential





# INTENT LETTER OF APPOINTMENT

Ref. No.: **ML\_6947\_Customer Experience\_18**  
Date: **19-Feb-2019**

Dear **Varshini S,**

It has been pleasure discussing the possibility of your association with us and we are happy to offer you the role of **Executive - Digidesk .**

A brief synopsis of the offer is as follows:

**Designation** : **Executive - Digidesk**  
**Location** : **Bengaluru**  
**Annual CTC** : **INR 264819**  
**Expected Joining Date** : **01-Aug-2019**

This appointment is contingent upon a satisfactory employment verification report and submission of documents which are summarized in Annexure B. Please refer to Annexure A for a detailed breakup of the CTC offered and benefits extended.

We thank you for choosing us as your prospective employer and look forward to welcoming you on board at the earliest. Please let us know if you have any questions or if we can provide any additional information.

Yours Faithfully,

**For MEDLIFE INTERNATIONAL PRIVATE LIMITED,**

*H.N.R.*



*S*

**Pavan H R**  
**Senior Manager – Human Resources**

**PRINCIPAL**  
**Krupanidhi College of Pharmacy**  
**Chikkabellandur, Carmelaram Post,**  
**Varthur Hobli, Bangalore - 560 035**

Enclosures: Annexure A, CTC Breakup & Benefits | Annexure B, Offer Terms & Conditions



Medlife International Private Limited

# INTENT LETTER OF APPOINTMENT



## ANNEXURE A

### CTC BREAK UP

<b>Name</b>	<b>Varshini S</b>
<b>Designation</b>	<b>Executive - Digidesk</b>
<b>Business Unit</b>	<b>Customer Experience</b>
<b>Level</b>	<b>D11</b>
<b>Annual CTC Offered in INR</b>	<b>264819</b>

<b>Salary Component</b>	<b>Amount Per Month (INR)</b>	<b>Amount Per Annum (INR)</b>
Basic Salary	9000	108000
House Rent Allowance	0	0
Special Allowance/FBP	10623	127479
<b>GROSS EARNINGS</b>	<b>19623</b>	<b>235479</b>
<b>STATUTORY BENEFITS</b>		
Employer Provident Fund**	1080	12960
Employer ESIC**	932	11185
Gratuity***		5195
<b>FIXED COST TO COMPANY in INR</b>		<b>264819</b>

\*\* Employee PF & ESIC contribution shall be a deducted from Gross Earnings.

\*\*\*Gratuity will be payable after 5 years of service completion.

#### Note:

#### 1. Insurance Coverage (Will not be applicable if ESIC is part of CTC)

- Apart from the above compensation, company provides Group Term Insurance and Group Mediclaim.
- Insurance against hospitalization of self and immediate family members as per the floater insurance policy terms & conditions as they exist from time to time.



**PRINCIPAL**  
**Krupanidhi College of Pharmacy**  
**Chikkabellandur, Carmelaram Post,**  
**Varthur Hobli, Bangalore - 560 035**

Medlife International Private Limited

Regd. Office: Room # 101A, Zubaida Complex, Exhibition Road, Patna, Bihar - 800 001  
Corp. Office: 5<sup>th</sup> Floor, Tower D, IBC Knowledge Park, Bannerghatta Main Road, Bengaluru - 560 029  
CIN: U24230BR2014PTC023149 | ☎ 080 - 25503559 | ✉ contactus@medlife.com | 🌐 www.medlife.com



# INTENT LETTER OF APPOINTMENT



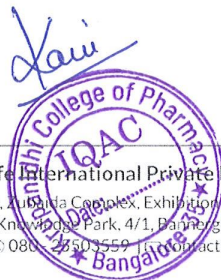
## Annexure 'B'

### Documents Required on Day of Joining

#	Documents
1	Medlife Intent Letter of Appointment (this document)
2	Copy of Relieving Letter from your recent employer
3	Updated Resume
4	Copy of Salary Slips / Certificates (last 3 months)
5	10 <sup>th</sup> , 12 <sup>th</sup> , Graduation and/or Post-Graduation Certificates
6	Identity & Address Proof (Aadhar, & PAN Card copies)
7	<b>Recent</b> formal 6 Passport Size Photographs (two for company, two for opening bank account) with 1 soft copy for issuance of ID card
8	UAN Card copy of previous employment
9	Existing Bank Account Details (Account Number, Branch, IFSC Code) with a copy of cancelled cheque / Bank Statement

### Terms & Conditions:

1. This offer is valid till **21-Feb-2019**. Please indicate your acceptance of this offer prior to this date and confirm your date of joining to **PRATHAP M**
2. Initially you will be on probation for six months or more at the discretion of the management.
3. Detailed Terms and Conditions of the contract of employment will be handed over to you on your day of joining. The contract of employment would be deemed to be complete and valid from the date of your joining the organization. It is subject to your acceptance of the terms and conditions set out therein, and submitting all necessary documents to the satisfaction of the Human Resources department.
4. During your employment, you will be eligible to participate in the Company's employee benefit plans and programs as they exist from time to time, subject to the general eligibility provisions and other terms and conditions set forth in official plan/policy documents. You will receive more information about your benefits upon commencement of your employment.
5. During your employment, you agree to comply with the internal policies and procedures of the Company including our Code of Conduct, as they exist from time to time.
6. We invite you to join Medlife International Pvt. Ltd. On **01-Aug-2019**. On your first day please report to **Bengaluru - Enzyme**.
7. Upon completing the joining formalities, you will report to **Assistant Manager - Digi Desk**.
8. In case of any changes in points 6 or 7 above, you would be intimated of the same.



**PRINCIPAL**  
Krupanidhi College of Pharmacy  
Chikkabellandur, Carmelaram Post,  
Varthur Hobli, Bangalore - 560 035

Medlife International Private Limited

Regd. Office: Room # 101A, Jubilee Complex, Exhibition Road, Patna, Bihar - 800 001  
Corp. Office: 5<sup>th</sup> Floor, Tower D, IBC Knowledge Park, 4/1, Banashankari Main Road, Bengaluru - 560 029  
CIN: U24230BR2014PTC023149 | © 080-26503559 | [contractus@medlife.com](mailto:contractus@medlife.com) | [www.medlife.com](http://www.medlife.com)

# INTENT LETTER OF APPOINTMENT



Ref. No.: **ML\_6882\_Customer Experience\_18**  
Date: **13-Feb-2019**

Dear **Supriya YM,**

It has been pleasure discussing the possibility of your association with us and we are happy to offer you the role of **Executive - Digidesk**.

A brief synopsis of the offer is as follows:

**Designation** : **Executive - Digidesk**  
**Location** : **Bengaluru**  
**Annual CTC** : **INR 264814**  
**Expected Joining Date** : **01-Aug-2019**

This appointment is contingent upon a satisfactory employment verification report and submission of documents which are summarized in Annexure B. Please refer to Annexure A for a detailed breakup of the CTC offered and benefits extended.

We thank you for choosing us as your prospective employer and look forward to welcoming you on board at the earliest. Please let us know if you have any questions or if we can provide any additional information.

Yours Faithfully,

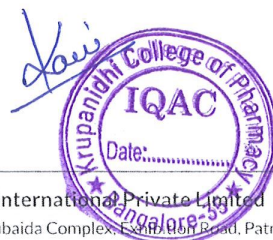
**For MEDLIFE INTERNATIONAL PRIVATE LIMITED,**

  
**Pavan H R**  
**Senior Manager - Human Resources**



  
**PRINCIPAL**  
**Krupanidhi College of Pharmacy**  
**Chikkabellandur, Carmelaram Post,**  
**Varthur Hobli, Bangalore - 560 035**

Enclosures: Annexure A, CTC Breakup & Benefits | Annexure B, Offer Terms & Conditions





# INTENT LETTER OF APPOINTMENT



## ANNEXURE A

### CTC BREAK UP

Name	Supriya YM
Designation	Executive - Digidesk
Business Unit	Customer Experience
Level	D11
Annual CTC Offered in INR	264814

Salary Component	Amount Per Month (INR)	Amount Per Annum (INR)
Basic Salary	9000	108000
House Rent Allowance	0	0
Special Allowance/FBP	10623	127474
<b>GROSS EARNINGS</b>	<b>19623</b>	<b>235474</b>
<b>STATUTORY BENEFITS</b>		
Employer Provident Fund**	1080	12960
Employer ESIC**	932	11185
Gratuity***		5195
<b>FIXED COST TO COMPANY in INR</b>		<b>264814</b>

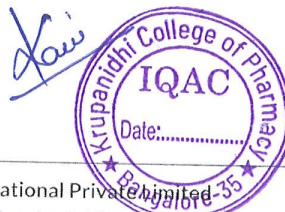
\*\* Employee PF & ESIC contribution shall be a deducted from Gross Earnings.

\*\*\*Gratuity will be payable after 5 years of service completion.

#### Note:

#### 1. Insurance Coverage (Will not be applicable if ESIC is part of CTC)

- a. Apart from the above compensation, company provides Group Term Insurance and Group Medclaim.
- b. Insurance against hospitalization of self and immediate family members as per the floater insurance policy terms & conditions as they exist from time to time.



**PRINCIPAL**  
**Krupanidhi College of Pharmacy**  
**Chikkabellandur, Carmelaram Post,**  
**Varthur Hobli, Bangalore - 560 035**

Medlife International Private Limited



# INTENT LETTER OF APPOINTMENT



## Annexure 'B'

### Documents Required on Day of Joining

#	Documents
1	Medlife Intent Letter of Appointment (this document)
2	Copy of Relieving Letter from your recent employer
3	Updated Resume
4	Copy of Salary Slips / Certificates (last 3 months)
5	10 <sup>th</sup> , 12 <sup>th</sup> , Graduation and/or Post-Graduation Certificates
6	Identity & Address Proof (Aadhar, & PAN Card copies)
7	<b>Recent</b> formal 6 Passport Size Photographs (two for company, two for opening bank account) with 1 soft copy for issuance of ID card
8	UAN Card copy of previous employment
9	Existing Bank Account Details (Account Number, Branch, IFSC Code) with a copy of cancelled cheque / Bank Statement

### Terms & Conditions:

1. This offer is valid till **15-Feb-2019**. Please indicate your acceptance of this offer prior to this date and confirm your date of joining to **PRATHAP M**
2. Initially you will be on probation for six months or more at the discretion of the management.
3. Detailed Terms and Conditions of the contract of employment will be handed over to you on your day of joining. The contract of employment would be deemed to be complete and valid from the date of your joining the organization. It is subject to your acceptance of the terms and conditions set out therein, and submitting all necessary documents to the satisfaction of the Human Resources department.
4. During your employment, you will be eligible to participate in the Company's employee benefit plans and programs as they exist from time to time, subject to the general eligibility provisions and other terms and conditions set forth in official plan/policy documents. You will receive more information about your benefits upon commencement of your employment.
5. During your employment, you agree to comply with the internal policies and procedures of the Company including our Code of Conduct, as they exist from time to time.
6. We invite you to join Medlife International Pvt. Ltd. On **01-Aug-2019**. On your first day please report to **Bengaluru - Enzyme**.
7. Upon completing the joining formalities, you will report to **Assistant Manager - Digi Desk**.
8. In case of any changes in points 6 or 7 above, you would be intimated of the same.



**PRINCIPAL**  
**Krupanidhi College of Pharmacy**  
**Chikkabellandur, Carmelaram Post,**  
**Varthur Hobli, Bangalore - 560 035**

Medlife International Private Limited

Regd. Office: Room # 101A, Zubin Complex, Exhibition Road, Patna, Bihar - 800 001  
Corp. Office: 5<sup>th</sup> Floor, Tower D, IBC Knowledge Park, 47 L, Bannerghatta Main Road, Bengaluru - 560 029  
CIN: U24230BR2014PTC023149 | © 080 - 2550 3327 | [contactus@medlife.com](mailto:contactus@medlife.com) | [www.medlife.com](http://www.medlife.com)



# INTENT LETTER OF APPOINTMENT

Ref. No.: **ML\_6863\_Customer Experience\_18**  
Date: **13-Feb-2019**

Dear **Abhishek Kumar,**

It has been pleasure discussing the possibility of your association with us and we are happy to offer you the role of **Executive - Digi Desk .**

A brief synopsis of the offer is as follows:

**Designation** : **Executive - Digi Desk**  
**Location** : **Bengaluru**  
**Annual CTC** : **INR 264817**  
**Expected Joining Date** : **01-Aug-2019**


This appointment is contingent upon a satisfactory employment verification report and submission of documents which are summarized in Annexure B. Please refer to Annexure A for a detailed breakup of the CTC offered and benefits extended.

We thank you for choosing us as your prospective employer and look forward to welcoming you on board at the earliest. Please let us know if you have any questions or if we can provide any additional information.

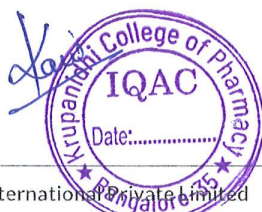
Yours Faithfully,

**For MEDLIFE INTERNATIONAL PRIVATE LIMITED,**

  
  
**Pavan H R**  
**Senior Manager – Human Resources**

  
**PRINCIPAL**  
**Krupanidhi College of Pharmacy**  
**Chikkabellandur, Carmelaram Post,**  
**Varthur Hobli, Bangalore - 560 035**

Enclosures: Annexure A, CTC Breakup & Benefits | Annexure B, Offer Terms & Conditions

  
Date:.....



# INTENT LETTER OF APPOINTMENT



## ANNEXURE A

### CTC BREAK UP

<b>Name</b>	<b>Abhishek Kumar</b>
<b>Designation</b>	<b>Executive - Digi Desk</b>
<b>Business Unit</b>	<b>Customer Experience</b>
<b>Level</b>	<b>D11</b>
<b>Annual CTC Offered in INR</b>	<b>264817</b>

<b>Salary Component</b>	<b>Amount Per Month (INR)</b>	<b>Amount Per Annum (INR)</b>
Basic Salary	9000	108000
House Rent Allowance	0	0
Special Allowance/FBP	10623	127477
<b>GROSS EARNINGS</b>	<b>19623</b>	<b>235477</b>
<b>STATUTORY BENEFITS</b>		
Employer Provident Fund**	1080	12960
Employer ESIC**	932	11185
Gratuity***		5195
<b>FIXED COST TO COMPANY in INR</b>		<b>264817</b>

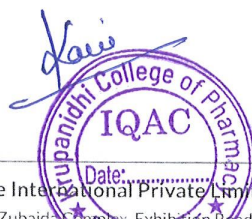
\*\* Employee PF & ESIC contribution shall be a deducted from Gross Earnings.

\*\*\*Gratuity will be payable after 5 years of service completion.

#### Note:

#### 1. Insurance Coverage (Will not be applicable if ESIC is part of CTC)

- Apart from the above compensation, company provides Group Term Insurance and Group Medclaim.
- Insurance against hospitalization of self and immediate family members as per the floater insurance policy terms & conditions as they exist from time to time.



**PRINCIPAL**  
**Krupanidhi College of Pharmacy**  
**Chikkabellandur, Carmelaram Post,**  
**Varthur Hobli, Bangalore - 560 035**

Medlife International Private Limited

# INTENT LETTER OF APPOINTMENT



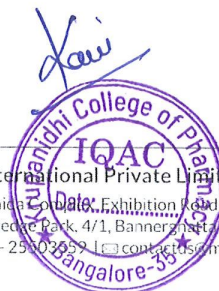
## Annexure 'B'

### Documents Required on Day of Joining

#	Documents
1	Medlife Intent Letter of Appointment (this document)
2	Copy of Relieving Letter from your recent employer
3	Updated Resume
4	Copy of Salary Slips / Certificates (last 3 months)
5	10 <sup>th</sup> , 12 <sup>th</sup> , Graduation and/or Post-Graduation Certificates
6	Identity & Address Proof (Aadhar, & PAN Card copies)
7	<b>Recent</b> formal 6 Passport Size Photographs (two for company, two for opening bank account) with 1 soft copy for issuance of ID card
8	UAN Card copy of previous employment
9	Existing Bank Account Details (Account Number, Branch, IFSC Code) with a copy of cancelled cheque / Bank Statement

### Terms & Conditions:

1. This offer is valid till **15-Feb-2019**. Please indicate your acceptance of this offer prior to this date and confirm your date of joining to **PRATHAP M**
2. Initially you will be on probation for six months or more at the discretion of the management.
3. Detailed Terms and Conditions of the contract of employment will be handed over to you on your day of joining. The contract of employment would be deemed to be complete and valid from the date of your joining the organization. It is subject to your acceptance of the terms and conditions set out therein, and submitting all necessary documents to the satisfaction of the Human Resources department.
4. During your employment, you will be eligible to participate in the Company's employee benefit plans and programs as they exist from time to time, subject to the general eligibility provisions and other terms and conditions set forth in official plan/policy documents. You will receive more information about your benefits upon commencement of your employment.
5. During your employment, you agree to comply with the internal policies and procedures of the Company including our Code of Conduct, as they exist from time to time.
6. We invite you to join Medlife International Pvt. Ltd. On **01-Aug-2019**. On your first day please report to **Bengaluru - Enzyme**.
7. Upon completing the joining formalities, you will report to **Assistant Manager - Digi Desk**.
8. In case of any changes in points 6 or 7 above, you would be intimated of the same.



**PRINCIPAL**  
Krupanidhi College of Pharmacy  
Chikkabellandur, Carmelaram Post,  
Varthur Hobli, Bangalore - 560 035

Medlife International Private Limited

Regd. Office: Room # 101A, Zubair Centre, Exhibition Road, Patna, Bihar - 800 001  
Corp. Office: 5<sup>th</sup> Floor, Tower D, IBC Knowledge Park, 4/1, Bannerghatta Main Road, Bengaluru - 560 029  
CIN: U24230BR2014PTC023149 | ☎ 080 - 25302999 | ✉ contact@medlife.com | 🌐 www.medlife.com





# INTENT LETTER OF APPOINTMENT

Ref. No.: **ML\_6862\_Customer Experience\_18**  
Date: **13-Feb-2019**

Dear **Sushmitha**,

It has been pleasure discussing the possibility of your association with us and we are happy to offer you the role of **Executive - Digi Desk**.

A brief synopsis of the offer is as follows:

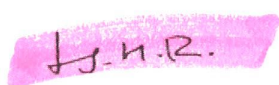

Designation : **Executive - Digi Desk**  
Location : **Bengaluru**  
Annual CTC : **INR 252034**  
Expected Joining Date : **01-Aug-2019**

This appointment is contingent upon a satisfactory employment verification report and submission of documents which are summarized in Annexure B. Please refer to Annexure A for a detailed breakup of the CTC offered and benefits extended.

We thank you for choosing us as your prospective employer and look forward to welcoming you on board at the earliest. Please let us know if you have any questions or if we can provide any additional information.

Yours Faithfully,

**For MEDLIFE INTERNATIONAL PRIVATE LIMITED,**

  
  
**Pavan H R**  
**Senior Manager – Human Resources**

  
**PRINCIPAL**  
**Krupanidhi College of Pharmacy**  
**Chikkabellandur, Carmelaram Post,**  
**varthur Hobli, Bangalore - 560 035**

Enclosures: Annexure A, CTC Breakup & Benefits | Annexure B, Offer Terms & Conditions


# INTENT LETTER OF APPOINTMENT



## ANNEXURE A

### CTC BREAK UP

<b>Name</b>	<b>Sushmitha</b>
<b>Designation</b>	<b>Executive - Digi Desk</b>
<b>Business Unit</b>	<b>Customer Experience</b>
<b>Level</b>	<b>D11</b>
<b>Annual CTC Offered in INR</b>	<b>252034</b>

<b>Salary Component</b>	<b>Amount Per Month (INR)</b>	<b>Amount Per Annum (INR)</b>
Basic Salary	9000	108000
House Rent Allowance	0	0
Special Allowance/FBP	9606	115274
<b>GROSS EARNINGS</b>	<b>18606</b>	<b>223274</b>
<b>STATUTORY BENEFITS</b>		
Employer Provident Fund**	1080	12960
Employer ESIC**	884	10605
Gratuity***		5195
<b>FIXED COST TO COMPANY in INR</b>		<b>252034</b>

\*\* Employee PF & ESIC contribution shall be a deducted from Gross Earnings.

\*\*\*Gratuity will be payable after 5 years of service completion.

#### Note:

#### 1. Insurance Coverage (Will not be applicable if ESIC is part of CTC)

- Apart from the above compensation, company provides Group Term Insurance and Group Mediclaim.
- Insurance against hospitalization of self and immediate family members as per the floater insurance policy terms & conditions as they exist from time to time.



**PRINCIPAL**  
Krupanidhi College of Pharmacy  
Chikkabellandur, Carmelaram Post,  
Varthur Hobli, Bangalore - 560 035



# INTENT LETTER OF APPOINTMENT



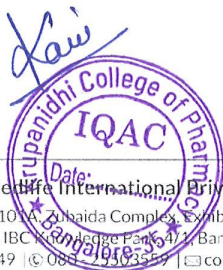
## Annexure 'B'

### Documents Required on Day of Joining

#	Documents
1	Medlife Intent Letter of Appointment (this document)
2	Copy of Relieving Letter from your recent employer
3	Updated Resume
4	Copy of Salary Slips / Certificates (last 3 months)
5	10 <sup>th</sup> , 12 <sup>th</sup> , Graduation and/or Post-Graduation Certificates
6	Identity & Address Proof (Aadhar, & PAN Card copies)
7	<b>Recent</b> formal 6 Passport Size Photographs (two for company, two for opening bank account) with 1 soft copy for issuance of ID card
8	UAN Card copy of previous employment
9	Existing Bank Account Details (Account Number, Branch, IFSC Code) with a copy of cancelled cheque / Bank Statement

### Terms & Conditions:

1. This offer is valid till **15-Feb-2019**. Please indicate your acceptance of this offer prior to this date and confirm your date of joining to **PRATHAP M**
2. Initially you will be on probation for six months or more at the discretion of the management.
3. Detailed Terms and Conditions of the contract of employment will be handed over to you on your day of joining. The contract of employment would be deemed to be complete and valid from the date of your joining the organization. It is subject to your acceptance of the terms and conditions set out therein, and submitting all necessary documents to the satisfaction of the Human Resources department.
4. During your employment, you will be eligible to participate in the Company's employee benefit plans and programs as they exist from time to time, subject to the general eligibility provisions and other terms and conditions set forth in official plan/policy documents. You will receive more information about your benefits upon commencement of your employment.
5. During your employment, you agree to comply with the internal policies and procedures of the Company including our Code of Conduct, as they exist from time to time.
6. We invite you to join Medlife International Pvt. Ltd. On **01-Aug-2019**. On your first day please report to **Bengaluru - Enzyme**.
7. Upon completing the joining formalities, you will report to **Assistant Manager - Digi Desk**.
8. In case of any changes in points 6 or 7 above, you would be intimated of the same.



**PRINCIPAL**  
Krupanidhi College of Pharmacy  
Chikkabellandur, Carmelaram Post,  
Marthur Hobli, Bangalore - 560 035

**Fwd: Offer from IQVIA™ - We invite you to join us!**

1 message

swathi v <swathinaidu331@gmail.com>  
To: jokiran05@gmail.com

18 March 2022 at 10:45

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

From: swathi v <swathinaidu331@gmail.com>  
Date: Sat, Jul 13, 2019, 10:14 AM  
Subject: Fwd: Offer from IQVIA™ - We invite you to join us!  
To: <lithamjthomas85@gmail.com>

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

From: Campus India <Campus.India@quintiles.com>  
Date: Fri, 22 Mar 2019, 5:33 pm  
Subject: Offer from IQVIA™ - We invite you to join us!  
To: swathinaidu331@gmail.com <swathinaidu331@gmail.com>

Dear Swathi,

We want to welcome you to IQVIA™

On behalf of IQVIA, we are pleased to extend an offer of employment for you to join us

Your designation will be {Safety Associate Trainee – Grade 110}. You will be based in Bangalore.

IQVIA's talented professionals across the globe help clients create solutions that drive healthcare forward to advance clinical outcomes and commercial performance. Our employees are passionate about channeling their insights, commercial and scientific depth, and executional expertise to help improve health outcomes for patients around the globe.

Included is information about our offer of employment for your review, including details about salary and health benefits. Request you to review this and let us know your decision within 2 business days.

This offer is contingent upon your successful completion of current course of study and completion of a reference check verifying your professional and educational background. You should produce the original pass certificate/ mark sheet by the end of probation period certifying that you have successfully completed the degree, failing which IQVIA™ may, in its sole discretion elect to terminate or suspend employment immediately.

You will be participating in a certification program which would be sponsored by IQVIA and delivered at IQVIA, India. Please note that this offer is contingent upon you clearing the assessment under the certification program.

Post your email acceptance and confirmation of the joining date you will receive the system generated offer letter from workday in forthcoming months.. It is necessary to complete all onboarding tasks by digitally signing the documents to ensure a smooth integration with our systems.

We request you to share the following documents and details along with the email acceptance of this offer.



PRINCIPAL

Krupanithi College of Pharmacy  
Chikkabellandur, Carmelaram Post,  
Marthur Hobli, Bangalore - 560 035




- a. Signed copy of conflict of interest (Attached):
- b. Date of Birth:
- c. Father's/Spouse's Name:
- d. Communication address to reflect in offer letter:.
- e. E-Aadhar Card (Please don't share scanned copy of Aadhar Card) – You can use the below link to generate E-aadhar card. Also share the password.  
<https://eaadhaar.uidai.gov.in/#/>
- f. Scanned Copy of Pan Card.

We are really excited to welcome you to IQVIA™. Whatever your career goals, we are here to ensure you get there!

Please join us to move healthcare forward. Together.

Thanks & Regards,

Campus India Team

 IQVIA logo\_96dpi\_100pxheight

---


**IMPORTANT - PLEASE READ:** This electronic message, including its attachments, is CONFIDENTIAL and may contain PROPRIETARY or LEGALLY PRIVILEGED or PROTECTED information and is intended for the authorized recipient of the sender. If you are not the intended recipient, you are hereby notified that any use, disclosure, copying, or distribution of this message or any of the information included in it is unauthorized and strictly prohibited. If you have received this message in error, please immediately notify the sender by reply e-mail and permanently delete this message and its attachments, along with any copies thereof, from all locations received (e.g., computer, mobile device, etc.). To the extent permitted by law, we may monitor electronic communications for the purposes of ensuring compliance with our legal and regulatory obligations and internal policies. We may also collect email traffic headers for analyzing patterns of network traffic and managing client relationships. For further information see: <https://www.iqvia.com/about-us/privacy/privacy-policy>. Thank you.

---

### 3 attachments



image001.jpg  
6K

 **Conflict of Interest Disclosure Form\_March 2018.pdf**  
203K

 **Swathi V Salary PDF.pdf**  
63K

SALARY AND BENEFIT STATEMENT		
NAME	Swathi V	
DESIGNATION	Safety Associate Trainee	
GRADE LEVEL	G110	
<b>1. SALARY COMPONENTS</b>	<b>per Month (INR)</b>	<b>per Annum (INR)</b>
BASIC	8,004	96,048
HRA	4,002	48,024
MEDICAL	1,250	15,000
TRANSPORT ALLOWANCE	1,600	19,200
LEAVE TRAVEL ALLOWANCE	667	8,004
SPECIAL ALLOWANCE	2,486	29,832
STATUTORY BONUS	2,000	24,000
<b>ANNUAL GUARANTEED PAY</b>	<b>20,009</b>	<b>240,108</b>
<b>2. RETIRAL BENEFITS</b>	<b>per Month (INR)</b>	<b>per Annum (INR)</b>
PROVIDENT FUND	960	11,526
<b>CTC (1+2)</b>		<b>INR 251,634</b>

**VARIABLE INCENTIVE PAYMENTS**

You may participate in non-salary compensation programs as may be available, subject to applicable terms, conditions and eligibility requirements of these plans and at the plan administrator's discretion. You will be eligible for payments under any such programs (performance linked bonus, annual incentive plan etc.) only if you are in active employment of IQVIA as on the date of payment. Employees are considered to be in "active employment" if they have not tendered their resignation.

**OTHER BENEFITS**

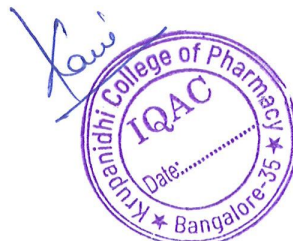
Gratuity: The eligibility and amount of this benefit is as per the applicable laws.

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.

  
**PRINCIPAL**  
 Krupanidhi College of Pharmacy  
 Chikkabellandur, Carmelaram Post,  
 Varthur Hobli, Bangalore - 560 035







litha thomas &lt;lithamjthomas85@gmail.com&gt;

## Fwd: Revised Offer from IQVIA™ - We invite you to join us!

KOUSHALYA KOUSHALYA <koushalyabpharm@gmail.com>  
To: lithamjthomas85@gmail.com

Sat, Jul 13, 2019 at 10:19 AM

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

From: **Campus India** <Campus.India@quintiles.com>  
Date: Thu, 20 Jun 2019, 12:03 pm  
Subject: Revised Offer from IQVIA™ - We invite you to join us!  
To: koushalyabpharm@gmail.com <koushalyabpharm@gmail.com>

Dear Koushalya,

We want to welcome you to IQVIA™

On behalf of IQVIA, we are pleased to extend an offer of employment for you to join us.

Your designation will be {Clinical Process Coordinator – Grade 110}. You will be based in Bengaluru.

IQVIA's talented professionals across the globe help clients create solutions that drive healthcare forward to advance clinical outcomes and commercial performance. Our employees are passionate about channeling their insights, commercial and scientific depth, and executional expertise to help improve health outcomes for patients around the globe.

Included is information about our offer of employment for your review, including details about salary and health benefits. Request you to review this and let us know your decision within 2 business days.

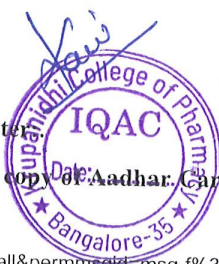
This offer is contingent upon your successful completion of current course of study and completion of a reference check verifying your professional and educational background. You should produce the original pass certificate/ mark sheet by the end of probation period certifying that you have successfully completed the degree, failing which IQVIA™ may, in its sole discretion elect to terminate or suspend employment immediately.

You will be participating in a certification program which would be sponsored by IQVIA and delivered at IQVIA, India. Please note that this offer is contingent upon you clearing the assessment under the certification program.

Post your email acceptance and confirmation of the joining date you will receive the system generated offer letter from workday in forthcoming months.. It is necessary to complete all onboarding tasks by digitally signing the documents to ensure a smooth integration with our systems.

We request you to share the following documents and details along with the email acceptance of this offer:

- Signed copy of conflict of interest (Attached):
- Date of Birth:
- Father's/Spouse's Name:
- Communication address to reflect in offer letter
- E-Aadhar Card (Please don't share scanned copy of E-Aadhar Card) – You can use the below link to generate E-aadhar card. Also share the password.



  
**PRINCIPAL**  
**Krupanidhi College of Pharmacy**  
**Chikkabellandur, Carmelaram Post,**  
**Varthur Hobli, Bangalore - 560 035**

<https://eadhaar.uidai.gov.in/#/>

f. Scanned Copy of Pan Card.

We are really excited to welcome you to IQVIA™. Whatever your career goals, we are here to ensure you get there!

Please join us to move healthcare forward. Together.

Thanks & Regards,

Campus India Team



**IMPORTANT - PLEASE READ:** This electronic message, including its attachments, is CONFIDENTIAL and may contain PROPRIETARY or LEGALLY PRIVILEGED or PROTECTED information and is intended for the authorized recipient of the sender. If you are not the intended recipient, you are hereby notified that any use, disclosure, copying, or distribution of this message or any of the information included in it is unauthorized and strictly prohibited. If you have received this message in error, please immediately notify the sender by reply e-mail and permanently delete this message and its attachments, along with any copies thereof, from all locations received (e.g., computer, mobile device, etc.). To the extent permitted by law, we may monitor electronic communications for the purposes of ensuring compliance with our legal and regulatory obligations and internal policies. We may also collect email traffic headers for analyzing patterns of network traffic and managing client relationships. For further information see: <https://www.iqvia.com/about-us/privacy/privacy-policy>. Thank you.

5 attachments



 **Conflict of Interest Disclosure Form\_March 2018.pdf**  
203K

 **Compensation Annexure\_UptoG140-with SB.docx**  
16K

 **Koushalya Venkatesh salary PDF.pdf**  
65K



**PRINCIPAL**  
**Krupanidhi College of Pharmacy**  
**Chikkabellandur, Carmelaram Post,**  
**Varthur Hobli, Bangalore - 560 035**





**Fwd: Offer from IQVIA™ - We invite you to join us!**

Koushalya Venkatesh <koushalyabpharm@gmail.com>  
To: "jokiran05@gmail.com" <jokiran05@gmail.com>

18 March 2022 at 11:18

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

From: **Campus India** <Campus.India@quintiles.com>  
Date: Fri, 22 Mar, 2019, 5:24 PM  
Subject: Offer from IQVIA™ - We invite you to join us!  
To: koushalyabpharm@gmail.com <koushalyabpharm@gmail.com>

Dear Koushalya,

We want to welcome you to IQVIA™

On behalf of IQVIA, we are pleased to extend an offer of employment for you to join us.

Your designation will be {Clinical Process Coordinator – Grade 110}. You will be based in Bangalore.

IQVIA's talented professionals across the globe help clients create solutions that drive healthcare forward to advance clinical outcomes and commercial performance. Our employees are passionate about channeling their insights, commercial and scientific depth, and executional expertise to help improve health outcomes for patients around the globe.

Included is information about our offer of employment for your review, including details about salary and health benefits. Request you to review this and let us know your decision within 2 business days.


This offer is contingent upon your successful completion of current course of study and completion of a reference check verifying your professional and educational background. You should produce the original pass certificate/ mark sheet by the end of probation period certifying that you have successfully completed the degree, failing which IQVIA™ may, in its sole discretion elect to terminate or suspend employment immediately.


You will be participating in a certification program which would be sponsored by IQVIA and delivered at IQVIA, India. Please note that this offer is contingent upon you clearing the assessment under the certification program.

Post your email acceptance and confirmation of the joining date you will receive the system generated offer letter from workday in forthcoming months.. It is necessary to complete all onboarding tasks by digitally signing the documents to ensure a smooth integration with our systems.

We request you to share the following documents and details along with the email acceptance of this offer:

- a. Signed copy of conflict of interest (Attached):
- b. Date of Birth:
- c. Father's/Spouse's Name:
- d. Communication address to reflect in offer letter:.

  
**PRINCIPAL**  
**Krupanidhi College of Pharmacy**  
**Chikkabellandur, Carmelaram Post,**  
**Varthur Hobli, Bangalore - 560 035**

  
Date: .....

e. E-Aadhar Card (Please don't share scanned copy of Aadhar Card) – You can use the below link to generate E-aadhar card. Also share the password.  
<https://eaadhaar.uidai.gov.in/#/>


f. Scanned Copy of Pan Card.

We are really excited to welcome you to IQVIA™. Whatever your career goals, we are here to ensure you get there!

Please join us to move healthcare forward. Together.

Thanks & Regards,

Campus India Team

 IQVIA logo\_96dpi\_100pxheight

[Quoted text hidden]

---


4 attachments



image001.jpg  
6K



image001.jpg  
6K

 Conflict of Interest Disclosure Form\_March 2018.pdf  
203K

 Koushalya Venkatesh salary PDF.pdf  
63K



**PRINCIPAL**  
Krupanidhi College of Pharmacy  
Chikkabellandur, Carmelaram Post,  
Varthur Hobli, Bangalore - 560 035





SALARY AND BENEFIT STATEMENT		
NAME	Koushalya Venkatesh	
DESIGNATION	Clinical Process Coordinator	
GRADE LEVEL	G110	
<b>1. SALARY COMPONENTS</b>	<b>per Month (INR)</b>	<b>per Annum (INR)</b>
BASIC	8,004	96,048
HRA	4,002	48,024
MEDICAL	1,250	15,000
TRANSPORT ALLOWANCE	1,600	19,200
LEAVE TRAVEL ALLOWANCE	667	8,004
SPECIAL ALLOWANCE	2,486	29,832
STATUTORY BONUS	2,000	24,000
<b>ANNUAL GUARANTEED PAY</b>	<b>20,009</b>	<b>240,108</b>
<b>2. RETIRAL BENEFITS</b>	<b>per Month (INR)</b>	<b>per Annum (INR)</b>
PROVIDENT FUND	960	11,526
<b>CTC (1+2)</b>	<b>INR 251,634</b>	

**VARIABLE INCENTIVE PAYMENTS**

You may participate in non-salary compensation programs as may be available, subject to applicable terms, conditions and eligibility requirements of these plans and at the plan administrator's discretion. You will be eligible for payments under any such programs (performance linked bonus, annual incentive plan etc.) only if you are in active employment of IQVIA as on the date of payment. Employees are considered to be in "active employment" if they have not tendered their resignation.

**OTHER 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 Mediclaim: 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.



**PRINCIPAL**  
**Krupanidhi College of Pharmacy**  
**Chikkabellandur, Carmelaram Post,**  
**Varthur Hobli, Bangalore - 560 035**



**Fwd: Offer from IQVIA™ - We invite you to join us!**

Deepthi Ramesh <deepthi.ramesh12@gmail.com>  
To: "jokiran05@gmail.com" <jokiran05@gmail.com>

18 March 2022 at 13:00

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

From: **Campus India** <Campus.India@quintiles.com>  
Date: Fri, Mar 22, 2019, 5:31 PM  
Subject: Offer from IQVIA™ - We invite you to join us!  
To: deepthi.ramesh12@gmail.com <deepthi.ramesh12@gmail.com>

Dear Deepthi,

We want to welcome you to IQVIA™

On behalf of **IQVIA**, we are pleased to extend an **offer of employment for you to join us**

Your designation will be {Safety Associate Trainee – Grade 110}. You will be based in Bangalore.

**IQVIA's** talented professionals across the globe help clients create solutions that drive healthcare forward to advance clinical outcomes and commercial performance. Our employees are passionate about channeling their insights, commercial and scientific depth, and executional expertise to help improve health outcomes for patients around the globe.

Included is information about our offer of employment for your review, including details about salary and health benefits. Request you to review this and let us know your decision within 2 business days.

This offer is contingent upon your successful completion of current course of study and completion of a reference check verifying your professional and educational background. You should produce the original pass certificate/ mark sheet by the end of probation period certifying that you have successfully completed the degree, failing which **IQVIA™** may, in its sole discretion elect to terminate or suspend employment immediately.

You will be participating in a certification program which would be sponsored by **IQVIA** and delivered at **IQVIA, India**. Please note that this offer is contingent upon you clearing the assessment under the certification program.

Post your email acceptance and confirmation of the joining date you will receive the system generated offer letter from workday in forthcoming months.. It is necessary to complete all onboarding tasks by digitally signing the documents to ensure a smooth integration with our systems.

We request you to share the following documents and details along with the email acceptance of this offer:

- a. Signed copy of conflict of interest (Attached):
- b. Date of Birth:
- c. Father's/Spouse's Name:
- d. Communication address to reflect in offer letter:



**PRINCIPAL**  
**Krupanidhi College of Pharmacy**  
**Chikkabellandur, Carmelaram Post,**  
**Arthur Hobli, Bangalore - 560 035**



e. E-Aadhar Card (Please don't share scanned copy of Aadhar Card) – You can use the below link to generate E-aadhar card. Also share the password.  
<https://aadhaar.uidai.gov.in/#/>

f. Scanned Copy of Pan Card.

We are really excited to welcome you to IQVIA™. Whatever your career goals, we are here to ensure you get there!

Please join us to move healthcare forward. Together.

Thanks & Regards,

Campus India Team

 IQVIA logo\_96dpi\_100pxheight

[Quoted text hidden]

4 attachments





image001.jpg  
6K

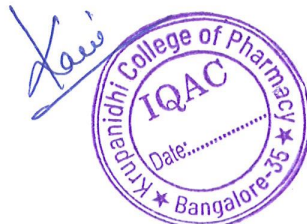


image001.jpg  
6K

 Conflict of Interest Disclosure Form\_March 2018.pdf  
203K

 Deepthi Rameshappa Salary PDF.pdf  
63K

  
**PRINCIPAL**  
Krupanidhi College of Pharmacy  
Chikkabellandur, Carmelaram Post,  
Varthur Hobli, Bangalore - 560 035





litha thomas &lt;lithamjthomas85@gmail.com&gt;

## Fwd: Revised Offer from IQVIA™ - We invite you to join us!

Deepthi Ramesh <deepthi.ramesh12@gmail.com>  
To: lithamjthomas85@gmail.com

Sat, Jul 13, 2019 at 10:23 AM

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

From: **Campus India** <Campus.India@quintiles.com>  
Date: Sat, 15 Jun, 2019, 2:58 PM  
Subject: Revised Offer from IQVIA™ - We invite you to join us!  
To: deepthi.ramesh12@gmail.com <deepthi.ramesh12@gmail.com>

Dear Deepthi,

We want to welcome you to IQVIA™

On behalf of **IQVIA**, we are pleased to extend an **offer of employment for you to join us.**

Your designation will be {Safety Associate Trainee – Grade 110}. You will be based in Bengaluru.

**IQVIA's talented professionals across the globe help clients create solutions that drive healthcare forward to advance clinical outcomes and commercial performance. Our employees are passionate about channeling their insights, commercial and scientific depth, and executional expertise to help improve health outcomes for patients around the globe.**

Included is information about our offer of employment for your review, including details about salary and health benefits. Request you to review this and let us know your decision within 2 business days.

This offer is contingent upon your successful completion of current course of study and completion of a reference check verifying your professional and educational background. You should produce the original pass certificate/ mark sheet by the end of probation period certifying that you have successfully completed the degree, failing which IQVIA™ may, in its sole discretion elect to terminate or suspend employment immediately.

You will be participating in a certification program which would be sponsored by IQVIA and delivered at IQVIA, India. Please note that this offer is contingent upon you clearing the assessment under the certification program.

Post your email acceptance and confirmation of the joining date you will receive the system generated offer letter from workday in forthcoming months.. It is necessary to complete all onboarding tasks by digitally signing the documents to ensure a smooth integration with our systems.

We request you to share the following documents and details along with the email acceptance of this offer:

- Signed copy of conflict of interest (Attached):
- Date of Birth:
- Father's/Spouse's Name:
- Communication address to reflect in offer letter



**PRINCIPAL**  
**Krupanidhi College of Pharmacy**  
**Chikkabellandur, Carmelaram Post,**  
**Channarayana Hobli, Bangalore - 560 035**

e. E-Aadhar Card (Please don't share scanned copy of Aadhar Card) – You can use the below link to generate E-aadhar card. Also share the password.  
<https://eaadhaar.uidai.gov.in/#/>

f. Scanned Copy of Pan Card.

We are really excited to welcome you to IQVIA™. Whatever your career goals, we are here to ensure you get there!

Please join us to move healthcare forward. Together.

Thanks & Regards,

Campus India Team



**IMPORTANT - PLEASE READ:** This electronic message, including its attachments, is CONFIDENTIAL and may contain PROPRIETARY or LEGALLY PRIVILEGED or PROTECTED information and is intended for the authorized recipient of the sender. If you are not the intended recipient, you are hereby notified that any use, disclosure, copying, or distribution of this message or any of the information included in it is unauthorized and strictly prohibited. If you have received this message in error, please immediately notify the sender by reply e-mail and permanently delete this message and its attachments, along with any copies thereof, from all locations received (e.g., computer, mobile device, etc.). To the extent permitted by law, we may monitor electronic communications for the purposes of ensuring compliance with our legal and regulatory obligations and internal policies. We may also collect email traffic headers for analyzing patterns of network traffic and managing client relationships. For further information see: <https://www.iqvia.com/about-us/privacy/privacy-policy>. Thank you.

**5 attachments**




**image001.jpg**  
6K



**image001.jpg**  
6K

 **Conflict of Interest Disclosure Form\_March 2018.pdf**  
203K

 **Compensation Annexure\_UptoG140-with SB.docx**  
16K

 **Deepthi Rameshappa Salary PDF.pdf**  
65K

*SD*  
**PRINCIPAL**  
**Krupanidhi College of Pharmacy**  
**Chikkabellandur, Carmelaram Post,**  
**Varthur Hobli, Bangalore - 560 035**





SALARY AND BENEFIT STATEMENT		
NAME	Deepthi Rameshappa	
DESIGNATION	Safety Associate Trainee	
GRADE LEVEL	G110	
<b>1. SALARY COMPONENTS</b>	<b>per Month (INR)</b>	<b>per Annum (INR)</b>
BASIC	9,000	108,000
HRA	4,500	54,000
MEDICAL	1,250	15,000
TRANSPORT ALLOWANCE	1,600	19,200
LEAVE TRAVEL ALLOWANCE	750	9,000
SPECIAL ALLOWANCE	3,400	40,800
STATUTORY BONUS	2,000	24,000
<b>ANNUAL GUARANTEED PAY</b>	<b>22,500</b>	<b>270,000</b>
<b>2. RETIRAL BENEFITS</b>	<b>per Month (INR)</b>	<b>per Annum (INR)</b>
PROVIDENT FUND	1,080	12,960
<b>CTC (1+2)</b>		<b>INR 282,960</b>

**VARIABLE INCENTIVE PAYMENTS**

You may participate in non-salary compensation programs as may be available, subject to applicable terms, conditions and eligibility requirements of these plans and at the plan administrator's discretion. You will be eligible for payments under any such programs (performance linked bonus, annual incentive plan etc.) only if you are in active employment of IQVIA as on the date of payment. Employees are considered to be in "active employment" if they have not tendered their resignation.

**OTHER 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 Mediclaim: 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.

  
**PRINCIPAL**  
 Krupanidhi College of Pharmacy  
 Chikkabellandur, Carmelaram Post,  
 Varthur Hobli, Bangalore - 560 035



SALARY AND BENEFIT STATEMENT		
NAME	Deepthi Rameshappa	
DESIGNATION	Safety Associate Trainee	
GRADE LEVEL	G110	
<b>1. SALARY COMPONENTS</b>	<b>per Month (INR)</b>	<b>per Annum (INR)</b>
BASIC	8,004	96,048
HRA	4,002	48,024
MEDICAL	1,250	15,000
TRANSPORT ALLOWANCE	1,600	19,200
LEAVE TRAVEL ALLOWANCE	667	8,004
SPECIAL ALLOWANCE	2,486	29,832
STATUTORY BONUS	2,000	24,000
<b>ANNUAL GUARANTEED PAY</b>	<b>20,009</b>	<b>240,108</b>
<b>2. RETIRAL BENEFITS</b>	<b>per Month (INR)</b>	<b>per Annum (INR)</b>
PROVIDENT FUND	960	11,526
<b>CTC (1+2)</b>		<b>INR 251,634</b>

**VARIABLE INCENTIVE PAYMENTS**

You may participate in non-salary compensation programs as may be available, subject to applicable terms, conditions and eligibility requirements of these plans and at the plan administrator's discretion. You will be eligible for payments under any such programs (performance linked bonus, annual incentive plan etc.) only if you are in active employment of IQVIA as on the date of payment. Employees are considered to be in "active employment" if they have not tendered their resignation.

**OTHER 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 Mediclaim: 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.



**PRINCIPAL**  
**Krupanidhi College of Pharmacy**  
**Chikkabellandur, Carmelaram Post,**  
**Varthur Hobli, Bangalore - 560 035**





# Freedom Bio Pharma Pvt., Ltd.,

CIN: U33110TN2012PTC083883

Mr.Ranjith.R,  
Beside Avala-Gangamma Temple,  
Marsur,Anekal Taluk-562106

26.03.2019

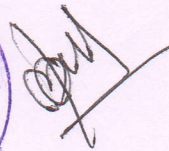
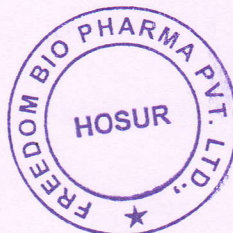
Sub : Letter of Offer

Thank you for exploring career opportunities with Freedom Bio Pharma Pvt Ltd. You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Trainee - QA** . Your CTC Salary including all benefits will be Rs 2,40,000/- per annum.as the terms and conditions set out herein. The CTC salary mentioned above is inclusive of the Variable allowance becoming effective upon successful completion of the Initial Training Programme.

Kindly Confirm your acceptance of this offer by replying "Accepted" to this email. If not accepted within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy.

A handwritten signature in black ink, appearing to be "Ranjith R.", written over the stamp.





litha thomas &lt;lithamjthomas85@gmail.com&gt;

## Fwd: Revised Offer from IQVIA™ - We invite you to join us!

KOUSHALYA KOUSHALYA <koushalyabpharm@gmail.com>  
To: lithamjthomas85@gmail.com

Sat, Jul 13, 2019 at 10:19 AM

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

From: **Campus India** <Campus.India@quintiles.com>  
Date: Thu, 20 Jun 2019, 12:03 pm  
Subject: Revised Offer from IQVIA™ - We invite you to join us!  
To: koushalyabpharm@gmail.com <koushalyabpharm@gmail.com>

Dear Koushalya,

We want to welcome you to IQVIA™

On behalf of IQVIA, we are pleased to extend an offer of employment for you to join us.

Your designation will be {Clinical Process Coordinator – Grade 110}. You will be based in Bengaluru.

IQVIA's talented professionals across the globe help clients create solutions that drive healthcare forward to advance clinical outcomes and commercial performance. Our employees are passionate about channeling their insights, commercial and scientific depth, and executional expertise to help improve health outcomes for patients around the globe.

Included is information about our offer of employment for your review, including details about salary and health benefits. Request you to review this and let us know your decision within 2 business days.

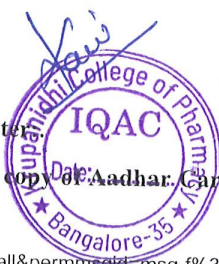
This offer is contingent upon your successful completion of current course of study and completion of a reference check verifying your professional and educational background. You should produce the original pass certificate/ mark sheet by the end of probation period certifying that you have successfully completed the degree, failing which IQVIA™ may, in its sole discretion elect to terminate or suspend employment immediately.

You will be participating in a certification program which would be sponsored by IQVIA and delivered at IQVIA, India. Please note that this offer is contingent upon you clearing the assessment under the certification program.

Post your email acceptance and confirmation of the joining date you will receive the system generated offer letter from workday in forthcoming months.. It is necessary to complete all onboarding tasks by digitally signing the documents to ensure a smooth integration with our systems.

We request you to share the following documents and details along with the email acceptance of this offer:

- Signed copy of conflict of interest (Attached):
- Date of Birth:
- Father's/Spouse's Name:
- Communication address to reflect in offer letter
- E-Aadhar Card (Please don't share scanned copy of Aadhar Card) – You can use the below link to generate E-aadhar card. Also share the password.



**PRINCIPAL**  
**Krupanidhi College of Pharmacy**  
**Chikkabellandur, Carmelaram Post,**  
**Varthur Hobli, Bangalore - 560 035**

<https://eadhaar.uidai.gov.in/#/>

f. Scanned Copy of Pan Card.

We are really excited to welcome you to IQVIA™. Whatever your career goals, we are here to ensure you get there!

Please join us to move healthcare forward. Together.

Thanks & Regards,

Campus India Team



**IMPORTANT - PLEASE READ:** This electronic message, including its attachments, is CONFIDENTIAL and may contain PROPRIETARY or LEGALLY PRIVILEGED or PROTECTED information and is intended for the authorized recipient of the sender. If you are not the intended recipient, you are hereby notified that any use, disclosure, copying, or distribution of this message or any of the information included in it is unauthorized and strictly prohibited. If you have received this message in error, please immediately notify the sender by reply e-mail and permanently delete this message and its attachments, along with any copies thereof, from all locations received (e.g., computer, mobile device, etc.). To the extent permitted by law, we may monitor electronic communications for the purposes of ensuring compliance with our legal and regulatory obligations and internal policies. We may also collect email traffic headers for analyzing patterns of network traffic and managing client relationships. For further information see: <https://www.iqvia.com/about-us/privacy/privacy-policy>. Thank you.

5 attachments



 **Conflict of Interest Disclosure Form\_March 2018.pdf**  
203K

 **Compensation Annexure\_UptoG140-with SB.docx**  
16K

 **Koushalya Venkatesh salary PDF.pdf**  
65K



**PRINCIPAL**  
**Krupanidhi College of Pharmacy**  
**Chikkabellandur, Carmelaram Post,**  
**Varthur Hobli, Bangalore - 560 035**



**Fwd: Offer from IQVIA™ - We invite you to join us!**

Koushalya Venkatesh <koushalyabpharm@gmail.com>  
To: "jokiran05@gmail.com" <jokiran05@gmail.com>

18 March 2022 at 11:18

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

From: **Campus India** <Campus.India@quintiles.com>  
Date: Fri, 22 Mar, 2019, 5:24 PM  
Subject: Offer from IQVIA™ - We invite you to join us!  
To: koushalyabpharm@gmail.com <koushalyabpharm@gmail.com>

Dear Koushalya,

We want to welcome you to IQVIA™

On behalf of IQVIA, we are pleased to extend an offer of employment for you to join us.

Your designation will be {Clinical Process Coordinator – Grade 110}. You will be based in Bangalore.

**IQVIA's talented professionals across the globe help clients create solutions that drive healthcare forward to advance clinical outcomes and commercial performance. Our employees are passionate about channeling their insights, commercial and scientific depth, and executional expertise to help improve health outcomes for patients around the globe.**

Included is information about our offer of employment for your review, including details about salary and health benefits. Request you to review this and let us know your decision within 2 business days.


This offer is contingent upon your successful completion of current course of study and completion of a reference check verifying your professional and educational background. You should produce the original pass certificate/ mark sheet by the end of probation period certifying that you have successfully completed the degree, failing which IQVIA™ may, in its sole discretion elect to terminate or suspend employment immediately.


You will be participating in a certification program which would be sponsored by IQVIA and delivered at IQVIA, India. Please note that this offer is contingent upon you clearing the assessment under the certification program.

Post your email acceptance and confirmation of the joining date you will receive the system generated offer letter from workday in forthcoming months.. It is necessary to complete all onboarding tasks by digitally signing the documents to ensure a smooth integration with our systems.

We request you to share the following documents and details along with the email acceptance of this offer:

- a. Signed copy of conflict of interest (Attached):
- b. Date of Birth:
- c. Father's/Spouse's Name:
- d. Communication address to reflect in offer letter:.

  
**PRINCIPAL**  
**Krupanidhi College of Pharmacy**  
**Chikkabellandur, Carmelaram Post,**  
**Varthur Hobli, Bangalore - 560 035**

  
Date: .....



e. E-Aadhar Card (Please don't share scanned copy of Aadhar Card) – You can use the below link to generate E-aadhar card. Also share the password.  
<https://eaadhaar.uidai.gov.in/#/>


f. Scanned Copy of Pan Card.

We are really excited to welcome you to IQVIA™. Whatever your career goals, we are here to ensure you get there!

Please join us to move healthcare forward. Together.

Thanks & Regards,

Campus India Team

 IQVIA logo\_96dpi\_100pxheight

[Quoted text hidden]

---


4 attachments



image001.jpg  
6K



image001.jpg  
6K

 Conflict of Interest Disclosure Form\_March 2018.pdf  
203K

 Koushalya Venkatesh salary PDF.pdf  
63K



**PRINCIPAL**  
Krupanidhi College of Pharmacy  
Chikkabellandur, Carmelaram Post,  
Varthur Hobli, Bangalore - 560 035



SALARY AND BENEFIT STATEMENT		
NAME	Koushalya Venkatesh	
DESIGNATION	Clinical Process Coordinator	
GRADE LEVEL	G110	
<b>1. SALARY COMPONENTS</b>	<b>per Month (INR)</b>	<b>per Annum (INR)</b>
BASIC	8,004	96,048
HRA	4,002	48,024
MEDICAL	1,250	15,000
TRANSPORT ALLOWANCE	1,600	19,200
LEAVE TRAVEL ALLOWANCE	667	8,004
SPECIAL ALLOWANCE	2,486	29,832
STATUTORY BONUS	2,000	24,000
<b>ANNUAL GUARANTEED PAY</b>	<b>20,009</b>	<b>240,108</b>
<b>2. RETIRAL BENEFITS</b>	<b>per Month (INR)</b>	<b>per Annum (INR)</b>
PROVIDENT FUND	960	11,526
<b>CTC (1+2)</b>	<b>INR 251,634</b>	

**VARIABLE INCENTIVE PAYMENTS**

You may participate in non-salary compensation programs as may be available, subject to applicable terms, conditions and eligibility requirements of these plans and at the plan administrator's discretion. You will be eligible for payments under any such programs (performance linked bonus, annual incentive plan etc.) only if you are in active employment of IQVIA as on the date of payment. Employees are considered to be in "active employment" if they have not tendered their resignation.

**OTHER 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 Mediclaim: 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.



**PRINCIPAL**  
**Krupanidhi College of Pharmacy**  
**Chikkabellandur, Carmelaram Post,**  
**Varthur Hobli, Bangalore - 560 035**



---

**Fwd: Offer from IQVIA™ - We invite you to join us!**

---

Deepthi Ramesh <deepthi.ramesh12@gmail.com>  
To: "jokiran05@gmail.com" <jokiran05@gmail.com>

18 March 2022 at 13:00

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

From: **Campus India** <Campus.India@quintiles.com>  
Date: Fri, Mar 22, 2019, 5:31 PM  
Subject: Offer from IQVIA™ - We invite you to join us!  
To: deepthi.ramesh12@gmail.com <deepthi.ramesh12@gmail.com>

Dear Deepthi,

We want to welcome you to IQVIA™

On behalf of **IQVIA**, we are pleased to extend an **offer of employment for you to join us**

Your designation will be {Safety Associate Trainee – Grade 110}. You will be based in Bangalore.

IQVIA's talented professionals across the globe help clients create solutions that drive healthcare forward to advance clinical outcomes and commercial performance. Our employees are passionate about channeling their insights, commercial and scientific depth, and executional expertise to help improve health outcomes for patients around the globe.

Included is information about our offer of employment for your review, including details about salary and health benefits. Request you to review this and let us know your decision within 2 business days.

This offer is contingent upon your successful completion of current course of study and completion of a reference check verifying your professional and educational background. You should produce the original pass certificate/ mark sheet by the end of probation period certifying that you have successfully completed the degree, failing which IQVIA™ may, in its sole discretion elect to terminate or suspend employment immediately.

You will be participating in a certification program which would be sponsored by IQVIA and delivered at IQVIA, India. Please note that this offer is contingent upon you clearing the assessment under the certification program.

Post your email acceptance and confirmation of the joining date you will receive the system generated offer letter from workday in forthcoming months.. It is necessary to complete all onboarding tasks by digitally signing the documents to ensure a smooth integration with our systems.

We request you to share the following documents and details along with the email acceptance of this offer:

- a. Signed copy of conflict of interest (Attached):
- b. Date of Birth:
- c. Father's/Spouse's Name:
- d. Communication address to reflect in offer letter:



**PRINCIPAL**  
**Krupanidhi College of Pharmacy**  
**Chikkabellandur, Carmelaram Post,**  
**Arthur Hobli, Bangalore - 560 035**



e. E-Aadhar Card (Please don't share scanned copy of Aadhar Card) – You can use the below link to generate E-aadhar card. Also share the password.  
<https://aadhaar.uidai.gov.in/#/>

f. Scanned Copy of Pan Card.

We are really excited to welcome you to IQVIA™. Whatever your career goals, we are here to ensure you get there!

Please join us to move healthcare forward. Together.

Thanks & Regards,

Campus India Team

 IQVIA logo\_96dpi\_100pxheight

[Quoted text hidden]

4 attachments





image001.jpg  
6K

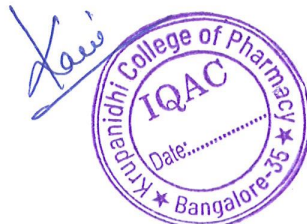


image001.jpg  
6K

 Conflict of Interest Disclosure Form\_March 2018.pdf  
203K

 Deepthi Rameshappa Salary PDF.pdf  
63K

  
**PRINCIPAL**  
Krupanidhi College of Pharmacy  
Chikkabellandur, Carmelaram Post,  
Varthur Hobli, Bangalore - 560 035





litha thomas &lt;lithamjthomas85@gmail.com&gt;

## Fwd: Revised Offer from IQVIA™ - We invite you to join us!

Deepthi Ramesh <deepthi.ramesh12@gmail.com>  
To: lithamjthomas85@gmail.com

Sat, Jul 13, 2019 at 10:23 AM

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

From: **Campus India** <Campus.India@quintiles.com>  
Date: Sat, 15 Jun, 2019, 2:58 PM  
Subject: Revised Offer from IQVIA™ - We invite you to join us!  
To: deepthi.ramesh12@gmail.com <deepthi.ramesh12@gmail.com>

Dear Deepthi,

We want to welcome you to IQVIA™

On behalf of **IQVIA**, we are pleased to extend an **offer of employment for you to join us.**

Your designation will be {Safety Associate Trainee – Grade 110}. You will be based in Bengaluru.

**IQVIA's talented professionals across the globe help clients create solutions that drive healthcare forward to advance clinical outcomes and commercial performance. Our employees are passionate about channeling their insights, commercial and scientific depth, and executional expertise to help improve health outcomes for patients around the globe.**

Included is information about our offer of employment for your review, including details about salary and health benefits. Request you to review this and let us know your decision within 2 business days.

This offer is contingent upon your successful completion of current course of study and completion of a reference check verifying your professional and educational background. You should produce the original pass certificate/ mark sheet by the end of probation period certifying that you have successfully completed the degree, failing which IQVIA™ may, in its sole discretion elect to terminate or suspend employment immediately.

You will be participating in a certification program which would be sponsored by IQVIA and delivered at IQVIA, India. Please note that this offer is contingent upon you clearing the assessment under the certification program.

Post your email acceptance and confirmation of the joining date you will receive the system generated offer letter from workday in forthcoming months.. It is necessary to complete all onboarding tasks by digitally signing the documents to ensure a smooth integration with our systems.

We request you to share the following documents and details along with the email acceptance of this offer:

- Signed copy of conflict of interest (Attached):
- Date of Birth:
- Father's/Spouse's Name:
- Communication address to reflect in offer letter



**PRINCIPAL**  
**Krupanidhi College of Pharmacy**  
**Chikkabellandur, Carmelaram Post,**  
**Channarayana Hobli, Bangalore - 560 035**

e. E-Aadhar Card (Please don't share scanned copy of Aadhar Card) – You can use the below link to generate E-aadhar card. Also share the password.  
<https://eaadhaar.uidai.gov.in/#/>

f. Scanned Copy of Pan Card.

We are really excited to welcome you to IQVIA™. Whatever your career goals, we are here to ensure you get there!

Please join us to move healthcare forward. Together.

Thanks & Regards,

Campus India Team



**IMPORTANT - PLEASE READ:** This electronic message, including its attachments, is CONFIDENTIAL and may contain PROPRIETARY or LEGALLY PRIVILEGED or PROTECTED information and is intended for the authorized recipient of the sender. If you are not the intended recipient, you are hereby notified that any use, disclosure, copying, or distribution of this message or any of the information included in it is unauthorized and strictly prohibited. If you have received this message in error, please immediately notify the sender by reply e-mail and permanently delete this message and its attachments, along with any copies thereof, from all locations received (e.g., computer, mobile device, etc.). To the extent permitted by law, we may monitor electronic communications for the purposes of ensuring compliance with our legal and regulatory obligations and internal policies. We may also collect email traffic headers for analyzing patterns of network traffic and managing client relationships. For further information see: <https://www.iqvia.com/about-us/privacy/privacy-policy>. Thank you.

**5 attachments**




**image001.jpg**  
6K



**image001.jpg**  
6K

 **Conflict of Interest Disclosure Form\_March 2018.pdf**  
203K

 **Compensation Annexure\_UptoG140-with SB.docx**  
16K

 **Deepthi Rameshappa Salary PDF.pdf**  
65K

*S*  
**PRINCIPAL**  
**Krupanidhi College of Pharmacy**  
**Chikkabellandur, Carmelaram Post,**  
**Varthur Hobli, Bangalore - 560 035**





SALARY AND BENEFIT STATEMENT		
NAME	Deepthi Rameshappa	
DESIGNATION	Safety Associate Trainee	
GRADE LEVEL	G110	
<b>1. SALARY COMPONENTS</b>	<b>per Month (INR)</b>	<b>per Annum (INR)</b>
BASIC	9,000	108,000
HRA	4,500	54,000
MEDICAL	1,250	15,000
TRANSPORT ALLOWANCE	1,600	19,200
LEAVE TRAVEL ALLOWANCE	750	9,000
SPECIAL ALLOWANCE	3,400	40,800
STATUTORY BONUS	2,000	24,000
<b>ANNUAL GUARANTEED PAY</b>	<b>22,500</b>	<b>270,000</b>
<b>2. RETIRAL BENEFITS</b>	<b>per Month (INR)</b>	<b>per Annum (INR)</b>
PROVIDENT FUND	1,080	12,960
<b>CTC (1+2)</b>		<b>INR 282,960</b>

**VARIABLE INCENTIVE PAYMENTS**

You may participate in non-salary compensation programs as may be available, subject to applicable terms, conditions and eligibility requirements of these plans and at the plan administrator's discretion. You will be eligible for payments under any such programs (performance linked bonus, annual incentive plan etc.) only if you are in active employment of IQVIA as on the date of payment. Employees are considered to be in "active employment" if they have not tendered their resignation.

**OTHER 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 Mediclaim: 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.

  
**PRINCIPAL**  
 Krupanidhi College of Pharmacy  
 Chikkabellandur, Carmelaram Post,  
 Varthur Hobli, Bangalore - 560 035



SALARY AND BENEFIT STATEMENT		
NAME	Deepthi Rameshappa	
DESIGNATION	Safety Associate Trainee	
GRADE LEVEL	G110	
<b>1. SALARY COMPONENTS</b>	<b>per Month (INR)</b>	<b>per Annum (INR)</b>
BASIC	8,004	96,048
HRA	4,002	48,024
MEDICAL	1,250	15,000
TRANSPORT ALLOWANCE	1,600	19,200
LEAVE TRAVEL ALLOWANCE	667	8,004
SPECIAL ALLOWANCE	2,486	29,832
STATUTORY BONUS	2,000	24,000
<b>ANNUAL GUARANTEED PAY</b>	<b>20,009</b>	<b>240,108</b>
<b>2. RETIRAL BENEFITS</b>	<b>per Month (INR)</b>	<b>per Annum (INR)</b>
PROVIDENT FUND	960	11,526
<b>CTC (1+2)</b>		<b>INR 251,634</b>

**VARIABLE INCENTIVE PAYMENTS**

You may participate in non-salary compensation programs as may be available, subject to applicable terms, conditions and eligibility requirements of these plans and at the plan administrator's discretion. You will be eligible for payments under any such programs (performance linked bonus, annual incentive plan etc.) only if you are in active employment of IQVIA as on the date of payment. Employees are considered to be in "active employment" if they have not tendered their resignation.

**OTHER 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 Mediclaim: 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.



**PRINCIPAL**  
**Krupanidhi College of Pharmacy**  
**Chikkabellandur, Carmelaram Post,**  
**Varthur Hobli, Bangalore - 560 035**





# Freedom Bio Pharma Pvt., Ltd.,

CIN: U33110TN2012PTC083883

Mr.Ranjith.R,  
Beside Avala-Gangamma Temple,  
Marsur,Anekal Taluk-562106

26.03.2019

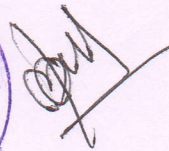
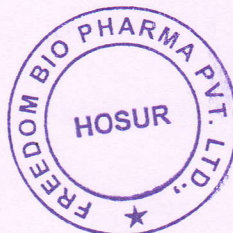
Sub : Letter of Offer

Thank you for exploring career opportunities with Freedom Bio Pharma Pvt Ltd. You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Trainee - QA** . Your CTC Salary including all benefits will be Rs 2,40,000/- per annum.as the terms and conditions set out herein. The CTC salary mentioned above is inclusive of the Variable allowance becoming effective upon successful completion of the Initial Training Programme.

Kindly Confirm your acceptance of this offer by replying "Accepted" to this email. If not accepted within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy.

A handwritten signature in black ink, appearing to be "Ranjith R.", written over the stamp.



ANNEXURE-A

ALEMBIC PHARMACEUTICALS LTD

26th Aug, 2019

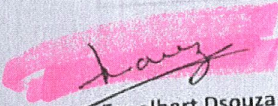
METRO

ANNEXURE (Compensation Details)

Candidate Name : Mr. C Praneeth  
 Division : Gastron  
 HQ : Bangalore-6  
 Designation : Trainee Medical Representative  
 DOJ : 26th Aug, 2019

Sr. No.	Salary Head	Amount(Rs.)	Frequency
1	Basic	10500	Monthly
2	HRA	5250	Monthly
3	Hospitalization Premium	293	Monthly
4	Kit Allowance	192	Monthly
5	PF (Company)	1260	Monthly
6	Bonus	9000	Yearly
7	Gratuity	6060	Yearly
Annual CTC		225000	

Amount In Words: Rupees Two Lac Twenty Five Thousand Only.

  
 Engelbert Dsouza  
 Senior Manager-Human Resources

Notes :

1. Gratuity will be payable as per The Payment of Gratuity Act, 1982 and employee will be eligible for gratuity only after rendering 5 years of continuous service in organization.
  2. Payment of Bonus will be made as per The Payment of Bonus Act, 1965.
  3. There will be variation up to Rs. 12/- per annual in CTC due to rounding-off the monthly amount.
- Please sign duplicate copy of this appointment letter and send back to the authorized signatory as a token of your acceptance of the appointment on the terms and conditions mentions here in above.

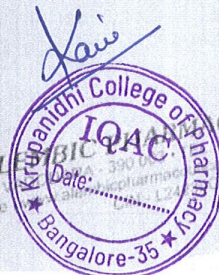


(Signature)

Place :

Date :

**PRINCIPAL**  
**Krupanidhi College of Pharmacy**  
 Chikkabellandur, Carmelaram Post,  
 Marthur Hobli, Bangalore - 560 035







Genius Consultants Ltd.

Office:

#17,2ndFloor,1stMainroad.  
(Opposite to Kodava samaja/canara bank),  
VasanthNagar,Bangalore-560052  
Land Mark:- Near to contonment railway station

Dated: 16.08.2019

Mr Srinivasan N,  
Bangalore

**SUB: OFFER LETTER**

Dear Srinivas,

This is in reference to your application and subsequent interview you will be deputed in our client organization "NATURAL REMEDIES PVT LTD". we are pleased to offer you the assignment as 'Executive' with Quality Control based at Bangalore in the site office of our client as named earlier from the date 19.08.2019 (dd/mm/yyyy) and compensation of Rs.18,000/- Gross Salary PM, as discussed and agreed between us. In case you fail to join on the date and venue as discussed and agreed between you and the authorized personnel of our client organization, then this offer will be treated as invalid.

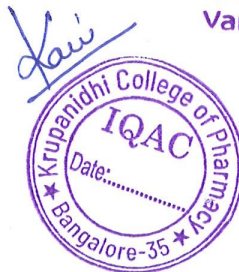
Further details on the said assignment will be furnished on the appointment letter that would be given to you on joining the company.

For Genius Consultants Ltd.,

  
AUTHORIZED SIGNATORY.



PRINCIPAL  
Krupanidhi College of Pharmacy  
Chikkabellandur, Carmelaram Post,  
Varthur Hobli, Bangalore - 560 035





DT: 15/07/2019

Ms. Bhavani D,  
D/o Mr Devaraju  
D/o Devaraju K  
Gundur  
Bangalore Rural,  
Bangalore - 560067  
Karnataka

Employee Id: 02975

Dear Ms. Bhavani,

**Sub: Appointment Letter**

Congratulations! Further to your application for employment with us and the subsequent selection process, we are pleased to appoint you in our Company on the following terms and conditions:

**1. DESIGNATION:**

You are being appointed as **Pharmacist** in our company and your grade will be **B2**. Your designation would be subject to change, depending upon the job assigned and at the Management's discretion.

**2. DATE OF APPOINTMENT:**

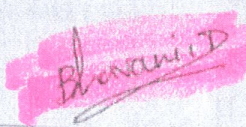
Your date of appointment will be effective from 15-7-2019 and will be in force till superannuation or its termination in accordance with the provisions specifically agreed to here in below, whichever is earlier.

**3. REPORTING:**

You will be reporting to the **Assistant General Manager - Purchase & Supply Chain** or whom so ever he/she designates, unless otherwise specifically changed in writing. You shall diligently and satisfactorily carry out instructions given to you by your superior(s) in connection with the work assigned to you to the best of your skill and ability.

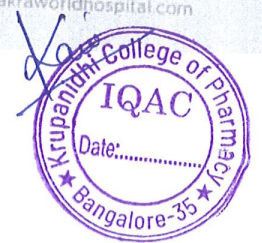
**4. RESPONSIBILITY AND ACCOUNTABILITY:**

You will perform such duties & observe and conform to such directions as may be assigned or communicated to you by the management or such officers who are placed in authority above you. The Management will be within its rights to allot you additional job within your department or any other department to which you cannot raise an objection. You will be provided a copy of your detailed job description by the Human Resources Department containing the position, the scope of services, role, responsibilities and other such related obligations cast on you and which are subject to such changes and modifications as may be considered essential by the company from time to time. Your Duties may vary from time to time and you are liable to be transferred from one department to another department either temporarily or permanently or to any of our hospitals / health centers or offices or Associated Companies in India or abroad, at the sole discretion of the Management/ Company.





**PRINCIPAL**  
**Krupanidhi College of Pharmacy**  
**Chikkabellandur, Carmelaram Post,**  
**Varthur Hobli, Bangalore - 560 035**







## MICRO LABS LIMITED

REGD. & CORPORATE OFFICE: # 31, RACE COURSE ROAD, BENGALURU 560 001, KARNATAKA, INDIA  
Tel. : +91-80-2237 0451- 57 Fax : +91-80-2237 0463 CIN: U24232KA1973PLC002401 Website: www.microlabsltd.com Email : info@microlabsltd.com  
ML-11/OL/2020/1508

September 26<sup>th</sup>, 2020

**Mr. Ganesh A**  
#1/88, Unisenatham village  
Thally, Denkanokotai  
Krishnagiri district  
Tamil Nadu - 635118.

**Sub: Offer of Employment**

Dear Mr. Ganesh,

This has reference to your application for employment in our company and the subsequent interview you had with us. We are pleased to offer you an employment with our organization in the Production department based at Veerasandra plant, Bangalore. The remuneration package as mutually agreed upon shall be communicated to you on your joining with us

Please note that this is merely an Offer Letter. The Company's standard Appointment Letter containing exhaustive terms and conditions of employment will be issued to you on your joining the company which shall be binding on you.

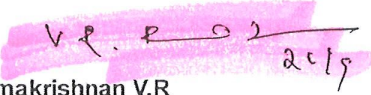
You are requested to join us latest by **November 2<sup>nd</sup>, 2020** failing which this Offer of employment stands withdrawn. Kindly also confirm your exact Date of Joining at least 7 days prior to your joining the Organization.


You are required to submit the following documents at the time of joining:

- Joining Report
- Passport size photographs - 3 Nos
- Photocopy of your testimonials – From SSLC onwards
- Proof of Date of Birth
- Pre-employment Medical Fitness Certificate from a Registered Medical Practicing Doctor
- Copy of Resignation and relieving letter from immediate previous employer
- Last Salary Slip / Salary Certificate, as applicable
- Provisional Income & Tax deducted at source Certificate from the previous employer (If applicable) along with a copy of PAN card
- PF UAN from previous employer
- Copy of Aadhar Card

Kindly confirm your acceptance on the duplicate copy of this Offer Letter.

Yours cordially,  
for **MICRO LABS LIMITED,**

  
Ramakrishnan V.R  
General Manager - Human Resources

  
**PRINCIPAL**  
Krupanidhi College of Pharmacy  
Chikkabellandur, Carmelaram Post,  
varthur Hobli, Bangalore - 560 035







18-19  
**TOWN HOSPITAL**

No. 41/2, Near Sri Rama Temple, Bagalur Road, Sarjapur, Bengaluru - 562 125  
Ph : 27823388, 27823799

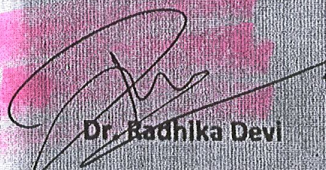
TO WHOM SO EVER IT MAY CONCERN

Date :03/08/2021

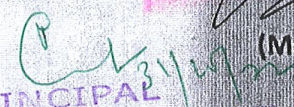
This is to certify that **Mr. Umesh K.M** is working in our hospital as a Pharmacist from 04.09.2019 to till date

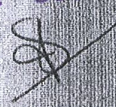
During that period He took keen interest in all the activities and served the institution faithfully. He is sincere, dedicated and honest working.

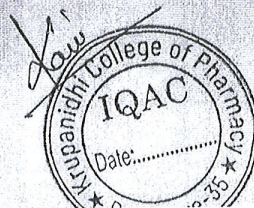
He can be relied upon any time and will be an asset to any organization. He bears a good conduct and character.

  
Dr. Radhika Devi  
(Medical Director)



  
PRINCIPAL  
Krupanidhi College of Pharmacy  
Chikkabellandur, Carmelaram Post,  
Varthur Hobli, Bangalore - 560 035

  
PRINCIPAL  
Krupanidhi College of Pharmacy  
Chikkabellandur, Carmelaram Post,  
Varthur Hobli, Bangalore - 560 035





# Apollo Hospitals Enterprise Limited

08-Nov-2019

MR. VYSAKH C K

AP89322

CHENATHODI KALARIKKAL, ARIPRA, ARIPRA  
VALAMBUR VILLAGE, ANAGADIPURAM, ARIPRA  
MALAPURAM, KERALA, 679321.

## APPOINTMENT ORDER

1. Welcome to the family of APOLLO HOSPITALS. With reference to your application and the subsequent interview you had with us, we are pleased to appoint you as 'TR CLINICAL PHARMACIST' with effect from 08-Nov-2019.

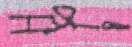
Your total emoluments will be as follows:-

Components	Monthly Amount
Basic	Rs.5115
Allowances	
Fixed Dearness Allowance	Rs.1385
House Rent Allowance	Rs.3250
Conveyance Allowance	Rs.500
Benefits:Contribution by Organisation	
Other Allowance	Rs.2750
Total	Rs.13000

2. You will be on probation for a period of twelve months, which period may be extended by a further period of six months, if considered necessary by the management.

3. Subject to clauses 6 & 19 the appointment is terminable by one months notice on either side or payment of one - month salary in lieu of notice to the other party. This notice of termination is applicable from the date of your joining the company. Further, you should not apply for any leave while on notice period.

4. During probation your services could be terminated without notice if there is even a single instance of misappropriation , fraud , willful misconduct , insubordination.


 Contd.2...

Regd. Office : # 19, Bishop Garden, Raja Annamalaipuram, Chennai - 600 028.

Admin. Office : G-Block, 11th Floor, "Ali Towers", # 55, Greaves Road, Chennai - 600 011, India.

CIN : L85110TN1979PLC008035 Phone : 91 44 2829 1696, 2829 2357 Fax : 91 44 2829 1696

E-mail : pharmacyfinance@apollohospitals.com website : www.apollohospitals.com

  
**PRINCIPAL**  
Krupanidhi College of Pharmacy  
Chikkabellandur, Carmelaram Post,  
Varthur Hobli, Bangalore - 560 035







5. You will be entitled to twelve days casual leave and twelve days sick leave for every period of twelve months. Leave should be availed only on prior sanction of the head of the department. Leave for incomplete year of service will be determined on a prorata basis.

6. During the course of your employment with the company you should not accept directly or indirectly any part-time job or transact any business. Your appointment is liable to be terminated with immediate effect, if this understanding is violated

7. You will observe working hours relevant to the department you are placed in.

8. You will report for work punctually at the appointed time after duly recording attendance. Failure to record attendance to the register provided for the purpose will be treated as unauthorised absence from duty, rendering you liable for appropriate disciplinary action, and salary deduction.

9. Late coming is liable for a proportionate deduction in the day's wage. Reporting late for work thrice a month is considered habitual late coming and is liable for appropriate disciplinary action.

10. You are required to be at your work spot during working hours failing which you will be treated as absent and subjected to disciplinary action.

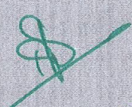
11. Permission to leave the premises of the organisation during working hours should be authorised by the departmental head. Leaving premises without permission will be treated as absence for the whole day rendering you liable for disciplinary action, in addition to a salary deduction.

12. Unauthorised absence for eight consecutive days will be construed as voluntary abandonment of the company's employment.

13. The company at any time may require you to be examined by the Casualty Medical Officer of Apollo Hospitals. If on such examination you are found to be suffering from any infectious disease or any mental illness or any ailment/ illness or its treatment which required frequent absence from work, your services will be terminated with one month's notice or payment in lieu thereof.

14. Any change in residential address should be intimated to the Human Resources Department immediately.

 Contd.3...

  
**PRINCIPAL**  
Krupanidhi College of Pharmacy  
Chikkabellandur, Carmelaram Post,  
Varthur Hobli, Bangalore - 560 035







15. You will abide by the conduct and disciplinary rules of the company in force from time to time.

16. You shall not at any point of time work against the interest of the company.

17. You are liable to be transferred to any other department/place/location/region/state or any other company of the group, depending on the exigencies of work.

18. You shall not divulge to any unauthorized person any confidential information in regard to the working or process of the company which may come into your possession in the course of work.

19. Your services will be terminated with immediate effect if any information furnished in your application is found false.

20. Your appointment is subject to your being medically fit for regular employment. The Human Resources Department will arrange for your medical examination before joining.

21. Your growth in the company will depend solely upon your performance and Contribution.

Apollo Hospitals Group has pioneered investor-owned hospitals in the country and has already built a reputation for itself in India. We have every hope that your attachment to the Group will be mutually rewarding. Please sign and return the duplicate copy of this letter as a token of acceptance of the above terms and conditions.

With best wishes,

For APOLLO HOSPITALS ENTERPRISE LIMITED

I. SUDHAKAR RAO

SR. GENERAL MANAGER – HR

**PRINCIPAL**  
Krupanidhi College of Pharmacy  
Chikkabellandur, Carmelaram Post,  
Varthur Hobli, Bangalore - 560 035

