

29-10-2024

ABHISHEK NAIR

A4/7, Saudagar Gardens, Dehuroad, Pune:412101

Sub.: Offer Letter

Dear ABHISHEK NAIR,

This has reference to discussions you had with us on **21-10-2024**, we are now pleased to offer you the post of **Associate (Grade - 001-Officer)** for our **P03-OSD - Maan** on mutually agreed terms and conditions.

The detailed appointment letter will be issued on your joining the company.

You are expected to join us on or before **04-11-2024**, failing which this offer stands cancelled.

This offer letter is valid subject to you being declared medically fit on submission of medical fitness report as per company's medical policy.

We are looking forward to a mutually beneficial association.

Thanking you.

Yours truly,

For Emcure Pharmaceuticals Ltd.

Authorized Signatory

Emcure Pharmaceuticals Limited

Registered Office: Plot No. P-1 & P-2, IT-BT Park, Phase-II, M.I.D.C., Hinjawadi, Pune - 411057, Maharashtra, India

Phone Nos.: +91 20 - 35070033/ 35070000 **Fax No.:** +91 20 3507 0060

E-mail: corporate@emcure.com **Website:** www.emcure.com **CIN:** U24231PN1981PLC024251

OFFER LETTER

Date: 21-Oct-24

Name : Mr. Abhishek Wangwad

Address : Pune, Maharashtra.

Subject: Offer Letter

Dear Mr. Abhishek Wangwad,

We refer to your application and the subsequent interviews you had with us. We are pleased to offer you the designation of **Associate Level 1** in our organization.

The terms and conditions of your appointment as discussed during the interview and the rules & regulations of employment will be issued to you within 30 days of you joining the Company on **17-Oct-24**. Your appointment will be subject to the scrutiny of your proof of age, qualification, experience, salary certificate and reference checks.

List of Documents (photocopies) to be submitted on or before joining are as follows:

- 1) Pan card
- 2) Address proof (Aadhar Card of self & one parent)
- 3) 2 passport size photographs
- 4) Educational qualifications (self-attested photocopy)
- 5) Experience certificates (self-attested photocopy)
- 6) Relieving letter from your previous 2 employer
- 7) 3 months' salary slip from the previous 2 employer
- 8) Leave & license documents (only for those staying in rented accommodation)
- 9) Electricity bill copy

Please bring all original documents for verification.

We look forward to a happy and long association for our mutual benefits.

Thank you.



Arun Sharma
Vice President - Operations

Name : Mr. Abhishek Wangwad
 Designation : Associate Level 1

ANNEXURE A - TOTAL COMPENSATION (CTC)		
Particulars	Per Month	Per Annum
<u>Fixed Pay</u>		
Basic Pay	14,106	1,69,272
House Rent Allowance	2116	25,392
Conveyance Allowance	0	0
Special Allowance	2,435	29,220
Leave Travel Allowance	0	0
Fixed pay – A	18,657	2,23,884
<u>Deduction from Employee Gross Salary</u>		
Provident Fund (Employee Contribution)	1800	21,600
ESIC (Employee Contribution)	140	1,680
Professional Tax ##	200	2,500
Total Employee Deduction Amount	2,140	25,680
<u>Net Take Home Pay</u>	16,517	1,98,204
<u>Retiral & Other Benefits</u>		
Provident Fund (Employer Contribution)	1,800	21,600
ESIC (Eligibility as per ESIC Act)	607	7,284
Gratuity	678	8,136
Retiral & Other Benefits – B	3,085	37,020
<u>Variable Pay</u>		
Statutory Bonus**	1,592	19,104
Performance Incentive (0%-100%) ***	0	0
Variable Pay – C	1,592	19,104
TOTAL CTC (A + B + C)	23,334	2,80,008

OFFER LETTER

Date: 17-Sep-24

Name : Mr. Akash Chaurasiya
Address : Pimple Gurav, Pune, Maharashtra.

Subject: Offer Letter

Dear Mr. Akash Chaurasiya,

We refer to your application and the subsequent interviews you had with us. We are pleased to offer you the designation of Associate - Level 1 in our organization.

The terms and conditions of your appointment as discussed during the interview and the rules & regulations of employment will be issued to you within 30 days of you joining the Company on 18-Sep-24. Your appointment will be subject to the scrutiny of your proof of age, qualification, experience, salary certificate and reference checks.

List of Documents (photocopies) to be submitted on or before joining are as follows:

- 1) Pan card
- 2) Address proof (Aadhar Card of self & one parent)
- 3) 2 passport size photographs
- 4) Educational qualifications (self-attested photocopy)
- 5) Experience certificates (self-attested photocopy)
- 6) Relieving letter from your previous 2 employer
- 7) 3 months' salary slip from the previous 2 employer
- 8) Leave & license documents (only for those staying in rented accommodation)
- 9) Electricity bill copy

Please bring all original documents for verification.

We look forward to a happy and long association for our mutual benefits.

Thank you.



Arun Sharma
Vice President - Operations

10-May-2024

Dear **Anoshri**,

With reference to your application and subsequent interview with us, we are pleased to offer you the position of **Market Research Analyst** in our Company. You shall be based out of **Pune** location.

This offer is subject to the following:

1. Your written undertaking to join, not later than **27-May- 2024**;
2. Submission of all your required certificates and documents;
3. Satisfactory completion of reference checks.

You shall be on a probation period for initial 3 (Three) months from the date of your joining and the employment shall be confirmed thereafter depending upon Your performance in the initial 3 (Three) months.

A formal Appointment/Employment Letter shall be issued to you on the date of Your joining. You are requested to submit copies of the following documents at the time of your joining (please carry the original documents for verification at the time of joining).

1. Address proof (Aadhar card or Driving License);
2. Work experience certificates of all the past employments (if applicable);
3. Resignation letter duly signed & accepted by your last employer (if applicable);
4. Educational certificates – 10th, 12th, Graduation & Post-Graduation.
5. Last drawn salary pay slip (if applicable);
6. Latest 3 month of pay slips;
7. Latest 3 month of Bank account statement in where the salary is credited;
8. Two passport size photographs (white background);
9. PAN card;
10. Bank Proof (Cancelled Cheque/Passbook Front Page).

You are being offered the above position based on authenticity of the information, preliminary documents (if any) provided/submitted by you about your education, experience etc. This offer letter can be withdrawn/terminated at any point in time (without any legal liability on the Company), if the information provided by you is/are found to be untrue/false.

Please return the duplicate copy of this Offer Letter, duly signed, in token of your having accepted the same.

Sincerely,
Human Resources
GRG Health

Accepted By
Ms. Anoshri Nampaliwar

Growman Research & Consulting Private Limited

Pune
1103/1104, 11th Floor, Teerth Technospace Baner,
Bangalore Mumbai Highway, Pune 411045
CIN: U74140PN2015PTC215342

Curugram
Plot No 65, 8th Floor, Sec 44,
Curugram 122003

www.grgonline.com

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Salary Annexure

Annexure A COMPENSATION DETAILS		
Name	Ms. Anoshri Nampalliwar	
Designation	Market Research Analyst	
Effective Date	27-May-2024	
Monthly CTC (Fixed)	24,167 (Before Tax)	
Annual CTC (Fixed)	2,90,000 (Before Tax)	
	Monthly (Rs.)	Annual (Rs.)
Basic	15,000	1,80,000
HRA (40% of Basic)	6,000	72,000
Other Allowance	3,167	38,000
Total Compensation	24,167	2,90,000
Annual Variable	-	40,000
Total Annual CTC	24,167	3,30,000
Deduction		
State wise - PT	200/300	2,500
Net Compensation	23,967	3,27,500

*There shall be PT (Profession tax) deduction of INR 200 (Two Hundred Only) per month and in the month February it shall be INR 300 (Three Hundred Only). Your total PT deduction annually shall amount to INR 2500 (Twenty-Five Hundred Only).

*PT Deduction shall not be applicable for Gurgaon location employees.

PF Applicability Rule:

1. If an Employee is having Basic salary less than Rs. 15000/-p.m then PF deduction is mandatory as per PF Rules.
2. If an Employee is having PF UAN no. then PF deduction is mandatory as per PF Rules.

(Note: Performance Variable Pay component is based on your performance and KRA percentage. This comes under a Bi-Monthly Performance review Process. It shall be paid according to your performance score and Bi- Monthly review with Your supervisor)

Salary details are to be kept confidential and shall not be disclosed to anyone under any circumstances to anybody except to the designated officials.

I have understood the above distribution of salary.

Ms. Anoshri Nampalliwar

Additional Terms of employment:

1. Your employment with the Company shall commence from the date of Your joining in the Company, if You do not join within a months' time or within the communicated time post acceptance of this offer letter by You, we shall revoke this offer.
2. You shall be governed by the rules and regulations as applicable to the employees of the Company, including revisions in such rules as may be affected from time to time. You shall be an employee of the Company and shall devote your professional energies towards the conduct of Your duties during Your employment with the Company.
3. It's a 24*7 work environment, however normal working days are Monday to Friday.
4. In case if the You are unable to join due to notice period limitations, You must inform the Company for the buyout (can be discussed mutually).
5. You shall not disclose any information to anyone including but not limited to Company's customers, prospective customers, people or entities outside the Company or to any Company's employee which is confidential or trade secret under your previous employment contract or disclosure of which is in violation of any law or third-party intellectual property rights. If You disclose any such information, You shall be solely liable at Your own cost and You agree to hold harmless the Company from and against any claims, actions, suits, demands, damages, claims for fees, costs, charges and expenses.
6. The matters pertaining to terms and conditions of your employment including your remuneration are strictly confidential between You and the Company and should be treated as such. You should maintain the confidentiality of information, which would come to your knowledge during execution of your duties and responsibilities. You shall maintain utmost secrecy of the affairs or works of the Company and should not divulge any information of the Company by any mode of communication to any other person or organization during Your employment with the Company or thereafter.
7. For Company initiated relocation request (If communicated & agreed by employer), relocation reimbursement shall be fully covered by the Company, in case of separation due to any default from Your end, including but not limited to neglect of duties, misconduct/misdemeanor or any other reason owing to breach of Your employment agreement within Twelve (12) months You shall fully return the amount of relocation reimbursement offered to You by the Company.

Employee Benefits:

- Medclaim benefits to employee and their dependents (Spouse & Up to 2 children);
- Company Uber account facility;
- Flexible leave policy (as per company standard leave policy);
- Free medical E-Consultation through Tattvan E-Clinics.

GROWMAN GROUP

CONTRACTOR SERVICES AGREEMENT

This Contractor Services Agreement ("**Agreement**") is made in Mumbai on 27th Jun 2024 and is effective from 01st Jul 2024.

Intelligent Industrial Internet Systems Private Limited, (hereinafter referred to as "COMPANY"), a company incorporated under the Indian Companies Act 1956 and having its registered office at: Office No. /Unit No-402, A wing, DAMJI SHAMJI CORPORATE SQUARE, Laxmi Nagar, Ghatkopar East, Mumbai-400075, India, hereinafter referred to as "**i3systems**" (which expression shall unless it be repugnant to the context or meaning thereof, be deemed to mean and include its affiliates, successors in interest and permitted assigns) of the **ONE PART**;

And

Diksha Sheregar an adult **Indian** national, bearing Permanent Account Number **OYHPS6428H**, Near Shani Mandir, D sahavas Bld. Flat no 26, Adinath Nagar gawahane vasti, Pune City, Maharashtra Pin-411039. hereinafter referred to as the "the **Intern/Contractor**" of the **OTHER PART**;

I3systems and the Contractor shall be referred to as "Party" separately and "Parties" collectively.

NOW THEREFORE the Parties, intending to be bound legally, agree as follows:

1. Terms of Engagement and Scope of Service:

- 1.1** Based on the representations of the Contractor, I3systems hereby engages the Contractor, and the Contractor hereby accepts the engagement by I3systems on a work-for-hire basis to provide "**Services**" as defined in Schedule I attached herewith.
- 1.2** The Services shall be rendered on a principal-to-principal basis and the scope of Services may be amended from time to time by mutual agreement between the Parties.
- 1.3 **Process:**** The Contractor shall immediately attend to any and/or all tasks put forward by I3systems pertaining to the Services and shall execute the same promptly and in any event within timelines required by I3systems. I3systems shall have the right to accept/reject the Services performed or suggest changes, which shall be promptly addressed by the Contractor within specified timelines at no additional cost to I3systems. I3systems and the Contractor acknowledge and agree that notwithstanding that a desired specified result is expected from the Contractor as per this Agreement, the Contractor is subject to the direct control or supervision of I3systems in relation to the Services to be provided under this Agreement.
- 1.4 **Delivery:**** The Contractor shall ensure the completion and delivery of the Services as per the delivery timelines established by I3systems. The Contractor shall, at all times inform I3systems about any key deviations in delivery timelines, as soon as the Contractor becomes aware of the same and will obtain prior written approval from I3systems regarding the same.
- 1.5** The Contractor shall perform his Services and obligations diligently, willingly, conscientiously and to the best of the Contractor's skill and technical ability with due care and proper regard to creative requirements thereof and in such manner as may be required by I3systems or such other persons as may be designated by I3systems from time to time and within the delivery timelines.
- 1.6 **Fees:**** In consideration of the Services specified in Schedule I being fully performed by the Contractor, I3systems shall pay to the Contractor a fee ("**Fees**") as specified in Schedule II (*attached herewith*) as full and final compensation, after applicable tax deductions.
- 1.7** During the Term, the Contractor shall not consult or provide any services which are identical or similar in any manner to any other party whose business competes with I3systems's business, whether directly or indirectly. If, however, the Contractor intends to do so, the Contractor agrees that, in advance of accepting such work, the Contractor will promptly notify I3systems in writing sufficiently in advance, specifying the start date of such work, the organization with which the Contractor proposes to consult, provide services, or become employed by and to provide information sufficient to allow I3systems to determine if such work would conflict with the terms of this Agreement, including the terms in relation to confidentiality obligations and intellectual property, the interests of

I3systems or further services which I3systems might request of the Contractor. If I3systems determines that such work conflicts with the terms of this Agreement, I3systems reserves the right to terminate this Agreement immediately.

- 1.8 Non-exclusivity:** The Contractor expressly agrees and acknowledges that the engagement of the Contractor under this Agreement is on a non-exclusive basis and I3systems may engage other person/s or contractor/s for consultation or to provide Services as per its needs and requirements.
- 1.9** Without prejudice to clause 1.3, in the event the Service/s provided by the Contractor is prohibited in any manner on account of moral, political or religious reasons or if any objection is raised by any person or any authority at any point of time, the Contractor shall alter/modify the Services as required by I3systems, at no additional cost.
- 1.10 Third party content:** In the event, any particular third-party content is required for performing any of the Services, then the Contractor shall obtain all required transferable licenses and permissions for using such third-party content and intimate I3systems of the same, which shall also be assigned to I3systems as part of the Intellectual Property (as defined in clause 3.1 below) on a worldwide, perpetual and royalty free basis. In the event, that the Contractor incorporates such third-party content, it is hereby clarified that I3systems shall not in any manner be liable or responsible towards any claims that the Contractor may become liable towards, the Contractor further agrees to fully indemnify I3systems in relation to any losses, damages, claims, actions, demands, costs and expenses it may face on account of the Contractor's use of such third-party content in the Services.
- 1.11 No Obligation:** The Contractor hereby confirms and agrees that the engagement here under shall not in any manner deem or constitute any obligation on I3systems to accept or incorporate the work performed by the Contractor in relation to the Services or any part thereof. It is hereby clarified that I3systems shall be entitled to deal with the work provided by the Contractor here under in the manner it deems fit and appropriate and shall have the unfettered right to incorporate, use, change, revise, modify, adapt the work/s to suit its creative requirements.

2. Consideration:

- 2.1** The consideration for providing Services here under is defined in *Fees and Payment-Schedule II* attached herewith.
- 2.2** The Contractor hereby acknowledges and confirms the adequacy of the Fees as full and final consideration towards the performance of all Services and obligations required under this Agreement including the grant of rights under Clause 3 below.

3. Grant of Rights:

- 3.1** The Contractor undertakes that all information, inventions and discoveries or any interest in any copyright, patent, and/or other property rights developed, made or conceived in the course of performance of Services under this Agreement (**Intellectual Property**) shall be promptly communicated to I3systems. I3systems and/or its assignee(s) (as the case may be) shall be the sole owner of all Intellectual Property in perpetuity throughout the world on a royalty free basis for all purposes, in all Modes, Media and Formats (*as defined in Schedule III attached herewith*). I3systems shall have the sole and exclusive right to exercise all rights comprised in the Intellectual Property.
- 3.2** Without prejudice to aforesaid, the Contractor hereby unconditionally and irrevocably assigns all rights including but not limited to Intellectual Property in favour of I3systems pursuant to this Agreement, for the entire world and in perpetuity on a royalty free basis and the Contractor agrees and acknowledges and makes all necessary declarations confirming the aforesaid. Such assignment shall operate for all the Modes, Media and Formats of exploitation in respect of the work products resulting from the Services and the Contractor hereby expressly acknowledges the sufficiency of the consideration towards the assignment of the rights for exploitation of the Services. Such assignment shall be irrevocable and absolute. Notwithstanding the provisions of Section 19(4) of the (Indian) Copyright Act, 1957, any assignment of the intellectual property rights made here under shall not lapse nor shall the rights assigned or licensed (as the case may be) revert to the Contractor, even if I3systems does not exercise the rights under the assignment within a period of one year from the date of such assignment or license. The Contractor hereby waives any right to raise, and agrees not to raise, any objection or claim before the Indian Copyright Board with respect to the assignment pursuant to Section 19A of the (Indian) Copyright Act, 1957. The Contractor shall not retain any right to use any of the items assigned under this clause and hereby agrees not to challenge the validity of any such assignment.
- 3.3** Without prejudice to the generality of the foregoing, I3systems may add or delete, use and/or alter in any way and/or cut, transpose, adapt and/or translate into all languages and change the works and/or the results of the Services and/or combine the whole or any part of the same with any other literary, dramatic or musical work to any

extent and in any manner as I3systems may desire in its sole discretion. I3systems shall have the have full and unlimited right to use all of the works and/or the results of the Services, without any claim or right thereto on the Contractor's part for any additional compensation for such use.

- 3.4 The Contractor hereby undertakes to do any and all acts (including to apply and prosecute registration applications in respect of Intellectual Property) and execute any and all documents in such manner and at such locations as may be required by I3systems in its sole discretion in order to secure, protect, perfect or enforce any of the rights of I3systems pursuant to this Agreement. In the event the Contractor fails to do so within 10 (Ten) days of receipt of a request from I3systems to do or perform an act or execute a document, I3systems shall be entitled to exercise the same in place of the Contractor as the lawfully appointed attorney and the Contractor undertakes to affirm, ratify and be bound by such exercise of the right by I3systems under the provisions of this clause.
- 3.5 The Contractor shall not, under any circumstances, utilize the trademarks owned by or registered in favour of I3systems on the Contractor's letterhead, stationery, signage, nor shall he display such trademarks to the public in such a manner as would result in these trademarks being identified as being owned or controlled by him.
- 3.6 To the extent permissible under the applicable law the Contractor hereby irrevocably and unconditionally waives all moral rights or any other similar benefits to which the Contractor is presently entitled to pursuant to any law in force or which may accrue to the Contractor under a similar doctrine, principle or law.

4. Representations and Warranties:

- 4.1 The Contractor hereby represents and warranties, that (i) The Contractor is a major and has the capacity and authority to enter in to and execute this Agreement and to grant the rights granted hereunder; (ii) The execution and performance of this Agreement does not conflict with any of his agreements with any third party and is within his power and authority; (iii) Contractor has not entered into and shall not enter into any agreement or arrangement which will inhibit or restrict the exercise by I3systems of its rights pursuant to this Agreement; (iv) The Contractor is fully conscious and aware of all the terms and conditions of this Agreement and agrees and confirms irrevocably that the same has been entered into without any pressure or coercion whatsoever and is a mutually agreed Agreement in its entirety; (v) The Contractor understands that Schedule I hereto is of material importance and shall duly comply with the same and any non-compliance of the same shall be a material breach by the Contractor; (vi) All the works developed by Contractor, in relation to the Services shall be original and shall not be plagiarized or in any manner, defamatory, inaccurate, contrary to public policy or infringing or violating any right including but not limited to copyright, moral right or privacy right or publicity, or performers' right or any other rights whatsoever, of any person, whether living or dead; (vii) Contractor shall not commit any act that may prejudice, dilute or impair the exercise of the rights by I3systems in respect of Intellectual Property; (viii) Contractor shall not, at any time, use and/or exploit the whole or any part of the works developed pursuant to this Agreement for rendering services under any other engagement or arrangement or for self-benefit; (ix) The Contractor shall render the Services to the best of his skill and ability and to the full satisfaction of I3systems; (ix) The Contractor shall perform its obligations under this Agreement in full compliance with applicable laws and regulations.

5. Term and Termination:

- 5.1 **Term:** This Agreement shall come into force on **01st Jul 2024** and shall terminate on **01st Jul 2025** unless terminated earlier in accordance with the terms of this (**the Agreement "Term"**). I3systems reserves the right, at their discretion, to renew and extend the Agreement for a term mutually agreed upon.
- 5.2 **Termination I3systems:** I3systems and the Contractor shall have the right to terminate this Agreement with prior notice of 30 days in writing to the other Party, for any reason whatsoever.

- 5.3 Consequences of Termination:** Upon and after the expiration or termination of this Agreement, Contractor will immediately stop and shall refrain from any use of I3systems's Intellectual Property and/or confidential/proprietary information and will immediately return to I3systems all confidential/proprietary information, property and materials and documents of I3systems shared and provided in relation to this Agreement and the Services. Upon termination of this Agreement with due notice, I3systems will thereafter not be liable to pay any remaining Fees or any other amounts due or payable to the Contractor in accordance with and as provided in the payment schedule. The obligation to not disclose confidential information/ proprietary information shall persist even after termination.
- 5.4** The termination of this Agreement shall not affect I3systems's ownership or enjoyment of the rights in Intellectual Property, the use of the Contractor's name, and all or any other rights and/or benefits granted to I3systems under this Agreement, more particularly stated in Clause 3 of this Agreement and the same shall survive termination of this Agreement. It is clarified that the rights granted to I3systems under this Agreement are irrevocable and shall not be subject to rescission by or reversion by the Contractor under any circumstances whatsoever.
- 5.5** The Services at the stage of development on the date of termination including any research material, personal notes and any other material employed by the Contractor in order to provide the Services and as supplied by I3systems, as the case may be, or which are the product of the Services rendered by the Contractor shall be furnished to I3systems on an immediate basis.

6. General Terms and Conditions:

- 6.1. Indemnification:** The Contractor agrees to defend, indemnify and hold harmless Company, its parent, affiliates, officers, directors, employees and agents from and against any and all liability, for any and all claims, damages, costs or judgments (including reasonable attorney's fees) brought by or on behalf of any third party (including without limitation the Individuals rendering Services on such Project) arising from or out of the Services rendered hereunder and/or arising from or out of the breach, or any claim which, if true, would constitute such a breach, of this Agreement by Contractor (including any breach of its representations or warranties) or Contractor's negligence or willful misconduct. Contractor shall be solely liable for contracts made between Contractor and any and all third parties.
- 6.2. Assignment:** The obligations in this agreement are personal to the Contractor and the Contractor shall not assign, transfer, sub-contract or in any other manner transfer to another party the benefit or burden of this Agreement.
- 6.3. No Guild or Association:** Contractor hereby acknowledges and agrees that neither this Agreement nor Services shall be subject to the jurisdiction of any collective bargaining agreement or union or guild or association or any similar organization in any part of the territory, and the Contractor hereby expressly waives any right it would otherwise have to raise any grievance, or otherwise invoke the jurisdiction of, any such union or guild or association.
- 6.4. Dispute Resolution:** All doubts, differences, disputes, controversy or claims arising from, out of or in connection with this Agreement, or in the interpretation thereof shall be first settled through negotiation/conciliation between the Parties. If such negotiations do not lead to a settlement within 15 days of notifying the dispute in writing, it shall be finally resolved by arbitration by a sole arbitrator (to be mutually nominated by the Parties) in accordance with the provisions of the Arbitration and Conciliation Act, 1996 (as amended) failing which such sole arbitrator shall be appointed in terms of the Arbitration and Conciliation Act, 1996 (as amended). The venue of arbitration shall be Mumbai. The arbitration shall be conducted in the English language. Notwithstanding anything herein contained, nothing in this Agreement will prevent I3systems from approaching the Courts at Mumbai for specific performance of the terms of this Agreement or any other equitable remedy, which will be wholly without prejudice to any other remedy that I3systems may wish to pursue. This Agreement shall be governed by Indian law and subject to the above, will be subject to the sole and exclusive jurisdiction of the Courts at Mumbai.
- 6.5. Modification:** Modification or alteration or variation to the terms of this Agreement may be only made by written agreement between the two Parties.
- 6.6. Sever ability:** If any provision of this Agreement is prohibited, unenforceable, void or invalid, that shall not invalidate, or otherwise affect the enforce ability of the remaining provisions hereof.
- 6.7. Waiver:** Any delay or waiver by a Party to declare a breach or seek any remedy available to it under this Agreement or by law will not constitute a waiver as to any past or future breaches or remedies.
- 6.8. Good faith:** Parties undertake to act in good faith with respect to each other's rights under this Agreement and to adopt all reasonable measures to ensure the realization of the objectives of this Agreement.

- 6.9. **Prior agreements:** This Agreement hereby cancels and supersedes any and all prior oral or written agreements, communications, correspondence or memorandum of understanding between the Parties.
- 6.10. **No Agency:** The Contractor is entering into this Agreement as an independent contractor with I3systems. This Agreement constitutes a contract for the provision of services and not a contract of employment. Parties agree that nothing in this Agreement creates or seeks to create a relationship in the nature of employer/employee, principal/agent or partnership between the Contractor and I3systems. No agent, employee or servant of I3systems shall be or be deemed to be the employee, agent, or servant of the Contractor.
- 6.11. **Notices:** Notices under this Agreement can be delivered and sent by recorded delivery, courier or email to the addresses given below. In case of email, notice shall be considered delivered immediately upon successful transmission. Otherwise, it shall be considered delivered 2 working days after dispatch.
- 6.12. **Interpretation:** Clause headings and section headings are for convenience only and are not meant to convey any specific meaning to the provisions. Capitalized terms in this Agreement, shall have the meaning ascribed to them in this Agreement including the Schedules hereto. The recitals, schedules, annexures and exhibits form an integral part of this Agreement and shall have the same force and effect as if expressly set out in the body of this Agreement, and any reference to this Agreement shall include any recitals, schedules, annexures and exhibits to it.
- 6.13. **Confidentiality:** The Contractor hereby undertakes not to disclose, reveal or make public except with the prior written consent of the I3systems, any confidential information pertaining to the covenants of this Agreement and/or the Services. The Contractor expressly clarifies that it shall not make any public statement or press statement or provide any interviews to the media in connection with the confidential information and that it shall not authorize, encourage or permit third parties to make any public statements or issue or create any photographs, recordings, social media materials, writing, press materials or any other materials of any kind concerning I3systems or the Services without obtaining the prior written consent of I3systems, which consent may be withheld at its sole discretion. The Contractor shall keep in a safe and secure place all documentation in relation to the work products, personal notes or research material including all permissions, consents, releases and other documentation relating to the Services and shall deliver the same to I3systems on demand without any demur or protest. This shall not apply to the disclosure of such confidential information to the extent that such information is required to be disclosed by applicable law or by any governmental authority.
- 6.14. **Non-solicitation:** The Contractor shall not, during the Agreement and for a period of one (1) year immediately following termination of this Agreement, either directly or indirectly, call on, solicit, or take away, or attempt to call on, solicit, or take away, any of the customers, employees, suppliers of I3systems with whom the Contractor interacted during the terms of this Agreement, either for his/her own benefit, or for the benefit of any other person, firm, corporation or organization.
- 6.15. **No Publicity:** Contractor understands and acknowledges that his/ her confidentiality obligations and publicity restrictions hereunder shall apply to any/all media whatsoever, including without limitation, any social networking site, micro-blogging service, user generated or user content website, online forum, discussion thread or comment section, personal website or blog, user modified website (“wiki”), or any other website, service, platform, program, application or other form or method of communication, whether now known or herein devised. Notwithstanding the foregoing, Contractor understands and acknowledges that he/ she may not make disclosures prohibited hereunder via Facebook, Twitter, YouTube or any similar website or service at any time prior to the initial publication of the work/Services by I3systems, provided that after such initial publication by I3systems, the Contractor may be permitted to promote the work via any social networking site.
- 6.16. **Non-Disparagement:** The Contractor agrees that, during the term of this Agreement and thereafter, the Contractor shall not, in any communication with the press or other media, or any customer, partner or supplier of I3systems, or any its affiliates, ridicule or make any statement or take (or omit to take) any action that is disparaging or is derogatory of I3systems or its affiliates or any of their personnel.
- 6.17. **Data Protection:** The Contractor consents to I3systems holding, and processing data relating to him for legal, personnel, administrative and management purposes and in particular to the processing of any "sensitive personal data" (as defined in the Information Technology (Reasonable Security Practices and Procedures and Sensitive Personal Data or Information) Rules, 2011) relating to the Contractor and agrees to I3systems making such

information available to third parties on a need-to-know basis. Further, the Contractor consents to the transfer of such information to I3systems's business contacts within or outside India in order to further their business interests.

- 6.18. **Force Majeure:** The failure by a Party to fulfill any of its obligations under this Agreement shall not be considered to be a breach of, or a default under, this Agreement insofar as the inability arises from an event of Force Majeure (which shall include without limitation Acts of God, natural calamities, rains, bad weather conditions, terrorist strikes, acts of rioting and violence, public disorder, rules/decisions/directives of government and quasi-governmental bodies, court/arbitrator/tribunal orders, legal compliances, civic agencies etc.).
- 6.19. **Equitable Remedies:** In the event of a breach or threatened breach by the Contractor of any of the provisions of this Agreement, I3systems, in addition to any other remedies available to it under law, shall be entitled to all equitable remedies including an injunction restraining the Contractor from the performance of acts which constitute a breach of this Agreement, specifically with respect to breach of provisions contained in clauses 1.8, 3, 5, 6.14 and 6.15 and the Contractor agrees not to raise adequacy of legal remedies as a defense thereto.
- 6.20. **Counterparts:** This Agreement may be executed in counterparts, each of which shall be deemed an original, but all of which together will constitute one and the same instrument.

THE PARTIES HERETO HAVE HEREINTO SET THEIR RESPECTIVE SIGNATURES ON THE DAY AND YEAR FIRST HEREINABOVE WRITTEN

Varzavand
Yazdi
Batliwala

Digitally signed by
Varzavand Yazdi
Batliwala
Date: 2024.06.27
17:16:30 +05'30'

For and on behalf of I3systems

Name: Varzavand Batliwala
Designation: Cofounder and CEO
Dated: 27 Jun 2024

The Contractor
Name: Diksha Sheregar
Dated: 27 Jun 2024

SCOPE OF SERVICES/WORK-SCHEDULE I

- I. Services/Scope of Work. Contractor shall provide the Services set forth in this Statement of Work, in accordance with the accepted procedures and other terms and conditions set forth in the Agreement. Contractor shall perform such Services at such times and places and in such manner as the Company may from time-to-time reasonably direct.

Contractor shall be working, as “**Consultant – Data Annotation**”, INDIA and responsible for supporting the Data Annotation team.

- II. Detailed Specifications. Contractor responsibilities and duties will include, but not be limited to:

a. **Position. Consultant – Data Annotation**

Supervision. All services required of Contractor here under shall be rendered in regular, ongoing consultation with Company’s designated supervisor (as of this date hereof, Mr. Gitesh Ail, Sr. Manager - Insurance Claim Operation).

Deliverables:

- To interpret and process the data available in Diagnostic reports, Medical bills, medical diagnosis reports, other bills, etc. as relevant to the Health and Life Insurance industry.
- Data will be processed using specially designed software.
- Initial training will be provided on Medical terminologies and interpretation of medical documents.

- III. Term: Commencing on the **01st Jul 24 Jun 2024** hereof through to **01st Jul 2025**.

- IV. Working Procedures

- a. Approval: Contractor shall have the right to review and approve of all Service and Deliverable here under. Contractor must submit all Deliverable for approval.
- b. Authority: Contractor shall have no authority to act as I3systems’ agent or otherwise act or speak on I3systems’ behalf, except as follows: in client meetings and presentations, presenting agreed work as a representative of i3systems.
- c. Cancellation of “Work-in-Progress.” I3systems may cancel a work-in-progress for any reason at any time by terminating this Statement of Work upon fifteen (15) days written notice. Contractor will take all reasonable steps to comply with Company’s instructions to continue, amend or cancel any work in progress, as applicable.

FEES AND PAYMENT-SCHEDULE II

- A. **Fee:** Subject to the Contractor providing the Services to the satisfaction of I3systems, I3systems shall pay an amount of INR 16666 **per month** (“Fees”) to the Contractor.
- B. **Payment Schedule:** The above Fee shall be paid in accordance with the following payment schedule subject to provision of the Services and the other terms and conditions of this Agreement:
- C. The Contractor acknowledges and agrees that the Fee encompasses and is and shall be deemed full and adequate remuneration for all rights granted under this Agreement.
- D. The Fees shall be subject to deduction of all applicable taxes and levies.
- E. The Contractor shall be responsible for payment of any other statutory/ government taxes, revenues, duties, levies etc. which have not been mentioned in this Agreement and which are or may become payable pursuant to this Agreement including personal income tax, service tax, GST or similar tax (to the extent applicable). I3systems shall have the right to withhold taxes from payments due to the Contractor under this Agreement to the extent that such withholding may be required by Indian law.
- F. I3systems shall have the right to conduct a verification and background check of the Contractor and seek any documents as may be required, from time to time.
- G. I3systems is not obliged to pay the Contractor or share any other fees, charges, revenue and or royalties etc. other than as given above.
- H. I3systems’s liability/ responsibility under this Agreement shall be fulfilled on payment of the Contractor’s Fees in accordance with this Agreement.
- I. I3systems shall make the payments to the Contractor as per the decided terms and conditions in the mode of cheque /draft/order or otherwise.
- J. The Contractor shall be expected to make his/her own arrangements to provide Services to I3systems. Expenses incurred for any special or extra-ordinary arrangements necessary to render the Services may be reimbursed by I3systems on an exception’s basis, provided such expenses have been pre-approved by I3systems in writing. To the extent I3systems has reimbursed the Contractor for any special items of expenditure, any assets or equipment associated with the same shall be returned to I3systems upon the termination or expiry of this Agreement for any reason whatsoever.
- K. Night Shift allowance applicable if working in Night shifts.

Dear Divya Dhokle,
divyadhokle@gmail.com
+91 7083609333

We are very happy to welcome you to the team here at Börm Bruckmeier Infotech India Private Limited.

You are joining us at an important time for the company, as we are progressing ahead. We are hopeful that your skills, experience, & commitment will be valuable assets for the team.

Your offer details are as follows:

1. Designation: Junior Medical Editor
2. Remuneration (CTC): 5.5 LPA with effect as on beginning of July/August 2024. Remuneration breakup details attached as an annexure to this offer.
3. Notice period: 90 days
4. Medical Insurance is covered where 25% contribution is paid by the employee and 75% contribution is paid by the employer for a year.
5. Total leaves – 20 per year
6. Probation period – 3 months
7. This offer letter remains valid for one month after issuance. If you do not accept it within this period, it will be cancelled.

Your date of joining should be between July 2024 to August 2024.

At the time of joining, you will get a joining letter according to the terms discussed and agreed with you in our discussions.

In the meantime, don't hesitate to contact if you should have any questions or concerns.

We are looking forward to working with you and are certain that you are going to be a great fit for the team.

Thanking you for your interest to work with Börm Bruckmeier Infotech India Private Limited.

Welcome aboard!!!



Swati Kulkarni
Asst. HR Manager.
<https://www.media4u.com/>
swati.kulkarni@media4u.com

Date: 15 April 2024

Place: Pune

Börm Bruckmeier Infotech India Private Limited.
Plot No. 552, Sector-28, PCNTDA, Ganganagar, Nigdi, Pune -411044.
www.media4u.com

ANNEXURE – I

Remuneration breakup details	
Name	Ms. Divya Dhokle
Designation	Junior Medical Editor
Date of Joining	01-Jul/Aug 2024
Effective from	01-Jul/Aug 2024
1. Monthly Components	
BASIC SALARY	21,942
HRA	8,777
CONVEYANCE	2,000
MEDICAL ALL.	2,000
EDUCATION	1,000
OTHER ALL.	8,164
MONTHLY GROSS SALARY	43,883
2. DEDUCTIONS	
PF CONTRIBUTION EMPLOYEE	1,800
PF CONTRIBUTION EMPLOYER (INCL. TAX)	1,950
PROFESSIONAL TAX	200
FIXED GROSS SALARY (MONTHLY)	41,883
FIXED GROSS SALARY (ANNUALLY)	5,02,596
TOTAL CTC	5,50,000
Income tax deductions is not calculated anywhere in the above remuneration breakup structure.	

Date: 15 April 2024

Place: Pune

Börm Bruckmeier Infotech India Private Limited.
Plot No. 552, Sector-28, PCNTDA, Ganganagar, Nigdi, Pune -411044.
www.media4u.com

Offer Letter

Dear **Harshwardhan Mane**,

We are pleased to offer you the full-time position of **Trainee in AR** at **EMPClaims**. We believe your skills and experience are an excellent match for our company. We believe we have an environment that can get the best of you. We are looking forward to working with you at the earliest. We expect your joining from effective **07-10-2024** on the following terms and conditions:

1. Placement & Compensation

You will be placed at the Company's appropriate band/responsibility level and entitled to compensation (salary and other applicable benefits). Compensation will be governed by the rules of the Company on the subject, as applicable and/or amended hereafter. However, the management reserves the right to bifurcate the salary by merging or bifurcating with any other allowances.

2. Posting & Transfer

Your initial posting will be at Ahmedabad. However, your services are liable to be transferred, at the sole discretion of Management, in such other capacity as the company may determine, to any department/section, location, associate, sister concern, or subsidiary, at any place in India or abroad, whether existing today or which may come up in future. In such a case, you will be governed by the terms and conditions of the service applicable at the new placement location.

3. Probation

You will be on probation for a period of six months. The probation period can be extended at the discretion of the Management, and you will continue to be on probation until an order of confirmation has been issued.

4. Termination of employment

During the probationary period and any extension thereof, your services may be terminated by the company by giving written notice, but you will have to give one month's notice. However, on the confirmation, the services can be terminated from the company side by giving 15 days' notice, but you will have to give 30 days' notice or salary in lieu thereof.

5. Leave

You will be entitled to leave as per the law in force and as laid down in the Standing Orders of the company. During probation period leaves are not allowed to be taken. The company follows a strict time schedule and late comings are discouraged, unless otherwise notified by you in advance. Late marks will be accorded to you for every late entry with one day of absence counted for every three late marks.

6. Medical Fitness

This offer is subject to your being, and remaining, medically fit.

Your offered annual salary would be **INR 3,36,000**, i.e. inclusive of Fixed as **INR 2,83,200** + NSA **INR 52,800** (Night Shift Allowance would be based on present working days in a month, applicable on 6:00 pm to 3:00 am shift) in which deductions of professional tax, Provident Fund (EPF), ESIC that (if) you are liable for. For the detailed annexure you can find below:

EARNINGS	MONTHLY	ANNUALLY
Basic	INR 12,980.00	INR 1,55,760
HRA	INR 7,139.00	INR 85,668
Special Allowance	INR 194.50	INR 2,334
Gratuity	INR 624.33	INR 7,492
Bonus Allowance	INR 1,081.17	INR 12,974
Sub Total (a)	INR 22,019.00	INR 2,64,228.00
PF - Employer (b)	INR 1,581.00	INR 18,972.00
Total Earnings (a+b)	INR 23,600.00	INR 2,83,200.00

Deductions	MONTHLY	ANNUALLY
PF Employee	INR 1,581.00	INR 18,972.00
Professional Tax	INR 200.00	INR 2,400.00
Total Deductions (c)	INR 1,781.00	INR 21,372.00
NET PAY [(a+b) - c]	INR 20,238.00	INR 2,42,856.00

ADDITIONAL ALLOWANCES	MONTHLY (INR)	YEARLY (INR)
Night Shift Allowance* (d)	INR 4,400	INR 52,800

*NSA is applicable in 6pm to 3am shifts only

CTC [(a+b) +d]	INR 28,000	INR 3,36,000
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NOTE: Net Pay above does not include Taxes or Other deductions (if any).

Best Regards,

EMPClaims Pvt. Ltd.
Team HR

Employee Signature & Date

I **Harshwardhan Mane** state that I have read the terms and conditions of this letter of appointment and confirm my acceptance of the same.

Important Note:

- If the Candidate fails to join on the given date this Offer Letter will be treated as null and void. In case you foresee any delay in joining, then you're required to inform us in advance.
- It is expected that individual compensation packages will not be shared with other employees.
- The above-mentioned compensation amount is subject to change without affecting emoluments adversely.
- Applicable tax and government dues such as Professional Tax, PF, and Income Tax would be borne by the employee.



Vaibhav Vaidya <vaibhavvaidya@dyppharmaakurdi.ac.in>

Apprenticeship joining of sun pharma

1 message

Jagruti Girase <jagruti.0220@gmail.com>

Wed, Nov 6, 2024 at 3:33 PM

To: "vaibhavvaidya@dyppharmaakurdi.ac.in" <vaibhavvaidya@dyppharmaakurdi.ac.in>

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

From: **Reception Dahej** <Reception.Dahej@sunpharma.com>

Date: Mon, 4 Nov 2024, 16:06

Subject: Required documents for joining

To: Jagruti Girase <jagruti.0220@gmail.com>

Cc: Kundan Gupta <Kundan.Gupta@sunpharma.com>

Dear,

Ms. Jagruti Girase

We would like to inform you that your date of joining is 11th November, 2024 (Monday). Please bring following documents on that day.

Monday, 11th November - 2024

You are requested to bring along the following documents while coming for the joining.

1. Medical report along with payment receipt
2. Cancel cheque / Passbook
3. Six Passport size photograph
4. 10 & 12 Marksheet
5. PG & UG Marksheet (All semester)
6. Degree Certificate (UG & PG)
7. Pan Card
8. Adhar Card

Kindly confirm your presence through a written mail.



cid:image002.png@01D8DB2F.1B0A8610

Thanks & Regards,**Aarti Rana**

HRD**Telephone: ext. 1149****Sun Pharmaceutical
Industries Ltd****Z-15, Dahej SEZ Ltd, PO
Dahej | Taluka Vagra****Dist. Bharuch, Gujarat
(India) - 392130**

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2 attachments**image001.png**
9K**image001.png**
9K

OFFER LETTER

Date: 17-Sep-24

Name : Mr. Joel Nadar
Address : Rahatani, Pune, Maharashtra.

Subject: Offer Letter

Dear Mr. Joel Nadar,

We refer to your application and the subsequent interviews you had with us. We are pleased to offer you the designation of Associate - Level 1 in our organization.

The terms and conditions of your appointment as discussed during the interview and the rules & regulations of employment will be issued to you within 30 days of you joining the Company on 18-Sep-24. Your appointment will be subject to the scrutiny of your proof of age, qualification, experience, salary certificate and reference checks.

List of Documents (photocopies) to be submitted on or before joining are as follows:

- 1) Pan card
- 2) Address proof (Aadhar Card of self & one parent)
- 3) 2 passport size photographs
- 4) Educational qualifications (self-attested photocopy)
- 5) Experience certificates (self-attested photocopy)
- 6) Relieving letter from your previous 2 employer
- 7) 3 months' salary slip from the previous 2 employer
- 8) Leave & license documents (only for those staying in rented accommodation)
- 9) Electricity bill copy

Please bring all original documents for verification.

We look forward to a happy and long association for our mutual benefits.

Thank you.



Arun Sharma
Vice President - Operations

OFFER LETTER

Date: 21-Oct-24

Name : Mr. Kartik Barge
Address : Pune, Maharashtra.

Subject: Offer Letter

Dear Mr. Kartik Barge,

We refer to your application and the subsequent interviews you had with us. We are pleased to offer you the designation of **Associate Level 1** in our organization.

The terms and conditions of your appointment as discussed during the interview and the rules & regulations of employment will be issued to you within 30 days of you joining the Company on **17-Oct-24**. Your appointment will be subject to the scrutiny of your proof of age, qualification, experience, salary certificate and reference checks.

List of Documents (photocopies) to be submitted on or before joining are as follows:

- 1) Pan card
- 2) Address proof (Aadhar Card of self & one parent)
- 3) 2 passport size photographs
- 4) Educational qualifications (self-attested photocopy)
- 5) Experience certificates (self-attested photocopy)
- 6) Relieving letter from your previous 2 employer
- 7) 3 months' salary slip from the previous 2 employer
- 8) Leave & license documents (only for those staying in rented accommodation)
- 9) Electricity bill copy

Please bring all original documents for verification.

We look forward to a happy and long association for our mutual benefits.

Thank you.



Arun Sharma
Vice President - Operations

Name : Mr. Kartik Barge
 Designation : Associate Level 1

ANNEXURE A - TOTAL COMPENSATION (CTC)		
Particulars	Per Month	Per Annum
<u>Fixed Pay</u>		
Basic Pay	14,106	1,69,272
House Rent Allowance	2116	25,392
Conveyance Allowance	0	0
Special Allowance	2,435	29,220
Leave Travel Allowance	0	0
Fixed pay – A	18,657	2,23,884
<u>Deduction from Employee Gross Salary</u>		
Provident Fund (Employee Contribution)	1800	21,600
ESIC (Employee Contribution)	140	1,680
Professional Tax ##	200	2,500
Total Employee Deduction Amount	2,140	25,680
<u>Net Take Home Pay</u>	16,517	1,98,204
<u>Retiral & Other Benefits</u>		
Provident Fund (Employer Contribution)	1,800	21,600
ESIC (Eligibility as per ESIC Act)	607	7,284
Gratuity	678	8,136
Retiral & Other Benefits – B	3,085	37,020
<u>Variable Pay</u>		
Statutory Bonus**	1,592	19,104
Performance Incentive (0%-100%) ***	0	0
Variable Pay – C	1,592	19,104
TOTAL CTC (A + B + C)	23,334	2,80,008

LETTER OF INTENT

Date: 19-Oct-24
Name: Ms. Mayuri Dhurve
Address: Pune

Dear Ms. Mayuri Dhurve,

Subject: Letter Of Intent

We refer to your application and the subsequent interviews you had with us. We are pleased to offer you a position of **Associate Level 1** in our organization.

Your letter of appointment containing the terms and conditions as discussed during the interview and the rules & regulations of employment will be issued to you within 30 days of you joining the Company on **22-Oct-24**. Your appointment will be subject to the scrutiny of your proof of age, qualification, experience, salary certificate and reference checks.

List of Documents (photocopies) to be submitted on or before joining are as follows:

- 1) Pan card
- 2) Address proof (Aadhar Card of self & one parent)
- 3) 2 passport size photographs
- 4) Educational qualifications (self-attested photocopy)
- 5) Experience certificates (self-attested photocopy)
- 6) Relieving letter from your last employer (If Any)
- 7) 3 months' salary slip from the last employer (If Any)
- 8) Leave & license documents /Rent Agreement (for those staying in rented accommodation)
- 9) Light Bill copy

Please bring all original documents for verification.

Kindly note that a failure to join on the date stated above will result in this offer being revoked and treated as withdrawn.

We look forward to a happy and long association for our mutual benefits.

Thank you,

Techsurance Private Limited

Arun Sharma
VP - Operations



TCMS : Joining Formalities

3 messages

JobConnect <JobConnect@tcmspvtltd.com>
To: poojachavan3072@gmail.com <poojachavan3072@gmail.com>

Mon, 7 Oct, 2024 at 2:24 pm

Dear Pooja Chavan,

Congratulations !!!

We are pleased to inform you that you are selected. We believe your knowledge and skills will be an asset to our company. As we discussed in your interview, your joining date is **11th November 2024** at Pune Office. You are ready to work in 3 shifts which will be on a rotation basis.

The address of our Pune office is -
Techcare Medical Services Private Limited
Office No. 301/302, 'B' Wing, 3rd Floor,
Navale IT Zone, Phase III,
Near [Navale Bridge, Narhe, Pune - 411041](#)
Phone: Mobile - 8830520084

Please find below the list of documents and details to be submitted as part of the joining formalities -

1. SOFT COPIES OF THE ORIGINAL DOCUMENTS TO BE SENT THROUGH EMAIL -

1. Completed '**Employee Profile Sheet**' in '**WORD FORMAT ONLY.**'
2. Adhaar Card - Front & Back.
3. Pancard.
4. Softcopy of passport size photograph for Identity Card.
5. Driver's Licence
6. Nominee's Adhaar Card & Pancard.

7. PHOTOCOPIES (HARD COPIES) TO BE SUBMITTED ON THE JOINING DAY -

1. Adhaar Card - Front & Back - 4 Copies.
2. Pancard 4 Copies.
3. Recent colour photos - Passport Size - 4 Nos.
4. Medical Fitness Certificate (preferably) from the family doctor - **MBBS or MD Doctor only - Mandatory for joining.**
5. Graduation / Post-Graduation last semester Marksheet & Certificate.
6. For Experienced Candidate - last 3 months' salary slips, Experience / Relieving Letter.
7. Driver's Licence.
8. Personal Bank Account Details - Passbook photocopy or cheque photocopy.

Kindly find the attachment of employee profile sheet that needs to be filled and sent as soon as possible.

On the day of joining, please don't bring any other valuables with you.

We expect you at our office at 8:50 am. Our dress code is Business formals. Please bring your ID to show at the reception. We have planned your first day to help you settle in properly. You will have plenty of time to read and complete your employment paperwork and we will be there to help you during this process. If you have any questions, feel free to email or call us and we will be more than happy to help you.

Kindly reply back to this mail as acceptance of the offer.

If you have any questions or need further assistance do not hesitate to reach out to us. We are looking forward to hearing from you.

Thanks & Regards,
"TCMS JobConnect"
Siddharth Sangare
HR - Department

Techcare Medical Services Private Limited
Office No. 301/302, 'B' Wing, 3rd Floor,
Navale IT Zone, Phase III,
Near Navale Bridge, Narhe, Pune – 411041
Landline - 020-67511 600/613/614
Email : jobconnect@tcmspvtltd.com

Pooja Chavan <poojachavan3072@gmail.com>
To: JobConnect <JobConnect@tcmspvtltd.com>

Tue, 8 Oct, 2024 at 10:31 am

Thanks, I will be there.

[Quoted text hidden]

Pooja Chavan <poojachavan3072@gmail.com>
To: JobConnect <JobConnect@tcmspvtltd.com>

Tue, 8 Oct, 2024 at 6:43 pm

I accept the offer.

[Quoted text hidden]



AGREEMENT FOR TRAINING

THIS AGREEMENT is entered into as of **13-Sep-24** by and between **VEE HEALTHTEK PRIVATE LIMITED, SMARTWORKS SUMMER COURT, next to Seasons Mall, Level I, Magarpatta, Hadapsar, Pune, Maharashtra-411028** herein called as “Company” and **Purvaja Laxmikant Deshpande D/o or S/o W/o Laxmikant Keshav Deshpande** presently residing in the following, **Shantiniketan society, DY Patil College road, Akurdi, Pune, Maharashtra - 411035** aged **21** herein called the “Trainee”.

RECITALS:

- A. Trainee has entered into confidentiality Agreement dated **13-Sep-24** with the company pursuant to which trainee has selected for the training program.
- B. Trainee is willing to undergo eight weeks of training and perform all or a portion of company’s obligations post training as decided by the Company. Trainee is willing to perform such obligations on the terms and conditions set forth below

AGREEMENT

NOW, THEREFORE, the parties hereto agree as follows:

- 1. Acknowledgement:** Trainee hereby acknowledges that he/she shall start the training from **13-Sep-24**.
- 2. Binding Agreement:** Trainee hereby agrees to be bound by the provisions of the company’s confidentiality agreement, including, but not limited to those provisions regarding Confidential information and inventions and other intellectual property as provided by the company and will not discuss or disclose either orally or in written format with the person or the company which could be a competitor of Vee or misuse the information provided by the Company for his/her illegal gain.



3. Confidentiality: The Trainee acknowledges to maintain confidentiality in all matters pertaining to

- a) Inbound/Outbound calls and software specific to clients
- b) Training on Client/s processes and procedures
- c) Honoring HIPAA (Health Insurance Probability and Accountability Act 1996) guidelines and to maintain confidentiality in all matters pertaining to the information of whatsoever nature during employment.
- d) Maintain established standards, administrative procedures, physical safeguards, technical security devices and technical security mechanisms while dealing thereafter with patient Health Information (PHI) or any other information depending on the client/s assignment in the training
- e) The trainee is bound by the confidentiality agreement and HIPAA agreement or any other agreement depending on the client/s assignment entered into and between “The Company” and the client/s to execute the work and processes during the process of training and thereafter

4. Intellectual property:

- a) The company shall own all intellectual property rights, processes, titles, interest, training materials and work processes, charts, diagrams, discussions, conversation etc that are processed, used, developed and available in the company during the period of training and thereafter.
- b) The trainee has now forfeited all his rights of whatsoever nature in the intellectual property or inventions mentioned in clause 4 (a) above, at any given point of time, during or after the training and/or subsequent employment at Vee Healthtek.
- c) Trainee shall not install/copy any copyrighted software or otherwise without the prior approval from the management.
- d) The portion of training includes Company and client database, training materials, work flow-charts and process on various aspects of business process, which the company is into and copyrights, patents, patent rights, trade secrets and other intellectual property

rights pertaining thereto shall be considered as Company intellectual property and the company has the absolute right over these intellectual properties. The trainee is given access to this confidential information to ensure proper training on various aspects work related to the project which the trainee may have to execute on successful completion of his/her training as an employee of Vee.

5. Compensation

The trainee will be eligible for a fixed Stipend/Consultant Fees of **Rs.10,000/-** per month, for the duration of the training period (not exceeding 60 days).

- Stipend/Consultant Fees will be prorated and calculated for the numbers of days the trainee attends the training during the training period. Weekends and the declared holidays will be considered as paid days. Personal/sick leaves availed during the training period will be considered as Loss of Pay.
- TDS is not applicable for the Stipend/Consultant Fees paid.
- Any damage/loss to Vee arising from any non-compliance to policy and misconduct will be recovered from the trainee or adjusted towards balance due to the Trainee, if any.

6. Waiver /Remedies.

The Waiver/Remedies for the above clauses, if any, as applicable shall be at the discretion of the Board and shall be in writing.

IN WITNESS WHEREOF, this Agreement has been executed by the trainee and the Company to become effective **13-Sep-24**



Vee Healthtek Private Limited

The only Global Services company backed by its own university.

Vee Healthtek Pvt.Ltd.

Name: David. P

Signature:

Signed by David
Pushpanathan
Date: 2024.09.13
15:52:43

Designation: Senior Manager

Staff Code: VHE300072

Dept: Human Resources

Date: 13-Sep-24

Trainee

Name: Purvaja Laxmikant Deshpande

Signature:

Signed by Purvaja
Laxmikant Deshpande
Date: 2024.09.13
15:30:31

Designation: AR Caller Trainee

Dept: Medical Billing

Date: 13-Sep-24

Witnesses

1. Name: Vishnumathi A(VHE301186)

Signature:

Signed by Vishnumathi A
Date: 2024.09.19
18:53:32

Address:

Vee Healthtek Private Limited

SMARTWORKS SUMMER COURT,
next to Seasons Mall, Level I, Magarpatta,
Hadapsar, Pune, Maharashtra-411028

2. Name: Dhineshkumar S(VHE301202)

Signature:

Signed by Dhineshkumar
S
Date: 2024.09.16
17:53:44

Address:

Vee Healthtek Private Limited

SMARTWORKS SUMMER COURT, next
to Seasons Mall, Level I, Magarpatta,
Hadapsar, Pune, Maharashtra-411028

OFFER LETTER

Date: 17-Sep-24

Name : Mr. Raj Shashikant Brahmankar
Address : Akurdi, Pune, Maharashtra.

Subject: Offer Letter

Dear Mr. Raj Shashikant Brahmankar,

We refer to your application and the subsequent interviews you had with us. We are pleased to offer you the designation of Associate - Level 1 in our organization.

The terms and conditions of your appointment as discussed during the interview and the rules & regulations of employment will be issued to you within 30 days of you joining the Company on 18-Sep-24. Your appointment will be subject to the scrutiny of your proof of age, qualification, experience, salary certificate and reference checks.

List of Documents (photocopies) to be submitted on or before joining are as follows:

- 1) Pan card
- 2) Address proof (Aadhar Card of self & one parent)
- 3) 2 passport size photographs
- 4) Educational qualifications (self-attested photocopy)
- 5) Experience certificates (self-attested photocopy)
- 6) Relieving letter from your previous 2 employer
- 7) 3 months' salary slip from the previous 2 employer
- 8) Leave & license documents (only for those staying in rented accommodation)
- 9) Electricity bill copy

Please bring all original documents for verification.

We look forward to a happy and long association for our mutual benefits.

Thank you.



Arun Sharma
Vice President - Operations

+91 86928 05751

contact@techsurance.in

108 Origin, 3rd floor
Bhakti Bhavan Lane, Sindhi Society,
Chembur, Mumbai 400071



AGREEMENT FOR TRAINING

THIS AGREEMENT is entered into as of **13-Sep-24** by and between **VEE HEALTHTEK PRIVATE LIMITED, SMARTWORKS SUMMER COURT, next to Seasons Mall, Level I, Magarpatta, Hadapsar, Pune, Maharashtra-411028** herein called as “Company” and **Rushikesh Sakhahari Pampatwar D/o or S/o W/o Sakhahari pampatwar** presently residing in the following, **Ramco residency hostel S/no - 133, Railway station, 1,, Akurdi, Pune, Maharashtra - 411033** aged **22** herein called the “Trainee”.

RECITALS:

- A. Trainee has entered into confidentiality Agreement dated **13-Sep-24** with the company pursuant to which trainee has selected for the training program.
- B. Trainee is willing to undergo eight weeks of training and perform all or a portion of company’s obligations post training as decided by the Company. Trainee is willing to perform such obligations on the terms and conditions set forth below

AGREEMENT

NOW, THEREFORE, the parties hereto agree as follows:

- 1. Acknowledgement:** Trainee hereby acknowledges that he/she shall start the training from **13-Sep-24**.
- 2. Binding Agreement:** Trainee hereby agrees to be bound by the provisions of the company’s confidentiality agreement, including, but not limited to those provisions regarding Confidential information and inventions and other intellectual property as provided by the company and will not discuss or disclose either orally or in written format with the person or the company which could be a competitor of Vee or misuse the information provided by the Company for his/her illegal gain.



3. Confidentiality: The Trainee acknowledges to maintain confidentiality in all matters pertaining to

- a) Inbound/Outbound calls and software specific to clients
- b) Training on Client/s processes and procedures
- c) Honoring HIPAA (Health Insurance Probability and Accountability Act 1996) guidelines and to maintain confidentiality in all matters pertaining to the information of whatsoever nature during employment.
- d) Maintain established standards, administrative procedures, physical safeguards, technical security devices and technical security mechanisms while dealing thereafter with patient Health Information (PHI) or any other information depending on the client/s assignment in the training
- e) The trainee is bound by the confidentiality agreement and HIPAA agreement or any other agreement depending on the client/s assignment entered into and between “The Company” and the client/s to execute the work and processes during the process of training and thereafter

4. Intellectual property:

- a) The company shall own all intellectual property rights, processes, titles, interest, training materials and work processes, charts, diagrams, discussions, conversation etc that are processed, used, developed and available in the company during the period of training and thereafter.
- b) The trainee has now forfeited all his rights of whatsoever nature in the intellectual property or inventions mentioned in clause 4 (a) above, at any given point of time, during or after the training and/or subsequent employment at Vee Healthtek.
- c) Trainee shall not install/copy any copyrighted software or otherwise without the prior approval from the management.
- d) The portion of training includes Company and client database, training materials, work flow-charts and process on various aspects of business process, which the company is into and copyrights, patents, patent rights, trade secrets and other intellectual property

rights pertaining thereto shall be considered as Company intellectual property and the company has the absolute right over these intellectual properties. The trainee is given access to this confidential information to ensure proper training on various aspects work related to the project which the trainee may have to execute on successful completion of his/her training as an employee of Vee.

5. Compensation

The trainee will be eligible for a fixed Stipend/Consultant Fees of **Rs.10,000/-** per month, for the duration of the training period (not exceeding 60 days).

- Stipend/Consultant Fees will be prorated and calculated for the numbers of days the trainee attends the training during the training period. Weekends and the declared holidays will be considered as paid days. Personal/sick leaves availed during the training period will be considered as Loss of Pay.
- TDS is not applicable for the Stipend/Consultant Fees paid.
- Any damage/loss to Vee arising from any non-compliance to policy and misconduct will be recovered from the trainee or adjusted towards balance due to the Trainee, if any.

6. Waiver /Remedies.

The Waiver/Remedies for the above clauses, if any, as applicable shall be at the discretion of the Board and shall be in writing.

IN WITNESS WHEREOF, this Agreement has been executed by the trainee and the Company to become effective **13-Sep-24**



Vee Healthtek Private Limited

The only Global Services company backed by its own university.

Vee Healthtek Pvt.Ltd.

Name: David. P

Signature:

Signed by David
Pushpanathan
Date: 2024.09.17
17:05:18

Designation: Senior Manager

Staff Code: VHE300072

Dept: Human Resources

Date: 13-Sep-24

Trainee

Name: Rushikesh Sakhahari Pampatwar

Signature:

Signed by Rushikesh
Sakhahari Pampatwar
Date: 2024.09.13
16:06:13

Designation: AR Caller Trainee

Dept: Medical Billing

Date: 13-Sep-24

Witnesses

1. Name: Vishnumathi A(VHE301186)

Signature:

Address: Signed by Vishnumathi A
Date: 2024.09.20
17:03:09

Vee Healthtek Private Limited

SMARTWORKS SUMMER COURT,
next to Seasons Mall, Level I, Magarpatta,
Hadapsar, Pune, Maharashtra-411028

2. Name: Dhineshkumar S(VHE301202)

Signature:

Address: Signed by Dhineshkumar
S
Date: 2024.09.20
14:26:00

Vee Healthtek Private Limited

SMARTWORKS SUMMER COURT, next
to Seasons Mall, Level I, Magarpatta,
Hadapsar, Pune, Maharashtra-411028



Provisional Offer : BUSINESS PROCESS SERVICES

Ref: TCSL/DT20245513924/Mumbai/BPS/BTN

Date:18/09/2024

Dear Ms. Sagarika Pravin Gaikwad,

Sub: Letter of Provisional Offer and Terms of Employment.

Thank you for exploring opportunities with **Tata Consultancy Services Limited(TCSL)**. You have successfully completed our initial selection process and we are pleased to make you a provisional offer of Traineeship.

You have been selected for a twelve month traineeship program at grade BPOS. You will receive a fixed monthly stipend during your internship. Your stipend amount will be decided on the basis of joining location and the process in which you will get allocation. The same will be communicated to you along with the detailed offer letter.

Kindly confirm your acceptance on the traineeship offered by signing Annexure 1. If not accepted within 30 days of receipt, this offer of traineeship is liable to lapse at the discretion of the Company.

This is a provisional offer of traineeship and should not be construed as an Offer of Employment from TCSL. A detailed offer of traineeship will follow within 7 days from completion of all documentation formalities and your aforesaid acceptance on this provisional offer. The Offer of traineeship will be made to you provided this - opportunity continues to be available with TCSL.

Your traineeship with TCS is subject to your being declared medically fit and retaining that fitness during the tenure in the company and your Background / Reference check being favourable and acceptable to the Company.

On joining and successful completion of all Joining formalities including the back ground verification, you will be issued a Letter of Appointment by TCSL.

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

Private and Confidential

TCSL/DT20245513924

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Wellspring Godrej & Boyce Complex Plant No 12, Gate No 4, LBS Marg Vikhroli West, Mumbai - 400079

Ph.: +91 22 6778 3000 Fax 91 22 6778 3300 91 226778 3399 E-mail: corporate.office@tcs.com, Website: <http://www.tcs.com>

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

Corporate Identification No. (CIN): L22210MH1995PLC084781



Please also note, TCS BPS provides company transport facility within a pre-defined radius for each location as defined in the company transport policy. Those living beyond these boundaries would be required to make their own arrangements to reach the nearest location convenient to them from where they can be picked up or dropped.

Yours Sincerely,

For **Tata Consultancy Services Limited.**

Girish V. Nandimath
Global Head Talent Acquisition & AIP



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

ANNEXURE 1

For the candidate to complete:

This is to confirm that I have received & hereby accept the Provisional Letter of Traineeship Ref No **TCSL/DT20245513924/Mumbai/BPS/BTN** on _____(DD/MMM/YYYY).

Signature:

Name:

Date:



TCMS : Joining Formalities

1 message

JobConnect <JobConnect@tcmspvtltd.com>

Tue, Oct 8, 2024 at 3:22 PM

To: samruddhishinde33@gmail.com <samruddhishinde33@gmail.com>

Dear Samruddhi Shinde ,

Congratulations !!!

We are pleased to inform you that you are selected. We believe your knowledge and skills will be an asset to our company. As we discussed in your interview, your joining date is **11th November 2024** at Pune Office. You are ready to work in 3 shifts which will be on a rotation basis.

The address of our Pune office is -

Techcare Medical Services Private Limited
Office No. 301/302, 'B' Wing, 3rd Floor,
Navale IT Zone, Phase III,
Near [Navale Bridge, Narhe, Pune – 411041](#)
Phone: Mobile – 8830520084

Please find below the list of documents and details to be submitted as part of the joining formalities –

1. SOFT COPIES OF THE ORIGINAL DOCUMENTS TO BE SENT THROUGH EMAIL -

1. Completed '**Employee Profile Sheet**' in '**WORD FORMAT ONLY.**'
2. Adhaar Card – Front & Back.
3. Pancard.
4. Softcopy of passport size photograph for Identity Card.
5. Driver's Licence
6. Nominee's Adhaar Card & Pancard.

7. PHOTOCOPIES (HARD COPIES) TO BE SUBMITTED ON THE JOINING DAY –

1. Adhaar Card – Front & Back – 4 Copies.
2. Pancard 4 Copies.
3. Recent colour photos – Passport Size – 4 Nos.
4. Medical Fitness Certificate (preferably) from the family doctor – **MBBS or MD Doctor only – Mandatory for joining.**
5. Graduation / Post-Graduation last semester Marksheet & Certificate.
6. For Experienced Candidate – last 3 months' salary slips, Experience / Relieving Letter.
7. Driver's Licence.
8. Personal Bank Account Details – Passbook photocopy or cheque photocopy.

Kindly find the attachment of employee profile sheet that needs to be filled and sent as soon as possible.

On the day of joining, please don't bring any other valuables with you.

We expect you at our office at 8:50 am. Our dress code is Business formals. Please bring your ID to show at the reception. We have planned your first day to help you settle in properly. You will have plenty of time to read and complete your employment paperwork and we will be there to help you during this process. If you have any questions, feel free to email or call us and we will be more than happy to help you.

Kindly reply back to this mail as acceptance of the offer.

If you have any questions or need further assistance do not hesitate to reach out to us. We are looking forward to hearing from you.

Thanks & Regards,
"TCMS JobConnect"
Siddharth Sangare
HR - Department

Techcare Medical Services Private Limited
Office No. 301/302, 'B' Wing, 3rd Floor,
Navale IT Zone, Phase III,
Near **Navale Bridge, Narhe, Pune – 411041**
Landline - 020-67511 600/613/614
Email : jobconnect@tcmspvtltd.com



Optum(Episource) Inbox



Pallavi Deshmukh 3 Apr



to Pallavi, bcc: me ^

From Pallavi Deshmukh • pallavi.deshmukh@episource.com
To Pallavi Deshmukh • pallavi.deshmukh@episource.com
Bcc samruddhitalokar3@gmail.com
Date 3 Apr 2024, 12:23 pm
🔒 Standard encryption (TLS).
[See security details](#)

Hi,

As per our records you have expressed your interest to join Optum(Episource).

Further we would like to update you that your date of joining is expected to fall in the current quarter of this financial year(April to June) in Mumbai location.



⏪ Reply all





PRIVATE & CONFIDENTIAL

Saurav Shankarrao Rathod
Dattanagar gokunda, at.post.gokunda
tq.kinwat dist.Nanded, Gokunda
Nanded Waghala-431804
Maharashtra
INDIA

November 05,2024

Dear Saurav Shankarrao Rathod

Welcome to IKS Health!

Subject: Offer Letter

With reference to your application, subsequent interview and discussions, we are pleased to inform that you have been selected for the position of **Junior Associate** in Grade **13** in Department **Virtual Scribe** with our organization commencing from **November 06, 2024**

Your annual compensation will be INR **235000** /-. The details of the terms and conditions of the offer of employment are detailed in the enclosed annexures.

At IKS Health, our mission is to enable the efficient delivery of excellent care and our vision is *Healthier Communities, Happier Clinicians, Thriving Organizations, Successful Healthcare for All*. Our Value Pillars are the mainstay of our actions and guide decisions in the pursuit of our mission and vision. Each value pillar is manifested by three Value Behaviors which enable each one of us to demonstrate these values in our day to day interactions. **Agility** is our cornerstone to navigate opportunities and obstacles with speed and certainty. **Learning** involves embedding insight and capability in our people, processes and technology. **Discovery** drives us to relentlessly pursue innovation and excellence. **Community** is about fostering human connections and collaboration.

These shared values and beliefs are the influencers of everyday work culture at IKS Health that has eventually built our ethos. It is what integrates us across technologies, platforms and geographies. We are proud of it and we eagerly welcome you to the IKS Health way of life.

This offer of employment is contingent upon you fulfilling the background verification process that the organization will conduct. We look forward to you joining us at our **Mumbai - Bldg 11** office on **November 06, 2024** Please keep your recruiter informed, in case of advancement in the joining date. Pursuant to its business needs, IKS Health retains the right to revise the commencement date of your employment with IKS Health. Please endorse your acceptance, within the next two business days, by duly signing the duplicate copy of this letter on all sheets, including annexures, at the bottom on the right corner and return to the undersigned. Please refrain from soliciting other offers based on this letter as the same will be null and void if so used.

We wish you all the best.

Thanking you,
For Inventurus Knowledge Solutions Ltd.
HR Team
I accept the above offer on the terms indicated.

Signature

Date

Saurav Shankarrao Rathod

Annexure I

	Annual	Monthly
Basic	117500	9792
HRA	58750	4896
Special Allowance	17427	1452
Statutory Bonus	8400	700
Provident Fund	17200	1433
Gratuity	5652	471
Insurance	3505	292
ESIC	6567	547
Total CTC	235001	19583

- You will be eligible for the Provident Fund Scheme as per the Employees' Provident Funds and Miscellaneous Provisions Act,1952.
- You will be eligible for gratuity in accordance with the Payment of Gratuity Act,1972

Thanking you,

For Inventurus Knowledge Solutions Ltd.
HR Team

I accept the above offer on the terms indicated.

Signature
Saurav Shankarrao Rathod

Date

Annexure II

Please note that you are required to carry the following original documents along with 2 photocopies of the same, on the day of joining

Sr. No.	Particulars	Documents
1	Education Certificates	SSC, HSC, Graduation and Post-Graduation
2	Work experience Certificate / Relieving Letters	Work experience/Relieving Letters of the Last two companies
3	e-Aadhaar	Password protected electronic copy of Aadhaar, which is digitally signed by the competent Authority of UIDAI and is downloaded from the official website or mobile Application of the UIDAI and Active Mobile Number should be Linked with Aadhaar
4	Address Proof	Either one of the following: <ul style="list-style-type: none"> • Latest months Electricity Bill • Latest months Landline Bill • Rental Agreement of address provided • Ration Card • Passport Copy • Aadhar card
5	Photo ID Proof	Either one of the following: <ul style="list-style-type: none"> • Pan Card • Passport • Aadhar card
6	Salary Slips	Last 3 months Salary slips from previous employer
7	Photographs	4 copies
8	Name Change (if applicable)	Marriage Certificate or any other relevant document
9	Proof of resignation from previous employer	In case you are not able to submit the relieving letter of your last company on the day joining you need to submit the resignation acceptance mail or letter.



Annexure III

TERMS OF EMPLOYMENT

Your employment at IKS Health (also referred to herein as the "Company") will be governed by the IKS Health policies as modified from time to time. Some of the more significant terms and conditions that currently govern your potential employment, are detailed below.

1. **Hours of Work**

- I. A working day shall comprise of nine hours.
- II. You may be required to work on a shift basis. Shifts may be scheduled across 24 hours a day, 7 days a week and 365 days a year, subject to applicable laws. Your shift timings may change from time to time which you will be notified in advance.

2. **Place of Employment**

During your employment with IKS Health, you will be liable to be transferred or deputed to any of the offices and/or departments of IKS Health or its Associates, Subsidiaries or Group Companies, whether in India or overseas. In the event of transfer or deputation of your services your salary and other benefits will be determined in accordance with IKS Health policies prevalent at that time.

3. **Salary and Benefits**

- I. Your salary shall be reviewed on an annual basis depending on the date of joining and you shall be notified of the amount of your salary entitlement for the succeeding year, which shall depend upon your performance during the year. IKS Health reviews salaries at the end of every financial year, and employees who have joined the Company prior to 30th September of the applicable financial year are eligible for annual salary reviews in the respective cycle.
- II. Notwithstanding the provisions of Clause 3.i, you acknowledge that it is IKS Health policy to review the salary payable to its employees for successive financial years and such revised salary may be higher or lower than the salary received for the previous financial year depending upon the overall performance of the Company.
- III. In addition to salary, you may also be entitled to receive other benefits, such as annual performance pay up to a maximum of twenty percent of your CTC, as applicable under the relevant IKS Health policy. The Company shall, in its sole discretion, be entitled to amend, vary, and modify any of the terms and conditions of the policy with regard to the benefits that are offered to you. Please note, there are no guarantees to any such benefits and performance payments and amounts could be NIL depending on your performance, company performance, industry environment, etc.

a. Relocation Expenses

You are eligible for relocation expenses reimbursement as per the Company policy, provided your offer letter explicitly provides for the same. In the event of your separation within 12 months of joining IKS Health, this amount will be recovered or set-off from or against your Full and Final Settlement.

b. Leave Entitlement Policy

All employees are eligible for an annual paid vacation. Please refer to the employee handbook or contact the HR department for further details regarding the Company's leave and vacation policy

c. Travel

You may be required to travel, whether in India or overseas, in connection with office work at short notice. All expenses associated with any such travel, within the prescribed limits, will be reimbursed by the Company as per the relevant IKS Health policy.

4. **Training**

Your continued employment with IKS Health is contingent upon you completing, to IKS Health's satisfaction, all required training modules and tollgates, by whatever name they are called and whenever they are conducted by the Company. IKS Health in its sole discretion shall determine which training modules need to be completed and tollgates cleared (including clearance cutoffs/percentages) for any given position.

5. **Termination**

Your employment with IKS Health is "at will" and is subject to termination on:

- Grade 2 to 8 – Three months' prior notice by either side
- Grade 9 to 13 – Two months' prior notice by either side

IKS Health reserves the right to, at its sole discretion, substitute the notice period by paying you salary in lieu of the notice period. For abundant caution, it is hereby clarified that you cannot waive the notice period requirement in the event you wish to terminate your employment with IKS Health, and that your termination/resignation letter (by whatever name it is called) will be accepted by IKS Health only on your satisfying the mandatory notice period as stated in IKS Health's HR handbook. Further, till such time as IKS Health accepts your resignation letter, you will be deemed to be an employee of IKS Health and the terms and conditions of your employment will continue to bind you. IKS Health shall have the right to terminate your employment immediately without notice or payment in lieu of notice if:



- a. You neglect, refuse, fail or for any reason become unable to perform any of your duties under this agreement or comply with IKS Health policies and code of conduct
- b. You are guilty of any misconduct whether or not in the performance of your duties (including but not limited to being an undischarged insolvent, being convicted by any criminal court, being involved in fraudulent acts, etc.) or commit any act which in the opinion of IKS Health is likely to bring IKS Health into disrepute whether or not such act is directly related to the affairs of IKS Health;
- c. You commit any breach of any of your duties or obligations under this agreement or the policies of IKS Health; or
- d. There is a discrepancy in the copies of the documents/certificates given by you as proof in support of the information provided by you.

In the event of termination under Clause 7, you shall not be entitled to any benefits whatsoever.

6. Retirement

Your age of retirement from the service will be on completion of sixty years. However, you may opt for voluntary retirement at any age before sixty years during your services in the Company if you are unable to continue in service satisfactorily. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls.

7. Mode of Communication

For any service of notice or communications of any kind, you will be informed by email or ordinary post at the address given by you at the time of your employment or such other address as may be intimated by you to the Company thereafter.

8. Confidentiality

- a. You agree at all times during the term of your employment and thereafter:
 - i. To hold Confidential Information, as defined below, in strictest confidence, and not to use or attempt to use the same, except for the benefit of IKS Health and
 - ii. Not to disclose or divulge Confidential Information to any person or entity without written authorization of IKS Health.
- b. You agree to return to IKS Health all proprietary information, including copies on paper, hard drive, disk, tape and other media, upon completion or termination of any project or upon cessation of your employment with IKS Health. You further agree to return all IKS Health electronic devices, such as laptops, computers, mobile phones, wireless electronic mail devices, hard drives and any other equipment issued to you, with all information stored on such devices at the time of issuance and/or created by you thereafter, as part of your employment, intact. For the purposes of this Clause, "Confidential Information" means any of IKS Health's proprietary or confidential information, technical data, trade secrets or know-how, whether (oral or written or in electronic format, tangible or intangible and whether marked confidential or not), including but not limited to, research, business plans, products, product improvements, business / knowledge processes and process documents, services, projects, proposals, all work produced or performed by you during your engagement with IKS Health, whether during normal working hours or not, computer programs, documentation, customer lists and customers (including, but not limited to, customers of IKS Health with whom you become acquainted), customers data, software, improvements and developments, inventions, formulas, technology, designs, drawings, engineering, marketing, distribution and sales methods, sales and profit figures, finances, techniques, strategies, discoveries, the title and description of any patents or patent applications filed by IKS Health in any country or jurisdiction (until the same is generally available to the public), and any other business information of IKS Health including its business plans, practice methodologies and technologies (including computer software), training materials, personnel information, client lists and information regarding the business needs, strategies and technologies of present and prospective clients and internal Company publications, whether directly or indirectly, or by drawings or inspection of documents or other tangible property and all information that comes to your knowledge which would but for this employment would not have been accessed by you. Confidential Information however shall not include knowledge, skills or information which is common to the business of IKS Health or which is generally known outside IKS Health. You understand that retaining the confidential nature of Confidential Information is of utmost importance to the business of IKS Health and in addition to the terms stipulated in this agreement herein you agree to execute and deliver a Non-Disclosure Agreement with IKS Health.

9. Intellectual Property

- a. Except as otherwise may be agreed by IKS Health in writing, in consideration of your employment and free of any additional obligations of IKS Health to make additional payments to you, You hereby agree and irrevocably assign to IKS Health any and all right, title and interest, both in equity and law, in any/all inventions, software, manuscripts, documentation, improvements or such other intellectual property, whether or not protectable by any national or state laws relating to the protection of intellectual property, relating to the present or future business of IKS Health that may be developed by you prior to the termination or cessation of your employment with IKS Health or within 12 months from the last working day with IKS Health, either alone or jointly with others, and whether or not developed during normal business hours or arising in the scope of your duties of employment with IKS Health.
- b. You hereby declare and undertake that all such inventions, software, manuscripts, documentation, improvement or other intellectual property shall be and remain the sole and exclusive property of IKS Health. You further undertake and agree to execute such further documentation and/or declaration, as IKS Health may consider appropriate to vest and/or perfect any/all right, title and interest of IKS Health.
- c. This provision does not apply to an invention for which no equipment, supplies, facility, trade secret, or confidential information of IKS Health was used and which was developed entirely on your own time, unless the invention relates (i) directly to the business of IKS Health, or (ii) to IKS Health's actual or demonstrably anticipated research or development or the invention results from any work performed by you for IKS Health
- d. You agree that all services performed by you for IKS Health shall be original work and shall not incorporate any third party materials or work in which you or any third party asserts an ownership interest without the express written consent of IKS Health

10. Data Privacy Compliance Policy



You consent to the terms and conditions of the Data Privacy Compliance Policy as stated below:

- a. The collection and processing of sensitive personal data about you to the limited extent and for the purposes described in the Data Privacy Compliance Policy;
- b. Worldwide transfer of personal data held by IKS Health about you, including to other employees and offices of IKS Health's worldwide organization and to third parties where disclosure to such third parties is required in the normal course of business or by law; and use of your personal images and voices in marketing material, videos, etc.
- c. The reference to information "about you" includes reference to information about third parties associated with you, such as your spouse and children (if any), whose consent is provided to IKS Health by you on their behalf. The reference to "sensitive personal data" may be understood to include reference to the various categories of personal data identified by the United States, European and Other applicable data privacy laws as requiring special treatment, including in some circumstances, the need to obtain explicit consent. These categories comprise personal data about racial or ethnic origin, political opinions, religious or other similar beliefs, trade union membership, physical or mental health, sexual life or criminal record.
- d. In addition, you agree to treat any personal data to which you have access in the course of your employment strictly in accordance with this Data Privacy Compliance Policy and other IKS Health policies and procedures. In particular, you will not use any such data other than in connection with and to the extent necessary for the purposes of your employment.
- e. The company will be utilizing your personal email ID as per our records for certain official purposes such as but not limited to job offers, correspondence related to employment, correspondence related to company transport, IT set up. surveys, feedback etc.

11. Restrictive Covenants

You will not, during your employment and for a period of two (02) years from the date of termination or cessation of your employment for any reason:

- a. Directly or indirectly engage in a business in India or the United States that develops integrated solutions or that otherwise provides products or services that are the same or similar to those provided by IKS Health.
- b. Directly or indirectly solicit any customer, vendor or contractor of IKS Health with regard to any products or services comparable or competitive to those provided by IKS Health.
- c. Directly or indirectly solicit any person, corporation or entity that during the 12 month period prior to your termination or cessation of your employment conducted business with IKS Health or had been solicited for business by IKS Health, with regard to any products or services comparable or competitive to those provided by IKS Health.
- d. Directly or indirectly solicit any person, corporation or entity who does business with IKS Health and with which you had contact or obtained pricing, contract or other confidential information at any time during your employment with IKS Health, with regard to any products or services comparable or competitive to those provided by IKS Health.
- e. Directly or indirectly solicit any employee of IKS Health to interfere with Company's business or to exit employment with IKS Health.
- f. Directly or indirectly solicit any employee of any information technology or other contractor engaged in product or service design, development, production, or deployment for IKS Health to interfere with Company's business or to exit their engagement.

You further acknowledge that:

- a. The foregoing restrictions are reasonable in light of the market dynamics, environment and nature of the products and services that IKS Health provides.
- b. IKS Health has legitimate business reasons for requiring such restrictive covenants.
- c. You understand the restrictions and have had an opportunity to fully discuss these restrictions with IKS Health and accepts these restrictions and
- d. In the event your employment with IKS Health terminates for any reason, you will be able to earn a livelihood without violating the foregoing restrictions and that your ability to earn a livelihood without violating such restrictions is one of the material conditions of your employment with IKS Health.

12. Representation and Warranty

You represent and warrant that your joining IKS Health will not violate any agreement to which you are or have been a party to. You represent and warrant that you will not use or disclose any confidential or proprietary information obtained from a third party prior to your employment with IKS Health. You represent and warrant that you will comply with all IKS Health's applicable policies and standards and shall perform your services in a manner consistent with ethical and professional standards of IKS Health. You represent and warrant that you possess all the requisite certificates, licenses, permits, work visas, clearances to be able to lawfully perform the services.

13. Indemnification

You agree to defend, indemnify and hold harmless IKS Health and all of its officers, directors, employees, successors and assigns from and against any and all third-party claims, demands, actions, suits, losses, liabilities, (including taxes), and all related costs and expenses, including without limitation reasonable attorneys' fees (collectively "Losses") due to, arising from or relating to your breach of any of your obligations contained in this Terms of Employment.



I HAVE READ & UNDERSTOOD THE ABOVE ACKNOWLEDGEMENT AND AGREE TO BE BOUND BY ITS TERMS

Signature of Employee

E-Signature

Approved and Released by
The Talent Acquisition Team*

Job Offer Accepted on by

For Inventurus Knowledge Solutions Limited

IP Address

(*This is an electronically generated document and hence not signed)



Annexure IV

Information Declaration Form

To Whom It May Concern:

I *Saurav Shankarrao Rathod*

I hereby authorize **Inventurus Knowledge Solutions Ltd.** and/or or their authorized representatives and contractors to verify information presented on my employment application/resume and to procure an investigative report or consumer report for that purpose.

I hereby grant authority for the bearer of this letter to access or be provided with full details

- § Of my previous employment record held by any company or business for whom I previously worked. This information should include the dates of employment; the nature of the position held, [details of my salary upon departure] and an appraisal of my performance, capabilities and character. In addition, please provide any other pertinent information requested by the individual presenting this authority. I hereby release from liability all persons or entities requesting or supplying such information.
- § of my qualification/degree (copy of my certificates attached)
- § information in respect to my character from the records maintained by local authorities
- § Of any other pertinent information requested by the Authorized Party, including but not limited to my Permanent Account Number (PAN), ADHAR Card Number and the associated documentation

Signature

Saurav Shankarrao Rathod

Date

OFFER LETTER

Date: 21-Oct-24

Name : Ms. Sayali Wategaonkar
Address : Mulshi, Pune, Maharashtra.

Subject: Offer Letter

Dear Ms. Sayali Wategaonkar

We refer to your application and the subsequent interviews you had with us. We are pleased to offer you the designation of **Associate Level 1** in our organization.

The terms and conditions of your appointment as discussed during the interview and the rules & regulations of employment will be issued to you within 30 days of you joining the Company on **17-Oct-24**. Your appointment will be subject to the scrutiny of your proof of age, qualification, experience, salary certificate and reference checks.

List of Documents (photocopies) to be submitted on or before joining are as follows:

- 1) Pan card
- 2) Address proof (Aadhar Card of self & one parent)
- 3) 2 passport size photographs
- 4) Educational qualifications (self-attested photocopy)
- 5) Experience certificates (self-attested photocopy)
- 6) Relieving letter from your previous 2 employer
- 7) 3 months' salary slip from the previous 2 employer
- 8) Leave & license documents (only for those staying in rented accommodation)
- 9) Electricity bill copy

Please bring all original documents for verification.

We look forward to a happy and long association for our mutual benefits.

Thank you.



Arun Sharma
Vice President - Operations

Name : Ms. Sayali Wategaonkar
 Designation : Associate Level 1

ANNEXURE A - TOTAL COMPENSATION (CTC)		
Particulars	Per Month	Per Annum
<i>Fixed Pay</i>		
Basic Pay	14,106	1,69,272
House Rent Allowance	2116	25,392
Conveyance Allowance	0	0
Special Allowance	1,225	14,700
Leave Travel Allowance	0	0
Fixed pay – A	17,447	2,09,364
<i>Deduction from Employee Gross Salary</i>		
Provident Fund (Employee Contribution)	1800	21,600
ESIC (Employee Contribution)	131	1,572
Professional Tax	0	2,500
Total Employee Deduction Amount	1,931	23,172
<i>Net Take Home Pay</i>	15,516	1,86,192
<i>Retiral & Other Benefits</i>		
Provident Fund (Employer Contribution)	1,800	21,600
ESIC (Eligibility as per ESIC Act)	568	6,816
Gratuity	678	8,136
Retiral & Other Benefits – B	3,046	36,552
<i>Variable Pay</i>		
Statutory Bonus**	1,592	19,104
Performance Incentive (0%-100%) ***	0	0
Variable Pay – C	1,592	19,104
TOTAL CTC (A + B + C)	22,085	2,65,020



PRIVATE & CONFIDENTIAL

Shruti Kashid
SWAMIWEVAKNAND NAGAR, satara,
VTC: Saidapur, PO: Kondhav
Satara, State: Maharashtra, PIN Code: 415002
Satara-415002
Maharashtra
INDIA

August 06, 2024

Dear *Shruti Kashid*

Welcome to IKS Health!

Subject: Offer Letter

With reference to your application, subsequent interview and discussions, we are pleased to inform that you have been selected for the position of **Junior Associate** in Grade **13** in Department **Clinical Document Management** with our organization commencing from **August 07, 2024**

Your annual compensation will be INR **210000** /-. The details of the terms and conditions of the offer of employment are detailed in the enclosed annexures.

At IKS Health, our mission is to enable the efficient delivery of excellent care and our vision is *Healthier Communities, Happier Clinicians, Thriving Organizations, Successful Healthcare for All*. Our Value Pillars are the mainstay of our actions and guide decisions in the pursuit of our mission and vision. Each value pillar is manifested by three Value Behaviors which enable each one of us to demonstrate these values in our day to day interactions. **Agility** is our cornerstone to navigate opportunities and obstacles with speed and certainty. **Learning** involves embedding insight and capability in our people, processes and technology. **Discovery** drives us to relentlessly pursue innovation and excellence. **Community** is about fostering human connections and collaboration.

These shared values and beliefs are the influencers of everyday work culture at IKS Health that has eventually built our ethos. It is what integrates us across technologies, platforms and geographies. We are proud of it and we eagerly welcome you to the IKS Health way of life.

This offer of employment is contingent upon you fulfilling the background verification process that the organization will conduct. We look forward to you joining us at our **Mumbai - Bldg 11** office on **August 07, 2024** Please keep your recruiter informed, in case of advancement in the joining date. Pursuant to its business needs, IKS Health retains the right to revise the commencement date of your employment with IKS Health. Please endorse your acceptance, within the next two business days, by duly signing the duplicate copy of this letter on all sheets, including annexures, at the bottom on the right corner and return to the undersigned. Please refrain from soliciting other offers based on this letter as the same will be null and void if so used.

We wish you all the best.

Thanking you,
For Inventurus Knowledge Solutions Ltd.
HR Team
I accept the above offer on the terms indicated.

Signature

Date

Shruti Kashid

Annexure I

	Annual	Monthly
Basic	114000	9500
HRA	11400	950
Special Allowance	41801	3483
Statutory Bonus	8400	700
Provident Fund	19705	1642
Gratuity	5483	457
Insurance	3505	292
ESIC	5707	476
Total CTC	210001	17500

- You will be eligible for the Provident Fund Scheme as per the Employees' Provident Funds and Miscellaneous Provisions Act,1952.
- You will be eligible for gratuity in accordance with the Payment of Gratuity Act,1972

Thanking you,

For Inventurus Knowledge Solutions Ltd.
HR Team

I accept the above offer on the terms indicated.

Signature
Shruti Kashid

Date

Annexure II

Please note that you are required to carry the following original documents along with 2 photocopies of the same, on the day of joining

Sr. No.	Particulars	Documents
1	Education Certificates	SSC, HSC, Graduation and Post-Graduation
2	Work experience Certificate / Relieving Letters	Work experience/Relieving Letters of the Last two companies
3	e-Aadhaar	Password protected electronic copy of Aadhaar, which is digitally signed by the competent Authority of UIDAI and is downloaded from the official website or mobile Application of the UIDAI and Active Mobile Number should be Linked with Aadhaar
4	Address Proof	Either one of the following: <ul style="list-style-type: none"> • Latest months Electricity Bill • Latest months Landline Bill • Rental Agreement of address provided • Ration Card • Passport Copy • Aadhar card
5	Photo ID Proof	Either one of the following: <ul style="list-style-type: none"> • Pan Card • Passport • Aadhar card
6	Salary Slips	Last 3 months Salary slips from previous employer
7	Photographs	4 copies
8	Name Change (if applicable)	Marriage Certificate or any other relevant document
9	Proof of resignation from previous employer	In case you are not able to submit the relieving letter of your last company on the day joining you need to submit the resignation acceptance mail or letter.



Annexure III

TERMS OF EMPLOYMENT

Your employment at IKS Health (also referred to herein as the "Company") will be governed by the IKS Health policies as modified from time to time. Some of the more significant terms and conditions that currently govern your potential employment, are detailed below.

1. **Hours of Work**

- I. A working day shall comprise of nine hours.
- II. You may be required to work on a shift basis. Shifts may be scheduled across 24 hours a day, 7 days a week and 365 days a year, subject to applicable laws. Your shift timings may change from time to time which you will be notified in advance.

2. **Place of Employment**

During your employment with IKS Health, you will be liable to be transferred or deputed to any of the offices and/or departments of IKS Health or its Associates, Subsidiaries or Group Companies, whether in India or overseas. In the event of transfer or deputation of your services your salary and other benefits will be determined in accordance with IKS Health policies prevalent at that time.

3. **Salary and Benefits**

- I. Your salary shall be reviewed on an annual basis depending on the date of joining and you shall be notified of the amount of your salary entitlement for the succeeding year, which shall depend upon your performance during the year. IKS Health reviews salaries at the end of every financial year, and employees who have joined the Company prior to 30th September of the applicable financial year are eligible for annual salary reviews in the respective cycle.
- II. Notwithstanding the provisions of Clause 3.i, you acknowledge that it is IKS Health policy to review the salary payable to its employees for successive financial years and such revised salary may be higher or lower than the salary received for the previous financial year depending upon the overall performance of the Company.
- III. In addition to salary, you may also be entitled to receive other benefits, such as annual performance pay up to a maximum of twenty percent of your CTC, as applicable under the relevant IKS Health policy. The Company shall, in its sole discretion, be entitled to amend, vary, and modify any of the terms and conditions of the policy with regard to the benefits that are offered to you. Please note, there are no guarantees to any such benefits and performance payments and amounts could be NIL depending on your performance, company performance, industry environment, etc.

a. Relocation Expenses

You are eligible for relocation expenses reimbursement as per the Company policy, provided your offer letter explicitly provides for the same. In the event of your separation within 12 months of joining IKS Health, this amount will be recovered or set-off from or against your Full and Final Settlement.

b. Leave Entitlement Policy

All employees are eligible for an annual paid vacation. Please refer to the employee handbook or contact the HR department for further details regarding the Company's leave and vacation policy

c. Travel

You may be required to travel, whether in India or overseas, in connection with office work at short notice. All expenses associated with any such travel, within the prescribed limits, will be reimbursed by the Company as per the relevant IKS Health policy.

4. **Training**

Your continued employment with IKS Health is contingent upon you completing, to IKS Health's satisfaction, all required training modules and tollgates, by whatever name they are called and whenever they are conducted by the Company. IKS Health in its sole discretion shall determine which training modules need to be completed and tollgates cleared (including clearance cutoffs/percentages) for any given position.

5. **Termination**

Your employment with IKS Health is "at will" and is subject to termination on:

- Grade 2 to 8 – Three months' prior notice by either side
- Grade 9 to 13 – Two months' prior notice by either side

IKS Health reserves the right to, at its sole discretion, substitute the notice period by paying you salary in lieu of the notice period. For abundant caution, it is hereby clarified that you cannot waive the notice period requirement in the event you wish to terminate your employment with IKS Health, and that your termination/resignation letter (by whatever name it is called) will be accepted by IKS Health only on your satisfying the mandatory notice period as stated in IKS Health's HR handbook. Further, till such time as IKS Health accepts your resignation letter, you will be deemed to be an employee of IKS Health and the terms and conditions of your employment will continue to bind you. IKS Health shall have the right to terminate your employment immediately without notice or payment in lieu of notice if:



- a. You neglect, refuse, fail or for any reason become unable to perform any of your duties under this agreement or comply with IKS Health policies and code of conduct
- b. You are guilty of any misconduct whether or not in the performance of your duties (including but not limited to being an undischarged insolvent, being convicted by any criminal court, being involved in fraudulent acts, etc.) or commit any act which in the opinion of IKS Health is likely to bring IKS Health into disrepute whether or not such act is directly related to the affairs of IKS Health;
- c. You commit any breach of any of your duties or obligations under this agreement or the policies of IKS Health; or
- d. There is a discrepancy in the copies of the documents/certificates given by you as proof in support of the information provided by you.

In the event of termination under Clause 7, you shall not be entitled to any benefits whatsoever.

6. Retirement

Your age of retirement from the service will be on completion of sixty years. However, you may opt for voluntary retirement at any age before sixty years during your services in the Company if you are unable to continue in service satisfactorily. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls.

7. Mode of Communication

For any service of notice or communications of any kind, you will be informed by email or ordinary post at the address given by you at the time of your employment or such other address as may be intimated by you to the Company thereafter.

8. Confidentiality

- a. You agree at all times during the term of your employment and thereafter:
 - i. To hold Confidential Information, as defined below, in strictest confidence, and not to use or attempt to use the same, except for the benefit of IKS Health and
 - ii. Not to disclose or divulge Confidential Information to any person or entity without written authorization of IKS Health.
- b. You agree to return to IKS Health all proprietary information, including copies on paper, hard drive, disk, tape and other media, upon completion or termination of any project or upon cessation of your employment with IKS Health. You further agree to return all IKS Health electronic devices, such as laptops, computers, mobile phones, wireless electronic mail devices, hard drives and any other equipment issued to you, with all information stored on such devices at the time of issuance and/or created by you thereafter, as part of your employment, intact. For the purposes of this Clause, "Confidential Information" means any of IKS Health's proprietary or confidential information, technical data, trade secrets or know-how, whether (oral or written or in electronic format, tangible or intangible and whether marked confidential or not), including but not limited to, research, business plans, products, product improvements, business / knowledge processes and process documents, services, projects, proposals, all work produced or performed by you during your engagement with IKS Health, whether during normal working hours or not, computer programs, documentation, customer lists and customers (including, but not limited to, customers of IKS Health with whom you become acquainted), customers data, software, improvements and developments, inventions, formulas, technology, designs, drawings, engineering, marketing, distribution and sales methods, sales and profit figures, finances, techniques, strategies, discoveries, the title and description of any patents or patent applications filed by IKS Health in any country or jurisdiction (until the same is generally available to the public), and any other business information of IKS Health including its business plans, practice methodologies and technologies (including computer software), training materials, personnel information, client lists and information regarding the business needs, strategies and technologies of present and prospective clients and internal Company publications, whether directly or indirectly, or by drawings or inspection of documents or other tangible property and all information that comes to your knowledge which would but for this employment would not have been accessed by you. Confidential Information however shall not include knowledge, skills or information which is common to the business of IKS Health or which is generally known outside IKS Health. You understand that retaining the confidential nature of Confidential Information is of utmost importance to the business of IKS Health and in addition to the terms stipulated in this agreement herein you agree to execute and deliver a Non-Disclosure Agreement with IKS Health.

9. Intellectual Property

- a. Except as otherwise may be agreed by IKS Health in writing, in consideration of your employment and free of any additional obligations of IKS Health to make additional payments to you, You hereby agree and irrevocably assign to IKS Health any and all right, title and interest, both in equity and law, in any/all inventions, software, manuscripts, documentation, improvements or such other intellectual property, whether or not protectable by any national or state laws relating to the protection of intellectual property, relating to the present or future business of IKS Health that may be developed by you prior to the termination or cessation of your employment with IKS Health or within 12 months from the last working day with IKS Health, either alone or jointly with others, and whether or not developed during normal business hours or arising in the scope of your duties of employment with IKS Health.
- b. You hereby declare and undertake that all such inventions, software, manuscripts, documentation, improvement or other intellectual property shall be and remain the sole and exclusive property of IKS Health. You further undertake and agree to execute such further documentation and/or declaration, as IKS Health may consider appropriate to vest and/or perfect any/all right, title and interest of IKS Health.
- c. This provision does not apply to an invention for which no equipment, supplies, facility, trade secret, or confidential information of IKS Health was used and which was developed entirely on your own time, unless the invention relates (i) directly to the business of IKS Health, or (ii) to IKS Health's actual or demonstrably anticipated research or development or the invention results from any work performed by you for IKS Health
- d. You agree that all services performed by you for IKS Health shall be original work and shall not incorporate any third party materials or work in which you or any third party asserts an ownership interest without the express written consent of IKS Health

10. Data Privacy Compliance Policy



You consent to the terms and conditions of the Data Privacy Compliance Policy as stated below:

- a. The collection and processing of sensitive personal data about you to the limited extent and for the purposes described in the Data Privacy Compliance Policy;
- b. Worldwide transfer of personal data held by IKS Health about you, including to other employees and offices of IKS Health's worldwide organization and to third parties where disclosure to such third parties is required in the normal course of business or by law; and use of your personal images and voices in marketing material, videos, etc.
- c. The reference to information "about you" includes reference to information about third parties associated with you, such as your spouse and children (if any), whose consent is provided to IKS Health by you on their behalf. The reference to "sensitive personal data" may be understood to include reference to the various categories of personal data identified by the United States, European and Other applicable data privacy laws as requiring special treatment, including in some circumstances, the need to obtain explicit consent. These categories comprise personal data about racial or ethnic origin, political opinions, religious or other similar beliefs, trade union membership, physical or mental health, sexual life or criminal record.
- d. In addition, you agree to treat any personal data to which you have access in the course of your employment strictly in accordance with this Data Privacy Compliance Policy and other IKS Health policies and procedures. In particular, you will not use any such data other than in connection with and to the extent necessary for the purposes of your employment.
- e. The company will be utilizing your personal email ID as per our records for certain official purposes such as but not limited to job offers, correspondence related to employment, correspondence related to company transport, IT set up. surveys, feedback etc.

11. Restrictive Covenants

You will not, during your employment and for a period of two (02) years from the date of termination or cessation of your employment for any reason:

- a. Directly or indirectly engage in a business in India or the United States that develops integrated solutions or that otherwise provides products or services that are the same or similar to those provided by IKS Health.
- b. Directly or indirectly solicit any customer, vendor or contractor of IKS Health with regard to any products or services comparable or competitive to those provided by IKS Health.
- c. Directly or indirectly solicit any person, corporation or entity that during the 12 month period prior to your termination or cessation of your employment conducted business with IKS Health or had been solicited for business by IKS Health, with regard to any products or services comparable or competitive to those provided by IKS Health.
- d. Directly or indirectly solicit any person, corporation or entity who does business with IKS Health and with which you had contact or obtained pricing, contract or other confidential information at any time during your employment with IKS Health, with regard to any products or services comparable or competitive to those provided by IKS Health.
- e. Directly or indirectly solicit any employee of IKS Health to interfere with Company's business or to exit employment with IKS Health.
- f. Directly or indirectly solicit any employee of any information technology or other contractor engaged in product or service design, development, production, or deployment for IKS Health to interfere with Company's business or to exit their engagement.

You further acknowledge that:

- a. The foregoing restrictions are reasonable in light of the market dynamics, environment and nature of the products and services that IKS Health provides.
- b. IKS Health has legitimate business reasons for requiring such restrictive covenants.
- c. You understand the restrictions and have had an opportunity to fully discuss these restrictions with IKS Health and accepts these restrictions and
- d. In the event your employment with IKS Health terminates for any reason, you will be able to earn a livelihood without violating the foregoing restrictions and that your ability to earn a livelihood without violating such restrictions is one of the material conditions of your employment with IKS Health.

12. Representation and Warranty

You represent and warrant that your joining IKS Health will not violate any agreement to which you are or have been a party to. You represent and warrant that you will not use or disclose any confidential or proprietary information obtained from a third party prior to your employment with IKS Health. You represent and warrant that you will comply with all IKS Health's applicable policies and standards and shall perform your services in a manner consistent with ethical and professional standards of IKS Health. You represent and warrant that you possess all the requisite certificates, licenses, permits, work visas, clearances to be able to lawfully perform the services.

13. Indemnification

You agree to defend, indemnify and hold harmless IKS Health and all of its officers, directors, employees, successors and assigns from and against any and all third-party claims, demands, actions, suits, losses, liabilities, (including taxes), and all related costs and expenses, including without limitation reasonable attorneys' fees (collectively "Losses") due to, arising from or relating to your breach of any of your obligations contained in this Terms of Employment.



I HAVE READ & UNDERSTOOD THE ABOVE ACKNOWLEDGEMENT AND AGREE TO BE BOUND BY ITS TERMS

Signature of Employee

E-Signature

Approved and Released by
The Talent Acquisition Team*

Job Offer Accepted on by

For Inventurus Knowledge Solutions Limited

IP Address

(*This is an electronically generated document and hence not signed)



Annexure IV

Information Declaration Form

To Whom It May Concern:

I *Shruti Kashid*

I hereby authorize **Inventurus Knowledge Solutions Ltd.** and/or or their authorized representatives and contractors to verify information presented on my employment application/resume and to procure an investigative report or consumer report for that purpose.

I hereby grant authority for the bearer of this letter to access or be provided with full details

- § Of my previous employment record held by any company or business for whom I previously worked. This information should include the dates of employment; the nature of the position held, [details of my salary upon departure] and an appraisal of my performance, capabilities and character. In addition, please provide any other pertinent information requested by the individual presenting this authority. I hereby release from liability all persons or entities requesting or supplying such information.
- § of my qualification/degree (copy of my certificates attached)
- § information in respect to my character from the records maintained by local authorities
- § Of any other pertinent information requested by the Authorized Party, including but not limited to my Permanent Account Number (PAN), ADHAR Card Number and the associated documentation

Signature
Shruti Kashid

Date

06-June-2024

Dear **Sneha**,

With reference to your application and subsequent interview with us, we are pleased to offer you the position of **Market Research Analyst** in our Company. You shall be based out of **Pune** location.

This offer is subject to the following:

1. Your written undertaking to join, not later than **18-June- 2024**;
2. Submission of all your required certificates and documents;
3. Satisfactory completion of reference checks.

You shall be on a probation period for initial 3 (Three) months from the date of your joining and the employment shall be confirmed thereafter depending upon Your performance in the initial 3 (Three) months.

A formal Appointment/Employment Letter shall be issued to you on the date of Your joining. You are requested to submit copies of the following documents at the time of your joining (please carry the original documents for verification at the time of joining).

1. Address proof (Aadhar card or Driving License);
2. Work experience certificates of all the past employments (if applicable);
3. Resignation letter duly signed & accepted by your last employer (if applicable);
4. Educational certificates – 10th, 12th, Graduation & Post-Graduation.
5. Last drawn salary pay slip (if applicable);
6. Latest 3 month of pay slips;
7. Latest 3 month of Bank account statement in where the salary is credited;
8. Two passport size photographs (white background);
9. PAN card;
10. Bank Proof (Cancelled Cheque/Passbook Front Page).

You are being offered the above position based on authenticity of the information, preliminary documents (if any) provided/submitted by you about your education, experience etc. This offer letter can be withdrawn/terminated at any point in time (without any legal liability on the Company), if the information provided by you is/are found to be untrue/false.

Please return the duplicate copy of this Offer Letter, duly signed, in token of your having accepted the same.

Sincerely,
Human Resources
GRG Health

Accepted By
Ms. Sneha Landge

Growman Research & Consulting Private Limited

Pune
1103/1104, 11th Floor, Teerth Technospace Baner,
Bangalore Mumbai Highway, Pune 411045
CIN: U74140PN2015PTC215342

Curugram
Plot No 65, 8th Floor, Sec 44,
Curugram 122003

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Salary Annexure

Annexure A COMPENSATION DETAILS		
Name	Ms. Sneha Landge	
Designation	Market Research Analyst	
Effective Date	18-June-2024	
Monthly CTC (Fixed)	24,167 (Before Tax)	
Annual CTC (Fixed)	2,90,000 (Before Tax)	
	Monthly (Rs.)	Annual (Rs.)
Basic	15,000	1,80,000
HRA (40% of Basic)	6,000	72,000
Other Allowance	3,167	38,000
Total Compensation	24,167	2,90,000
Annual Variable	-	40,000
Total Annual CTC	24,167	3,30,000
Deduction		
State wise - PT	200/300	2,500
Net Compensation	23,967	3,27,500

*There shall be PT (Profession tax) deduction of INR 200 (Two Hundred Only) per month and in the month February it shall be INR 300 (Three Hundred Only). Your total PT deduction annually shall amount to INR 2500 (Twenty-Five Hundred Only).

*PT Deduction shall not be applicable for Gurgaon location employees.

PF Applicability Rule:

1. If an Employee is having Basic salary less than Rs. 15000/-p.m then PF deduction is mandatory as per PF Rules.
2. If an Employee is having PF UAN no. then PF deduction is mandatory as per PF Rules.

(Note: Performance Variable Pay component is based on your performance and KRA percentage. This comes under a Bi-Monthly Performance review Process. It shall be paid according to your performance score and Bi- Monthly review with Your supervisor)

Salary details are to be kept confidential and shall not be disclosed to anyone under any circumstances to anybody except to the designated officials.
I have understood the above distribution of salary.

Ms. Sneha Landge

Additional Terms of employment:

1. Your employment with the Company shall commence from the date of Your joining in the Company, if You do not join within a months' time or within the communicated time post acceptance of this offer letter by You, we shall revoke this offer.
2. You shall be governed by the rules and regulations as applicable to the employees of the Company, including revisions in such rules as may be affected from time to time. You shall be an employee of the Company and shall devote your professional energies towards the conduct of Your duties during Your employment with the Company.
3. It's a 24*7 work environment, however normal working days are Monday to Friday.
4. In case if the You are unable to join due to notice period limitations, You must inform the Company for the buyout (can be discussed mutually).
5. You shall not disclose any information to anyone including but not limited to Company's customers, prospective customers, people or entities outside the Company or to any Company's employee which is confidential or trade secret under your previous employment contract or disclosure of which is in violation of any law or third-party intellectual property rights. If You disclose any such information, You shall be solely liable at Your own cost and You agree to hold harmless the Company from and against any claims, actions, suits, demands, damages, claims for fees, costs, charges and expenses.
6. The matters pertaining to terms and conditions of your employment including your remuneration are strictly confidential between You and the Company and should be treated as such. You should maintain the confidentiality of information, which would come to your knowledge during execution of your duties and responsibilities. You shall maintain utmost secrecy of the affairs or works of the Company and should not divulge any information of the Company by any mode of communication to any other person or organization during Your employment with the Company or thereafter.
7. For Company initiated relocation request (If communicated & agreed by employer), relocation reimbursement shall be fully covered by the Company, in case of separation due to any default from Your end, including but not limited to neglect of duties, misconduct/misdemeanor or any other reason owing to breach of Your employment agreement within Twelve (12) months You shall fully return the amount of relocation reimbursement offered to You by the Company.

Employee Benefits:

- Medclaim benefits to employee and their dependents (Spouse & Up to 2 children);
- Company Uber account facility;
- Flexible leave policy (as per company standard leave policy);
- Free medical E-Consultation through Tattvan E-Clinics.

GROWMAN GROUP



आरोम्य विभाग, जिल्हा परिषद सातारा

कार्यालय दूरध्वनी :- (०२१६२) २३३०२५

जा.क्र./आरोम्य/आस्था-५/भरती/अ.नि.अ.आदेश/१६८९/२०२४

E-Mail - dhrozpsatara@gmail.com

दिनांक:- ३०/०८/२०२४

वाचून:-

१. महाराष्ट्र जिल्हा परिषद व पंचायत समित्या अधिनियम नियम १९६१ चे नियम१५ (२) (क).
२. महाराष्ट्र जिल्हा परिषद जिल्हा सेवा (सेवा प्रवेश) नियम १९६७ मधील नियम ५ परिशिष्ट १०.
३. वित्त विभाग, शासन निर्णय क्र.मा.नि.यो१००५/१२६/सेवा-४.दि.३१/१०/२००५
४. सामान्य प्रशासन विभाग शासन निर्णय क्र.प्रा.निम-२००७/प्र.क्र.४६०७/१३-अ दि. १९/१०/२००७
५. सामान्य प्रशासन विभाग, शासन निर्णय क्र.प्रा.निम-२००७/प्र.क्र.४६/०७/१३-अ दि.२७/०६/२००८
६. ग्राम विकास व जलसंधारण विभाग, अधिसूचना दि.५/१२/२०१२
७. सामान्य प्रशासन विभाग, शासन निर्णय क्र.आरएसकाका-२०१२/प्र.क्र.४६/०७/१३-अ दि.२७/०६/२००८
८. सामान्य प्रशासन विभाग, शासन निर्णय क्र.प्रा.निम-१२१४/प्र.क्र.४३/१४/१३-अ दिनांक ५/६/२०१४.
९. वित्त विभाग अधिसूचना, महाराष्ट्र नागरी सेवा (सुधारीत वेतन) नियम २०१९ दि.३०/०९/२०१९
१०. ग्राम विकास विभाग, शासन निर्णय क्र. दिव्यांग-२०१९/प्र.क्र.१४१/आस्था-८ दि.१३/०९/२०२१
११. सामान्य प्रशासन विभाग, शासन निर्णय क्र.प्रा.निम-१२२२/प्र.क्र.५४/का. १३-अ दिनांक ०४/०५/२०२२
१२. विभागीय आयुक्त कार्यालय, पुणे विभाग पुणे (मागासवर्ग कक्ष) यांचेकडील दि.१२/१२/२०२२ रोजीचा विद्वानमावली नोंदवही पडताळणी अहवाल
१३. ग्राम विकास विभाग, शासन निर्णय क्र.संकीर्ण २०२२/प्र.क्र.११/आस्था-८ दि.१५/०५/२०२३
१४. जिल्हा परिषद सातारा अंतर्गत गट-क मधील सरळसेवा भरती २०२३ जाहिरात क्र.०१/२०२३ दि.०५/०८/२०२३
१५. सामान्य प्रशासन विभाग, शासन निर्णय क्र.राआधो४०२४/प्र.क्र.१४/१६-अ दिनांक २५/०९/२०२४
१६. जिल्हा निवड समिती सातारा यांनी शिफारस केलेली अंतिम निवड सूची दि. २३/०८/२०२४
१७. या कार्यालयाकडील मंजूर टिपणी दिनांक- ३०/०८/२०२४

आदेश

जिल्हा निवड समिती समिती सातारा कडून शिफारस केलेल्या खालील उमेदवारांची जिल्हा सेवा (गट - क) जिल्हा तांत्रिक सेवा (वर्ग तीन) (आरोम्य) औषध निर्माण अधिकारी या पदावर वेतनश्रेणी रुपये एस-१० (२९२००-९२३००) या वेतन संरचनेत अधिक नियमानुसार अनुश्रेय महागाई भत्ता व इतर भत्ते मध्ये नियुक्ती करण्यात येऊन त्यांची पदस्थापना जिल्हा परिषद सातारा अंतर्गत त्यांच्या नावासमोर दर्शविलेल्या ठिकाणी रिक्त पदावर खालील प्रमाणे अटी व शर्ती अधिन राहून करण्यात येत आहे.

अ.क्र	उमेदवारांचे नाव	मूळ प्रवर्ग	नियुक्तीचा प्रवर्ग	नियुक्ती व पदस्थापनेचे ठिकाण
१	श्रीम.सोनाली उत्तम घोसले	आयुध	रजुला खेळखू	आयुक्तीक दवाखाना इंजबाव ता.माण जि. सातारा

उपरोक्त उमेदवारांची नियुक्ती खालील अटी व शर्तीच्या अधीन राहून करण्यात येत आहे.

१. उमेदवारांनी पदस्थापनेच्या ठिकाणी नियुक्ती आदेशाच्या दिनांकापासून ३० (तीस) दिवसांचे आत हजर व्हावे. उमेदवार मुदतीच्या आत त्यांचे नियुक्तीच्या ठिकाणी हजर न झाल्यास नियुक्तीचा हक्क रद्द होईल.
२. शासनाकडून आकृतीबंधात कोणत्याही कारणास्तव पदसंख्या कमी झालेस अथवा व्यापगत झाल्यास सेवेने कनिष्ठ कर्मचारी यांना सेवेतून कमी करणेत येईल, याबाबत सादर पदावर कोणत्याही प्रकारचा हक्क सांगता येणार नाही अथवा दावा दाखल करता येणार नाही. उमेदवारांनी नोकरीवर रुजू होण्यापुर्वी तसे हमीपत्र लिहून द्यावे लागेल.

३. उमेदवार जिल्हा परिषद अंतर्गत वरिष्ठांच्या मान्यतेने कोणत्याही प्रा.आ. केंद्रामध्ये बदलीस पात्र राहिल.
४. नेमणुकीच्या जग्गी हजर होण्यासाठी कोणत्याही प्रकारचा प्रवासपत्ता अनुज्ञेय राहणार नाही.
५. उमेदवारांची नेमणुक तात्पुरत्या स्वरूपाची असेल.

६. संबंधित उमेदवार यांना नियुक्तीचे ठिकाणी मुख्यालयी वारतव्य करणे बंधनकारक राहिल.

७. उमेदवारास जिल्हा परिषद सेवेचा राजीनामा द्यावयाचा असल्यास एक महिना पुर्व नोटीस द्यावी लागेल अथवा एक महिन्याचे मुल वेतन जिल्हा परिषद निर्धीत/शासन खाती जमा करावे लागेल.

८. सामान्य प्रशासन विभाग, शासन निर्णय, क्र. बीसीसी-२०११/प्र.क्र.१०६४/२०११/१६- व दि.१२/१२/२०११ अन्वये ज्या उमेदवारांची निवड मागास प्रवर्गासाठी आरक्षित असलेल्या जागेवर झाली व ज्यांची जाती दाव्यांची पडताळणी झालेली नाही अशा उमेदवारास त्यांच्या जात प्रमाणपत्राची वैधता तपासण्याच्या अधीन राहून तात्पुरती नियुक्ती देण्यात आलेली आहे. नियुक्ती आदेश प्राप्त झाल्यानंतर अशा उमेदवारांनी नियुक्ती आदेशाच्या दिनांकापासून सहा (०६) महिन्यांच्या आत आपल्या जात प्रमाणपत्राची वैधता संबंधित जात पडताळणी समितीकडून प्राप्त करून घेणे आवश्यक राहिल. नियुक्ती स्वीकारताच जात वैधता तपासणी करण्यासाठी प्रस्ताव संबंधित जात पडताळणी समितीकडे सादर करावा लागेल व जात पडताळणी समितीने दिलेल्या पोहच पावतीची साक्षात्कृत प्रत वरिष्ठ कार्यालयास सादर करावी लागेल. जात पडताळणी समितीने जात प्रमाणपत्र अर्धे ठरविले तर नियुक्ती आदेश त्वरीत रद्द करण्यात येईल. अशा उमेदवारांविरुद्ध महाराष्ट्र अनुसुचित जाती, अनुसुचित जमाती, विमुक्त जाती, भटक्या जमाती, इतर मागासवर्ग व विशेष मागासप्रवर्ग (जातीचे प्रमाणपत्र देण्याचे व त्याच्या पडताळणीचे विनियमन) अधिनियम २००० मधील तरतुदीनुसार कार्यवाही करण्यात येईल. याचिका क्र.२१३६/२०११ व अन्य याचिकांवर मा.मुंबई उच्च न्यायालयाच्या औरंगाबाद खंडपीठाने दिनांक २५ ऑगस्ट २०११ रोजी दिलेल्या आदेशाच्या विरोधात मा.सर्वोच्च न्यायालय दिही येथे एअरलपी दाखल करण्यात आली आहे. यावर मा.सर्वोच्च न्यायालयाकडून जे काही आदेश दिले जातील त्या आदेशाच्या अधीन राहून सादर नियुक्ती आदेश देण्यात येत आहे.

९. उमेदवारास महाराष्ट्र नागरी सेवा (सेवेच्या सर्वसाधारण शर्ती) नियम १९८१ मधील तरतुदीनुसार जिल्हा शल्य चिकित्सक यांचेकडून वैद्यकीय तपासणी अती पात्रतेच्या प्रमाणपत्राच्या अधिन राहून नियुक्ती देण्यात येत आहे.

१०. गट- क मधील उमेदवारास शासन सेवेतील नियुक्तीकरिता शासनाने विहित केलेले आवश्यक संगणक अर्हात शिक्षण/परीक्षा, नियुक्ती दिनांकापासून दोन वर्षांचे आत उत्तीर्ण होवून प्रमाणपत्र सादर करणे बंधनकारक राहिल.

११. गट-क मधील उमेदवारास महाराष्ट्र जिल्हा परिषद, जिल्हा सेवा (सेवाप्रवेश) नियम १९६७ मधील नियम ८ नुसार शासनाने विहित केलेली सर्व सेवाविषयक नियम बंधनकारक राहतील तसेच जिल्हा परिषदेचे वेळोवेळीचे

आदेश/सूचना/नियमांचे पालन करणे बंधनकारक राहिल. तसेच सेवाधिषयक अटी, शर्ती व नियम लागू राहतील.

१२. महाराष्ट्र जिल्हा परिषद (जिल्हा सेवा) सेवाप्रवेश नियम १९६७ मधील नियम ६ (१) नुसार उमेदवाराचा सधर पदावर परिशिष्ठाधिन कालावधी एक वर्षाचा असेल. परंतु उमेदवाराचे काम सधर परिशिष्ठाधिन कालावधीत आवश्यक त्या दर्जाचे नाही असे आढळून आल्यास संबंधित उमेदवाराचा परिशिष्ठाधिन कालावधी वाढविण्यात येईल. महाराष्ट्र जिल्हा परिषद (जिल्हा सेवा) प्रवेश नियम १९६७ मधील ६ (१) अन्वये उमेदवाराने एक वर्षापेक्षा कमी नसेल इतकी अखंड मुदतीसाठी या पदावर सामाधानकारकरित्या सेवा केल्यास किंवा परिशिष्ठाधी मूदत सामाधानकारकरित्या पूर्ण केली असेल आणि इतर कोणतीही परीक्षा असल्यास, भाषा परीक्षा उत्तीर्ण झाली असेल तो किंवा हे पद धारण करण्याकरिता शासनाने ठरविलेले (असल्यास) प्रशिक्षण उमेदवाराने यशस्वीरित्या घेतलेले असल्याशिवाय उमेदवारास जिल्हा सेवेतील पदावर कायम करण्यात येणार नाही.

१३. उमेदवारास प्रस्तावनेतील शासन निर्णय दिनांक ३१/१०/२००५ मधील सूचनांनुसार नवीन परिष्ठाधित अंशदान नियुक्ती वेलान योजना लागू राहिल. तसेच भविष्य निर्वाह निधी, अंशराशीकरण इत्यादी संबंधित वेळोवेळी दिलेले आदेश /निर्णय/ परिपत्रके यांचे पालन करणे बंधनकारक राहिल.

१४. उमेदवाराची नियुक्ती ही पोलीस खात्याकडील घांगल्या वर्तणुकीबाबत दिलेल्या वारिश्य पडताळणी अहवालाचे अधीन राहिल. याबाबतचे अहवालात काही आक्षेपार्ह बाबी निर्दर्शनास आल्यास सादरची नियुक्ती समाप्त करण्यात येईल.

१५. महाराष्ट्र शासन सामान्य प्रशासन विभागाकडील शासन निर्णय क्र वजीअ/१२१४/प्र क्र.२६/११ दि.२ जून २०१४ नुसार प्रथम नियुक्तीच्या दिनांकापासून दोन (०२) महिन्यांच्या आत स्वतःची मत्ता व दायित्व विधीत नमुन्यातील विवरणपत्रे-१, २ व ३ कार्यालयप्रमुखास सादर करणे बंधनकारक राहिल. त्यानंतर प्रत्येक वर्षी ३१ मार्चच्या स्थितीस अनुसरून ३१ मे अखेर विवरणपत्रे कार्यालय प्रमुखास सादर करणे बंधनकारक राहिल.

१६. महाराष्ट्र जिल्हा-परिषद, जिल्हा सेवा (वर्तणुक) नियम १९६७ मधील क्रं. २० नुसार ज्यांची पत्नी हयात आहे अशा जिल्हा परिषद कर्मचारी यांना दुसरा विवाह करता येणार नाही. महिला कर्मचा-यांना ज्यांची पत्नी हयात आहे अशा जिल्हा परिषद कर्मचा-याशी दुसरा विवाह करता येणार नाही.

१७. उमेदवारास महाराष्ट्र शासन, सामान्य प्रशासन विभाग, दिनांक २८ मार्च २००५ आणि शासन परिपत्रक दिनांक १ जुलै २००५ मधील नमूद, महाराष्ट्र नागरी सेवा (लंडन कुटुंबाचे प्रतिज्ञापत्र) नियम २००५ मधील तरतुदीचे पालन करणे बंधनकारक राहिल. उमेदवाराने रजु होतांना दिनांक २८/०३/२००५ रोजीनंतर जन्माला आलेल्या मुलांची संख्या नमूद करून, हयात असलेल्या मुलांची संख्या दोनपेक्षा अधिक असेल तर दिनांक २८/०३/२००६ व तदनंतर जन्माला आलेल्या मुलांमुळे उमेदवार औषध निर्माण अधिकारी या पदासाठी अनर्ह ठरणार आहे असे विहित नमुन्यातील प्रमाणपत्र उमेदवाराने सादर करणे बंधनकारक राहिल.

१८. उमेदवारास सधर पदावर या जिल्हा परिषदेमध्ये किमान ३ वर्षे सेवा पूर्ण केल्याशिवाय अन्य जिल्हा परिषदेमध्ये बदलीने नेमणुक करणेसाठी अर्ज करता येणार नाही. याबाबतचे लेखी संमती पत्र हजर होतांना देणे बंधनकारक आहे.

१९. सधर आदेशाने नियुक्ती दिल्यानंतर संबंधितांचे नियुक्तीबाबत कोणी आक्षेप घेतल्यास व प्राथमिक चौकशीअंती त्यात तथ्य दिसून आल्यास अगर नियुक्तीचे वेळी/नियुक्तीसाठी सादर केलेली माहिती चुकीची आढळून

आल्यास दिलेली नियुक्ती कोणत्याही टप्प्यावर व कोणत्याही वेळी रद्द करण्यात येईल. याबाबत अपील अर्ज करता येणार नाही तसेच कोणत्याही मा. न्यायालयाकडे दार मागता येणार नाही.

२०. जाशन निर्णय क्र.भाभा/१०८७/१४/सीआर-०२/८७/२० दि.३० डिसेंबर,१९८७ नुसार हिंदी व मराठी भाषा परीक्षा अगोदर उत्तीर्ण झाला नसेल तर हिंदी व मराठी भाषा परीक्षा उत्तीर्ण व्हावी लागेल अन्यथा नियमानुसार कार्यवाही करणेत येईल.

२१. उमेदवाराची शैक्षणिक अर्हता कोणत्याही टप्प्यावर तपासण्यात येईल. त्यावेळी त्यांची शैक्षणिक अर्हतेमध्ये अपात्र असल्याचे आढळून आल्यास उमेदवाराची नियुक्ती कोणत्याही टप्प्यावर रद्द करण्याचा अधिकार राखून ठेवला आहे.

२२. उमेदवाराचे नियुक्तीच्या ठिकाणी हजर होताना कार्यालय प्रमुखास स्वतःची ओळख पटवून हजर होणेचे आहे. तसेच त्यावेकडून भारत सरकार व भारताची घटना याविषयी एकनिष्ठ राहून अशा आशयाचे प्रतिज्ञापत्र ठराविक नमुन्यात भरून घेवून ते त्यांचे सेवा पुस्तकामध्ये समाविष्ट करावे.

२३. प्रस्तुत उमेदवार हे नोकरीवर रुजू झालेनंतर त्यांना प्रथम वेतन अदा करताना प्रस्तुत उमेदवार हे नियमानुसार शैक्षणिक पात्रतेनुसार लायक असलेबाबतचा जरूर तो दाखला घेवून प्रथम वेतन पत्रकाल न चुकता दाखल करणेचा आहे व वेतन अदा करणेचे आहे.


२४. सदर पदाबाबत भविष्यामध्ये कोणत्याही प्रकारची न्यायालयीन बाब उदभवल्यास त्याबाबत मा. न्यायालयाकडून जे काही आदेश दिले जातील त्या आदेशाच्या अधीन राहून सदर नियुक्ती आदेश देण्यात येत आहे.

२५. उमेदवारांचे नियुक्ती ठिकाणी हजर होण्यापूर्वी खालील प्रमाणे लेखी हमीपत्र रुपये २००/- (रुपये दोनशे फक्त) च्या मुद्रांक शुल्कावर लिहून देणे बंधनकारक राहील.

माझी, जिल्हा सेवा (गट - क) जिल्हा तांत्रिक सेवा (वर्ग तीन) (आरोग्य) श्रेणी १ औषध निर्माण अधिकारी या पदी नेमणूक झालेली आहे. या संबंधी मी दिलेला मुळ अर्ज व त्या सोबत दिलेल्या पुरक कागदपत्रानुसार माहिती खरी आहे. सदरची माहिती खोटी निघाल्यास किंवा आढळून आल्यास माझी सेवा आपणाकडून समाप्त करण्यात येईल याची मला जाणीव करून देण्यात आलेली आहे व ते मला मान्य आहे. तसेच माझी नेमणूक ही तात्पुरती असून मला कोणतेही कारण न दाखविता व कोणतीही पुर्व सुचना न देता सेवेतून कमी व्हावे लागेल हे मी गृहीत धरून नोकरी स्वीकारली आहे. तसेच आदेशामधील १ ते २४ अटी व शर्ती मला मान्य आहेत.

कार्यालया प्रमुखासमोर

उमेदवारांची स्वाक्षरी


(याशानी नागराजन्म) (भा.प्र.से.)
मुख्य कार्यकारी अधिकारी,
सातारा जिल्हा परिषद, सातारा

प्रति,

श्रीम.सोनाली उत्तम भोसले, २६४, अ, सावकर वस्ती, मु.पो.खोडशी ता.कराड जि.सातारा

प्रतिस्पर्धी माहितीस्त्रव व योग्य त्या कार्यवाहीस्त्रव सादर -

१. अष्टाक्ष जिल्हा निवड समिती तथा जिल्हाधिकारी सातारा यांना माहितीस्त्रव सादर.
२. उपमुख्य कार्यकारी अधिकारी (सा.प्र.वि.) जिल्हा परिषद सातारा
३. मुख्य लेखा व विन अधिकारी, जिल्हा परिषद सातारा
४. जिल्हा रोजगार व स्वयंरोजगार मार्गदर्शन अधिकारी सातारा
५. गट विकास अधिकारी प.स.माण ता.माण
६. तालुका आरोग्य अधिकारी प.स.माण ता.माण
७. वैयक्तिक अधिकारी आयुर्वेदिक दवाखाना इंजवाव ता.माण

२/- यांना सुचित करण्यात येते की, आदेशात नमूद अटी व शर्तीनुसार पूर्तता करून उपोदघारांची सर्व मुळ प्रमाणपत्रांची पडताळणी करून कामावर रुजू करून घेवून अहवाल सादर करावा. सादर उपोदघार मुदतीत हजर न झाल्यास तसेही तात्काळ कळवावे.

८. निवड नस्ती-आस्थापना ५

CONTRACTOR SERVICES AGREEMENT

This Contractor Services Agreement ("**Agreement**") is made in Mumbai on 27th Jun 2024 and is effective from 01st Jul 2024.

Intelligent Industrial Internet Systems Private Limited, (hereinafter referred to as "COMPANY"), a company incorporated under the Indian Companies Act 1956 and having its registered office at: Office No. /Unit No-402, A wing, DAMJI SHAMJI CORPORATE SQUARE, Laxmi Nagar, Ghatkopar East, Mumbai-400075, India, hereinafter referred to as "**i3systems**" (which expression shall unless it be repugnant to the context or meaning thereof, be deemed to mean and include its affiliates, successors in interest and permitted assigns) of the **ONE PART**;

And

Sonali Poojari an adult **Indian** national, bearing Permanent Account Number **GJVPP9095Q**, D/O Ganesh Poojari, Badrivishal soc. Tungarli, lonavala, Pune Maharashtra 410403. hereinafter referred to as the "the **Intern/Contractor**" of the **OTHER PART**;

I3systems and the Contractor shall be referred to as "Party" separately and "Parties" collectively.

NOW THEREFORE the Parties, intending to be bound legally, agree as follows:

1. Terms of Engagement and Scope of Service:

- 1.1** Based on the representations of the Contractor, I3systems hereby engages the Contractor, and the Contractor hereby accepts the engagement by I3systems on a work-for-hire basis to provide "**Services**" as defined in Schedule I attached herewith.
- 1.2** The Services shall be rendered on a principal-to-principal basis and the scope of Services may be amended from time to time by mutual agreement between the Parties.
- 1.3 **Process:**** The Contractor shall immediately attend to any and/or all tasks put forward by I3systems pertaining to the Services and shall execute the same promptly and in any event within timelines required by I3systems. I3systems shall have the right to accept/reject the Services performed or suggest changes, which shall be promptly addressed by the Contractor within specified timelines at no additional cost to I3systems. I3systems and the Contractor acknowledge and agree that notwithstanding that a desired specified result is expected from the Contractor as per this Agreement, the Contractor is subject to the direct control or supervision of I3systems in relation to the Services to be provided under this Agreement.
- 1.4 **Delivery:**** The Contractor shall ensure the completion and delivery of the Services as per the delivery timelines established by I3systems. The Contractor shall, at all times inform I3systems about any key deviations in delivery timelines, as soon as the Contractor becomes aware of the same and will obtain prior written approval from I3systems regarding the same.
- 1.5** The Contractor shall perform his Services and obligations diligently, willingly, conscientiously and to the best of the Contractor's skill and technical ability with due care and proper regard to creative requirements thereof and in such manner as may be required by I3systems or such other persons as may be designated by I3systems from time to time and within the delivery timelines.
- 1.6 **Fees:**** In consideration of the Services specified in Schedule I being fully performed by the Contractor, I3systems shall pay to the Contractor a fee ("**Fees**") as specified in Schedule II (*attached herewith*) as full and final compensation, after applicable tax deductions.
- 1.7** During the Term, the Contractor shall not consult or provide any services which are identical or similar in any manner to any other party whose business competes with I3systems's business, whether directly or indirectly. If, however, the Contractor intends to do so, the Contractor agrees that, in advance of accepting such work, the Contractor will promptly notify I3systems in writing sufficiently in advance, specifying the start date of such work, the organization with which the Contractor proposes to consult, provide services, or become employed by and to provide information sufficient to allow I3systems to determine if such work would conflict with the terms of this Agreement, including the terms in relation to confidentiality obligations and intellectual property, the interests of

I3systems or further services which I3systems might request of the Contractor. If I3systems determines that such work conflicts with the terms of this Agreement, I3systems reserves the right to terminate this Agreement immediately.

- 1.8 Non-exclusivity:** The Contractor expressly agrees and acknowledges that the engagement of the Contractor under this Agreement is on a non-exclusive basis and I3systems may engage other person/s or contractor/s for consultation or to provide Services as per its needs and requirements.
- 1.9** Without prejudice to clause 1.3, in the event the Service/s provided by the Contractor is prohibited in any manner on account of moral, political or religious reasons or if any objection is raised by any person or any authority at any point of time, the Contractor shall alter/modify the Services as required by I3systems, at no additional cost.
- 1.10 Third party content:** In the event, any particular third-party content is required for performing any of the Services, then the Contractor shall obtain all required transferable licenses and permissions for using such third-party content and intimate I3systems of the same, which shall also be assigned to I3systems as part of the Intellectual Property (as defined in clause 3.1 below) on a worldwide, perpetual and royalty free basis. In the event, that the Contractor incorporates such third-party content, it is hereby clarified that I3systems shall not in any manner be liable or responsible towards any claims that the Contractor may become liable towards, the Contractor further agrees to fully indemnify I3systems in relation to any losses, damages, claims, actions, demands, costs and expenses it may face on account of the Contractor's use of such third-party content in the Services.
- 1.11 No Obligation:** The Contractor hereby confirms and agrees that the engagement here under shall not in any manner deem or constitute any obligation on I3systems to accept or incorporate the work performed by the Contractor in relation to the Services or any part thereof. It is hereby clarified that I3systems shall be entitled to deal with the work provided by the Contractor here under in the manner it deems fit and appropriate and shall have the unfettered right to incorporate, use, change, revise, modify, adapt the work/s to suit its creative requirements.

2. Consideration:

- 2.1** The consideration for providing Services here under is defined in *Fees and Payment-Schedule II* attached herewith.
- 2.2** The Contractor hereby acknowledges and confirms the adequacy of the Fees as full and final consideration towards the performance of all Services and obligations required under this Agreement including the grant of rights under Clause 3 below.

3. Grant of Rights:

- 3.1** The Contractor undertakes that all information, inventions and discoveries or any interest in any copyright, patent, and/or other property rights developed, made or conceived in the course of performance of Services under this Agreement (**Intellectual Property**) shall be promptly communicated to I3systems. I3systems and/or its assignee(s) (as the case may be) shall be the sole owner of all Intellectual Property in perpetuity throughout the world on a royalty free basis for all purposes, in all Modes, Media and Formats (*as defined in Schedule III attached herewith*). I3systems shall have the sole and exclusive right to exercise all rights comprised in the Intellectual Property.
- 3.2** Without prejudice to aforesaid, the Contractor hereby unconditionally and irrevocably assigns all rights including but not limited to Intellectual Property in favour of I3systems pursuant to this Agreement, for the entire world and in perpetuity on a royalty free basis and the Contractor agrees and acknowledges and makes all necessary declarations confirming the aforesaid. Such assignment shall operate for all the Modes, Media and Formats of exploitation in respect of the work products resulting from the Services and the Contractor hereby expressly acknowledges the sufficiency of the consideration towards the assignment of the rights for exploitation of the Services. Such assignment shall be irrevocable and absolute. Notwithstanding the provisions of Section 19(4) of the (Indian) Copyright Act, 1957, any assignment of the intellectual property rights made here under shall not lapse nor shall the rights assigned or licensed (as the case may be) revert to the Contractor, even if I3systems does not exercise the rights under the assignment within a period of one year from the date of such assignment or license. The Contractor hereby waives any right to raise, and agrees not to raise, any objection or claim before the Indian Copyright Board with respect to the assignment pursuant to Section 19A of the (Indian) Copyright Act, 1957. The Contractor shall not retain any right to use any of the items assigned under this clause and hereby agrees not to challenge the validity of any such assignment.
- 3.3** Without prejudice to the generality of the foregoing, I3systems may add or delete, use and/or alter in any way and/or cut, transpose, adapt and/or translate into all languages and change the works and/or the results of the Services and/or combine the whole or any part of the same with any other literary, dramatic or musical work to any

extent and in any manner as I3systems may desire in its sole discretion. I3systems shall have the have full and unlimited right to use all of the works and/or the results of the Services, without any claim or right thereto on the Contractor's part for any additional compensation for such use.

- 3.4 The Contractor hereby undertakes to do any and all acts (including to apply and prosecute registration applications in respect of Intellectual Property) and execute any and all documents in such manner and at such locations as may be required by I3systems in its sole discretion in order to secure, protect, perfect or enforce any of the rights of I3systems pursuant to this Agreement. In the event the Contractor fails to do so within 10 (Ten) days of receipt of a request from I3systems to do or perform an act or execute a document, I3systems shall be entitled to exercise the same in place of the Contractor as the lawfully appointed attorney and the Contractor undertakes to affirm, ratify and be bound by such exercise of the right by I3systems under the provisions of this clause.
- 3.5 The Contractor shall not, under any circumstances, utilize the trademarks owned by or registered in favour of I3systems on the Contractor's letterhead, stationery, signage, nor shall he display such trademarks to the public in such a manner as would result in these trademarks being identified as being owned or controlled by him.
- 3.6 To the extent permissible under the applicable law the Contractor hereby irrevocably and unconditionally waives all moral rights or any other similar benefits to which the Contractor is presently entitled to pursuant to any law in force or which may accrue to the Contractor under a similar doctrine, principle or law.

4. Representations and Warranties:

- 4.1 The Contractor hereby represents and warranties, that (i) The Contractor is a major and has the capacity and authority to enter in to and execute this Agreement and to grant the rights granted hereunder; (ii) The execution and performance of this Agreement does not conflict with any of his agreements with any third party and is within his power and authority; (iii) Contractor has not entered into and shall not enter into any agreement or arrangement which will inhibit or restrict the exercise by I3systems of its rights pursuant to this Agreement; (iv) The Contractor is fully conscious and aware of all the terms and conditions of this Agreement and agrees and confirms irrevocably that the same has been entered into without any pressure or coercion whatsoever and is a mutually agreed Agreement in its entirety; (v) The Contractor understands that Schedule I hereto is of material importance and shall duly comply with the same and any non-compliance of the same shall be a material breach by the Contractor; (vi) All the works developed by Contractor, in relation to the Services shall be original and shall not be plagiarized or in any manner, defamatory, inaccurate, contrary to public policy or infringing or violating any right including but not limited to copyright, moral right or privacy right or publicity, or performers' right or any other rights whatsoever, of any person, whether living or dead; (vii) Contractor shall not commit any act that may prejudice, dilute or impair the exercise of the rights by I3systems in respect of Intellectual Property; (viii) Contractor shall not, at any time, use and/or exploit the whole or any part of the works developed pursuant to this Agreement for rendering services under any other engagement or arrangement or for self-benefit; (ix) The Contractor shall render the Services to the best of his skill and ability and to the full satisfaction of I3systems; (ix) The Contractor shall perform its obligations under this Agreement in full compliance with applicable laws and regulations.

5. Term and Termination:

- 5.1 **Term:** This Agreement shall come into force on **01st Jul 2024** and shall terminate on **01st Jul 2025** unless terminated earlier in accordance with the terms of this (**the Agreement "Term"**). I3systems reserves the right, at their discretion, to renew and extend the Agreement for a term mutually agreed upon.
- 5.2 **Termination I3systems:** I3systems and the Contractor shall have the right to terminate this Agreement with prior notice of 30 days in writing to the other Party, for any reason whatsoever.

- 5.3 Consequences of Termination:** Upon and after the expiration or termination of this Agreement, Contractor will immediately stop and shall refrain from any use of I3systems's Intellectual Property and/or confidential/proprietary information and will immediately return to I3systems all confidential/proprietary information, property and materials and documents of I3systems shared and provided in relation to this Agreement and the Services. Upon termination of this Agreement with due notice, I3systems will thereafter not be liable to pay any remaining Fees or any other amounts due or payable to the Contractor in accordance with and as provided in the payment schedule. The obligation to not disclose confidential information/ proprietary information shall persist even after termination.
- 5.4** The termination of this Agreement shall not affect I3systems's ownership or enjoyment of the rights in Intellectual Property, the use of the Contractor's name, and all or any other rights and/or benefits granted to I3systems under this Agreement, more particularly stated in Clause 3 of this Agreement and the same shall survive termination of this Agreement. It is clarified that the rights granted to I3systems under this Agreement are irrevocable and shall not be subject to rescission by or reversion by the Contractor under any circumstances whatsoever.
- 5.5** The Services at the stage of development on the date of termination including any research material, personal notes and any other material employed by the Contractor in order to provide the Services and as supplied by I3systems, as the case may be, or which are the product of the Services rendered by the Contractor shall be furnished to I3systems on an immediate basis.

6. General Terms and Conditions:

- 6.1. Indemnification:** The Contractor agrees to defend, indemnify and hold harmless Company, its parent, affiliates, officers, directors, employees and agents from and against any and all liability, for any and all claims, damages, costs or judgments (including reasonable attorney's fees) brought by or on behalf of any third party (including without limitation the Individuals rendering Services on such Project) arising from or out of the Services rendered hereunder and/or arising from or out of the breach, or any claim which, if true, would constitute such a breach, of this Agreement by Contractor (including any breach of its representations or warranties) or Contractor's negligence or willful misconduct. Contractor shall be solely liable for contracts made between Contractor and any and all third parties.
- 6.2. Assignment:** The obligations in this agreement are personal to the Contractor and the Contractor shall not assign, transfer, sub-contract or in any other manner transfer to another party the benefit or burden of this Agreement.
- 6.3. No Guild or Association:** Contractor hereby acknowledges and agrees that neither this Agreement nor Services shall be subject to the jurisdiction of any collective bargaining agreement or union or guild or association or any similar organization in any part of the territory, and the Contractor hereby expressly waives any right it would otherwise have to raise any grievance, or otherwise invoke the jurisdiction of, any such union or guild or association.
- 6.4. Dispute Resolution:** All doubts, differences, disputes, controversy or claims arising from, out of or in connection with this Agreement, or in the interpretation thereof shall be first settled through negotiation/conciliation between the Parties. If such negotiations do not lead to a settlement within 15 days of notifying the dispute in writing, it shall be finally resolved by arbitration by a sole arbitrator (to be mutually nominated by the Parties) in accordance with the provisions of the Arbitration and Conciliation Act, 1996 (as amended) failing which such sole arbitrator shall be appointed in terms of the Arbitration and Conciliation Act, 1996 (as amended). The venue of arbitration shall be Mumbai. The arbitration shall be conducted in the English language. Notwithstanding anything herein contained, nothing in this Agreement will prevent I3systems from approaching the Courts at Mumbai for specific performance of the terms of this Agreement or any other equitable remedy, which will be wholly without prejudice to any other remedy that I3systems may wish to pursue. This Agreement shall be governed by Indian law and subject to the above, will be subject to the sole and exclusive jurisdiction of the Courts at Mumbai.
- 6.5. Modification:** Modification or alteration or variation to the terms of this Agreement may be only made by written agreement between the two Parties.
- 6.6. Sever ability:** If any provision of this Agreement is prohibited, unenforceable, void or invalid, that shall not invalidate, or otherwise affect the enforce ability of the remaining provisions hereof.
- 6.7. Waiver:** Any delay or waiver by a Party to declare a breach or seek any remedy available to it under this Agreement or by law will not constitute a waiver as to any past or future breaches or remedies.
- 6.8. Good faith:** Parties undertake to act in good faith with respect to each other's rights under this Agreement and to adopt all reasonable measures to ensure the realization of the objectives of this Agreement.

- 6.9. **Prior agreements:** This Agreement hereby cancels and supersedes any and all prior oral or written agreements, communications, correspondence or memorandum of understanding between the Parties.
- 6.10. **No Agency:** The Contractor is entering into this Agreement as an independent contractor with I3systems. This Agreement constitutes a contract for the provision of services and not a contract of employment. Parties agree that nothing in this Agreement creates or seeks to create a relationship in the nature of employer/employee, principal/agent or partnership between the Contractor and I3systems. No agent, employee or servant of I3systems shall be or be deemed to be the employee, agent, or servant of the Contractor.
- 6.11. **Notices:** Notices under this Agreement can be delivered and sent by recorded delivery, courier or email to the addresses given below. In case of email, notice shall be considered delivered immediately upon successful transmission. Otherwise, it shall be considered delivered 2 working days after dispatch.
- 6.12. **Interpretation:** Clause headings and section headings are for convenience only and are not meant to convey any specific meaning to the provisions. Capitalized terms in this Agreement, shall have the meaning ascribed to them in this Agreement including the Schedules hereto. The recitals, schedules, annexures and exhibits form an integral part of this Agreement and shall have the same force and effect as if expressly set out in the body of this Agreement, and any reference to this Agreement shall include any recitals, schedules, annexures and exhibits to it.
- 6.13. **Confidentiality:** The Contractor hereby undertakes not to disclose, reveal or make public except with the prior written consent of the I3systems, any confidential information pertaining to the covenants of this Agreement and/or the Services. The Contractor expressly clarifies that it shall not make any public statement or press statement or provide any interviews to the media in connection with the confidential information and that it shall not authorize, encourage or permit third parties to make any public statements or issue or create any photographs, recordings, social media materials, writing, press materials or any other materials of any kind concerning I3systems or the Services without obtaining the prior written consent of I3systems, which consent may be withheld at its sole discretion. The Contractor shall keep in a safe and secure place all documentation in relation to the work products, personal notes or research material including all permissions, consents, releases and other documentation relating to the Services and shall deliver the same to I3systems on demand without any demur or protest. This shall not apply to the disclosure of such confidential information to the extent that such information is required to be disclosed by applicable law or by any governmental authority.
- 6.14. **Non-solicitation:** The Contractor shall not, during the Agreement and for a period of one (1) year immediately following termination of this Agreement, either directly or indirectly, call on, solicit, or take away, or attempt to call on, solicit, or take away, any of the customers, employees, suppliers of I3systems with whom the Contractor interacted during the terms of this Agreement, either for his/her own benefit, or for the benefit of any other person, firm, corporation or organization.
- 6.15. **No Publicity:** Contractor understands and acknowledges that his/ her confidentiality obligations and publicity restrictions hereunder shall apply to any/all media whatsoever, including without limitation, any social networking site, micro-blogging service, user generated or user content website, online forum, discussion thread or comment section, personal website or blog, user modified website (“wiki”), or any other website, service, platform, program, application or other form or method of communication, whether now known or herein devised. Notwithstanding the foregoing, Contractor understands and acknowledges that he/ she may not make disclosures prohibited hereunder via Facebook, Twitter, YouTube or any similar website or service at any time prior to the initial publication of the work/Services by I3systems, provided that after such initial publication by I3systems, the Contractor may be permitted to promote the work via any social networking site.
- 6.16. **Non-Disparagement:** The Contractor agrees that, during the term of this Agreement and thereafter, the Contractor shall not, in any communication with the press or other media, or any customer, partner or supplier of I3systems, or any its affiliates, ridicule or make any statement or take (or omit to take) any action that is disparaging or is derogatory of I3systems or its affiliates or any of their personnel.
- 6.17. **Data Protection:** The Contractor consents to I3systems holding, and processing data relating to him for legal, personnel, administrative and management purposes and in particular to the processing of any "sensitive personal data" (as defined in the Information Technology (Reasonable Security Practices and Procedures and Sensitive Personal Data or Information) Rules, 2011) relating to the Contractor and agrees to I3systems making such

information available to third parties on a need-to-know basis. Further, the Contractor consents to the transfer of such information to I3systems's business contacts within or outside India in order to further their business interests.

- 6.18. **Force Majeure:** The failure by a Party to fulfill any of its obligations under this Agreement shall not be considered to be a breach of, or a default under, this Agreement insofar as the inability arises from an event of Force Majeure (which shall include without limitation Acts of God, natural calamities, rains, bad weather conditions, terrorist strikes, acts of rioting and violence, public disorder, rules/decisions/directives of government and quasi-governmental bodies, court/arbitrator/tribunal orders, legal compliances, civic agencies etc.).
- 6.19. **Equitable Remedies:** In the event of a breach or threatened breach by the Contractor of any of the provisions of this Agreement, I3systems, in addition to any other remedies available to it under law, shall be entitled to all equitable remedies including an injunction restraining the Contractor from the performance of acts which constitute a breach of this Agreement, specifically with respect to breach of provisions contained in clauses 1.8, 3, 5, 6.14 and 6.15 and the Contractor agrees not to raise adequacy of legal remedies as a defense thereto.
- 6.20. **Counterparts:** This Agreement may be executed in counterparts, each of which shall be deemed an original, but all of which together will constitute one and the same instrument.

THE PARTIES HERETO HAVE HEREINTO SET THEIR RESPECTIVE SIGNATURES ON THE DAY AND YEAR FIRST HEREINABOVE WRITTEN

Varzavand
Yazdi
Batliwala

Digitally signed by
Varzavand Yazdi
Batliwala
Date: 2024.06.27
17:16:58 +05'30'

For and on behalf of I3systems

Name: Varzavand Batliwala
Designation: Cofounder and CEO
Dated: 27 Jun 2024

The Contractor
Name: Sonali Poojari
Dated: 27 Jun 2024

SCOPE OF SERVICES/WORK-SCHEDULE I

- I. Services/Scope of Work. Contractor shall provide the Services set forth in this Statement of Work, in accordance with the accepted procedures and other terms and conditions set forth in the Agreement. Contractor shall perform such Services at such times and places and in such manner as the Company may from time-to-time reasonably direct.

Contractor shall be working, as “**Consultant – Data Annotation**”, INDIA and responsible for supporting the Data Annotation team.

- II. Detailed Specifications. Contractor responsibilities and duties will include, but not be limited to:

a. **Position. Consultant – Data Annotation**

Supervision. All services required of Contractor here under shall be rendered in regular, ongoing consultation with Company’s designated supervisor (as of this date hereof, Mr. Gitesh Ail, Sr. Manager - Insurance Claim Operation).

Deliverables:

- To interpret and process the data available in Diagnostic reports, Medical bills, medical diagnosis reports, other bills, etc. as relevant to the Health and Life Insurance industry.
- Data will be processed using specially designed software.
- Initial training will be provided on Medical terminologies and interpretation of medical documents.

- III. Term: Commencing on the **01st Jul 24 Jun 2024** hereof through to **01st Jul 2025**.

- IV. Working Procedures

- a. Approval: Contractor shall have the right to review and approve of all Service and Deliverable here under. Contractor must submit all Deliverable for approval.
- b. Authority: Contractor shall have no authority to act as I3systems’ agent or otherwise act or speak on I3systems’ behalf, except as follows: in client meetings and presentations, presenting agreed work as a representative of i3systems.
- c. Cancellation of “Work-in-Progress.” I3systems may cancel a work-in-progress for any reason at any time by terminating this Statement of Work upon fifteen (15) days written notice. Contractor will take all reasonable steps to comply with Company’s instructions to continue, amend or cancel any work in progress, as applicable.

FEES AND PAYMENT-SCHEDULE II

- A. **Fee:** Subject to the Contractor providing the Services to the satisfaction of I3systems, I3systems shall pay an amount of INR 16666 **per month** (“Fees”) to the Contractor.
- B. **Payment Schedule:** The above Fee shall be paid in accordance with the following payment schedule subject to provision of the Services and the other terms and conditions of this Agreement:
- C. The Contractor acknowledges and agrees that the Fee encompasses and is and shall be deemed full and adequate remuneration for all rights granted under this Agreement.
- D. The Fees shall be subject to deduction of all applicable taxes and levies.
- E. The Contractor shall be responsible for payment of any other statutory/ government taxes, revenues, duties, levies etc. which have not been mentioned in this Agreement and which are or may become payable pursuant to this Agreement including personal income tax, service tax, GST or similar tax (to the extent applicable). I3systems shall have the right to withhold taxes from payments due to the Contractor under this Agreement to the extent that such withholding may be required by Indian law.
- F. I3systems shall have the right to conduct a verification and background check of the Contractor and seek any documents as may be required, from time to time.
- G. I3systems is not obliged to pay the Contractor or share any other fees, charges, revenue and or royalties etc. other than as given above.
- H. I3systems’s liability/ responsibility under this Agreement shall be fulfilled on payment of the Contractor’s Fees in accordance with this Agreement.
- I. I3systems shall make the payments to the Contractor as per the decided terms and conditions in the mode of cheque /draft/order or otherwise.
- J. The Contractor shall be expected to make his/her own arrangements to provide Services to I3systems. Expenses incurred for any special or extra-ordinary arrangements necessary to render the Services may be reimbursed by I3systems on an exception’s basis, provided such expenses have been pre-approved by I3systems in writing. To the extent I3systems has reimbursed the Contractor for any special items of expenditure, any assets or equipment associated with the same shall be returned to I3systems upon the termination or expiry of this Agreement for any reason whatsoever.
- K. Night Shift allowance applicable if working in Night shifts.



CONGRATULATIONS ON YOUR SELECTION..!!!

Dear,

Mr. Suyog Shah.

Date: 29/06/2024

This is in reference to the discussion you had with us. This is to confirm our intent to offer you a position as per the details below:

Designation: Business Associate

Date of Joining: 02/07/2024

You will be further introduced to a five level Global Leadership Program. Each level is designed to teach you all the aspects of Business Management viz. Personal Development, Team Management, Human Resource / Recruiting, Client Acquisition / Retention, Customer service and Project Management. Your Job Position is further described in Appendix A attached with this document.

We encourage an open environment conducive to active learning and participation. Do not hesitate to ask any relevant questions that might help you in your development.

Looking forward to a long and mutually beneficial association.

HR Head Manager.

Ms. Suchita Rahangdale.

The Aces Group.

A handwritten signature in black ink, appearing to read 'Suchita', is placed at the end of the letter. The signature is written in a cursive style and is positioned above a horizontal line.

Appendix A

Position Description

Business Associate (Team Leader)

On outset of your employment you will be joining us as a Business Associate/ Management Associate, wherein you will be introduced to a five level Global Leadership Program in which you are provided with a comprehensive training in all the major streams of management including Marketing, Human resource, Financial Planning & Operations.

Job Overview:

Level 1: Systems & Client Representation (Marketing/Sales/Advertising/Promotions)

Level 2: Development into a Leader
(Human Resource Development)

Level 3: Development & Performance Appraisal
(Human Resource Management)

Level 4: Risk Assessment and Administration
(Finance Management)

Level 5: Understanding Management
(Business Management)

On an average the training period is of 8-10 months wherein the person covers all the level of development from Level 1-Level 5 in the Company.*After the completion of training period the person continue working with us as a Business Manager/Business Development Manager within the organization.

*There is no ascertain period in which you will be promoted from one level to another, it's specifically based on your performance and certain predefined criteria which you need to achieve for moving to one development level to the other.

Appendix B

TERMS AND CONDITIONS

1. WORKING DAYS

We work from **Tuesday to Sunday**, **Monday** would be a week off for you.

2. WORKING HOURS

Work timings would be 10 AM to 6 PM.

3. PERIOD OF ENGAGEMENT

Subject to these terms the period of your employment is regarded as on going, we don't sign any legal bond or contract which bound you to work with us to a notified period of time. You can leave the organisation any given time, provided a 30 days prior notice, contrary to which you can replace yourselves on the given position. If you failed to serve notice period your salary will be released after 90 working days. If you leave the organisation within 30 days after joining, no salary will be credited.

Appendix C

Summary Termination

At any time, the Employer may by notice in writing summarily terminate the services of the Employee under this agreement if the Employee:

- Engages in any act of commission or omission constituting serious misconduct in respect of their duties;
- Willfully fails or neglects to perform or carry out their powers, functions or duties in an agreed manner;
- Is engaged in any conduct which may tend to injure the reputation or standing of the Employer;
- Refuses or neglects to comply with any lawful and reasonable order given to them by the Employer or any other person duly authorized by the Employer;

In joining our team, you share our commitment to providing the best service to our members/clients/patients. For this to be achieved, your ideas, suggestions and initiative are encouraged as we strive to improve the way we work and how we present ourselves to the community at large.

Our working ethics revolve around taking responsibility for decisions, pride in our work, sharing our knowledge and expertise with others, and a willingness to contribute to the resolution of issues collaboratively.

CAMPAIGN TERMS:

1. Client

UNICEF WELFARE FOUNDATION

2. Territory

PUNE

3. Payment Structure:-

Flat 35% on sale of every month. Fixed Rs.25840/-

4. Payment Day

In between 5th to 10th of every month.

Documents to be submitted

The following documents have to be submitted within two days:

1. Academic Documents
2. Pan Card
3. Aadhar card
4. Address Proof - Electricity bill.

We are extremely pleased that you have chosen to join us and we look forward to have you as part of **THE ACES GROUP**.

OFFER LETTER

Date: 17-Sep-24

Name : Ms. Ujwala Pise
Address : Akurdi, Pune, Maharashtra.

Subject: Offer Letter

Dear Ms. Ujwala Pise,

We refer to your application and the subsequent interviews you had with us. We are pleased to offer you the designation of Associate - Level 1 in our organization.

The terms and conditions of your appointment as discussed during the interview and the rules & regulations of employment will be issued to you within 30 days of you joining the Company on 18-Sep-24. Your appointment will be subject to the scrutiny of your proof of age, qualification, experience, salary certificate and reference checks.

List of Documents (photocopies) to be submitted on or before joining are as follows:

- 1) Pan card
- 2) Address proof (Aadhar Card of self & one parent)
- 3) 2 passport size photographs
- 4) Educational qualifications (self-attested photocopy)
- 5) Experience certificates (self-attested photocopy)
- 6) Relieving letter from your previous 2 employer
- 7) 3 months' salary slip from the previous 2 employer
- 8) Leave & license documents (only for those staying in rented accommodation)
- 9) Electricity bill copy

Please bring all original documents for verification.

We look forward to a happy and long association for our mutual benefits.

Thank you.



Arun Sharma
Vice President - Operations

Dear Vedantika Salunke,
vedantika2403@gmail.com
+91 9322319889

We are very happy to welcome you to the team here at Börm Bruckmeier Infotech India Private Limited.

You are joining us at an important time for the company, as we are progressing ahead. We are hopeful that your skills, experience, & commitment will be valuable assets for the team.

Your offer details are as follows:

1. Designation: Junior Medical Editor
2. Remuneration (CTC): 5.5 LPA with effect as on beginning of July/August 2024. Remuneration breakup details attached as an annexure to this offer.
3. Notice period: 90 days
4. Medical Insurance is covered where 25% contribution is paid by the employee and 75% contribution is paid by the employer for a year.
5. Total leaves – 20 per year
6. Probation period – 3 months
7. This offer letter remains valid for one month after issuance. If you do not accept it within this period, it will be cancelled.

Your date of joining should be between July 2024 to August 2024.

At the time of joining, you will get a joining letter according to the terms discussed and agreed with you in our discussions.

In the meantime, don't hesitate to contact if you should have any questions or concerns.

We are looking forward to working with you and are certain that you are going to be a great fit for the team.

Thanking you for your interest to work with Börm Bruckmeier Infotech India Private Limited.

Welcome aboard!!!



Swati Kulkarni
Asst. HR Manager.
<https://www.media4u.com/>
swati.kulkarni@media4u.com

Date: 15 April 2024

Place: Pune

Börm Bruckmeier Infotech India Private Limited.
Plot No. 552, Sector-28, PCNTDA, Ganganagar, Nigdi, Pune -411044.
www.media4u.com

ANNEXURE – I

Remuneration breakup details	
Name	Ms. Vedantika Salunke
Designation	Junior Medical Editor
Date of Joining	01-Jul/Aug 2024
Effective from	01-Jul/Aug 2024
1. Monthly Components	
BASIC SALARY	21,942
HRA	8,777
CONVEYANCE	2,000
MEDICAL ALL.	2,000
EDUCATION	1,000
OTHER ALL.	8,164
MONTHLY GROSS SALARY	43,883
2. DEDUCTIONS	
PF CONTRIBUTION EMPLOYEE	1,800
PF CONTRIBUTION EMPLOYER (INCL. TAX)	1,950
PROFESSIONAL TAX	200
FIXED GROSS SALARY (MONTHLY)	41,883
FIXED GROSS SALARY (ANNUALLY)	5,02,596
TOTAL CTC	5,50,000
Income tax deductions is not calculated anywhere in the above remuneration breakup structure.	

Date: 15 April 2024

Place: Pune

Börm Bruckmeier Infotech India Private Limited.
Plot No. 552, Sector-28, PCNTDA, Ganganagar, Nigdi, Pune -411044.
www.media4u.com

Offer Letter

Dear **Vishal Kendre**,

We are pleased to offer you the full-time position of **Trainee in AR** at **EMPClaims**. We believe your skills and experience are an excellent match for our company. We believe we have an environment that can get the best of you. We are looking forward to working with you at the earliest. We expect your joining from effective **07-10-2024** on the following terms and conditions:

1. Placement & Compensation

You will be placed at the Company's appropriate band/responsibility level and entitled to compensation (salary and other applicable benefits). Compensation will be governed by the rules of the Company on the subject, as applicable and/or amended hereafter. However, the management reserves the right to bifurcate the salary by merging or bifurcating with any other allowances.

2. Posting & Transfer

Your initial posting will be at Ahmedabad. However, your services are liable to be transferred, at the sole discretion of Management, in such other capacity as the company may determine, to any department/section, location, associate, sister concern, or subsidiary, at any place in India or abroad, whether existing today or which may come up in future. In such a case, you will be governed by the terms and conditions of the service applicable at the new placement location.

3. Probation

You will be on probation for a period of six months. The probation period can be extended at the discretion of the Management, and you will continue to be on probation until an order of confirmation has been issued.

4. Termination of employment

During the probationary period and any extension thereof, your services may be terminated by the company by giving written notice, but you will have to give one month's notice. However, on the confirmation, the services can be terminated from the company side by giving 15 days' notice, but you will have to give 30 days' notice or salary in lieu thereof.

5. Leave

You will be entitled to leave as per the law in force and as laid down in the Standing Orders of the company. During probation period leaves are not allowed to be taken. The company follows a strict time schedule and late comings are discouraged, unless otherwise notified by you in advance. Late marks will be accorded to you for every late entry with one day of absence counted for every three late marks.

6. Medical Fitness

This offer is subject to your being, and remaining, medically fit.

Your offered annual salary would be **INR 3,36,000**, i.e. inclusive of Fixed as **INR 2,83,200** + NSA **INR 52,800** (Night Shift Allowance would be based on present working days in a month, applicable on 6:00 pm to 3:00 am shift) in which deductions of professional tax, Provident Fund (EPF), ESIC that (if) you are liable for. For the detailed annexure you can find below:

EARNINGS	MONTHLY	ANNUALLY
Basic	INR 12,980.00	INR 1,55,760
HRA	INR 7,139.00	INR 85,668
Special Allowance	INR 194.50	INR 2,334
Gratuity	INR 624.33	INR 7,492
Bonus Allowance	INR 1,081.17	INR 12,974
Sub Total (a)	INR 22,019.00	INR 2,64,228.00
PF - Employer (b)	INR 1,581.00	INR 18,972.00
Total Earnings (a+b)	INR 23,600.00	INR 2,83,200.00

Deductions	MONTHLY	ANNUALLY
PF Employee	INR 1,581.00	INR 18,972.00
Professional Tax	INR 200.00	INR 2,400.00
Total Deductions (c)	INR 1,781.00	INR 21,372.00
NET PAY [(a+b) - c]	INR 20,238.00	INR 2,42,856.00

ADDITIONAL ALLOWANCES	MONTHLY (INR)	YEARLY (INR)
Night Shift Allowance* (d)	INR 4,400	INR 52,800

*NSA is applicable in 6pm to 3am shifts only

CTC [(a+b) +d]	INR 28,000	INR 3,36,000
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NOTE: Net Pay above does not include Taxes or Other deductions (if any).

Best Regards,

EMPClaims Pvt. Ltd.

Team HR

Employee Signature & Date

I **Vishal Kendre** state that I have read the terms and conditions of this letter of appointment and confirm my acceptance of the same.

Important Note:

- If the Candidate fails to join on the given date this Offer Letter will be treated as null and void. In case you foresee any delay in joining, then you're required to inform us in advance.
- It is expected that individual compensation packages will not be shared with other employees.
- The above-mentioned compensation amount is subject to change without affecting emoluments adversely.
- Applicable tax and government dues such as Professional Tax, PF, and Income Tax would be borne by the employee.

Result of Selected Candidates

Category : SEPOY (PHARMA)

ARO : KOLHAPUR

PUN_MAH_KOL_SPY_2024_0004

ZONAL RECRUITING OFFICE, PUNE

NOTICE FOR SUCCESSFUL CANDIDATES (SEPOY PHARMA)

1. All successful candidates (Sepoy Pharma) must report to respective Army Recruiting Office at 8 00AM for document check and preparation of Joining Letter as the following scheduled :-

S No	Army Recruiting Office	Date of Reporting
(a)	Army Recruiting Office Kolhapur (near BSNL Tower, Kolhapur) Military Station, Temblai Hill University Road, Kolhapur-416004 (Maharashtra) Tele No : 0231-2606419	28 Sep 2024 (Saturday)

2 Candidates to bring along following Original Documents while reporting to the Director Army Recruiting Officer:-

- (a) SSC/HSC Certificate and Marksheet.
- (b) Higher Qualification/ Degree Certificate & Marksheet (as applicable).
- (c) Discharge/ Relationship Certificate (in case of Son of Serving/ Ex-Servicemen / Widow/ War Widow).
- (d) Domicile/ Nativity/Permanent Residence Certificate issued by Tehsildar/ DM/ DC.
- (e) Caste Certificate duly signed by Tehsildar/ SDM.
- (f) Character Certificate from SP Office.
- (g) School Character and Sarpanch Character Certificate
- (h) Affidavit duly round stamped and signed by Executive Magistrate/ Sub Divisional Magistrate
- (j) Unmarried Certificate with photo signed by Village Sarpanch valid for six months from date of issue.
- (k) NCC, Sports, Polytechnic, NIIT, DOEACC, ITI, 'O' Level IT Certificate etc (as applicable).
- (l) PAN Card & AADHAR Card.
- (m) Copy of Bank Account Passbook.
- (n) Family details alongwith family photo duly signed by Sarpanch and AADHAR Card of all Family Members.
- (o) Father ID Proof/ Death Cert, in case not alive.
- (p) 20 x Passport size (3.5 cm x 5 cm) latest photographs.
- (q) 03 x Family photographs (size 4 cm x 6 cm).

3. Selected candidates who fail to report on the date as given in Para 1 (a) above (with Documents as given in Para 2 above) will be liable for cancellation of their candidature as per policy.



INDIAN ARMY
COMPUTER BASED TEST
Directorate General of Recruiting



E-ADMIT CARD

JIA Roll. No. -	PLN_MAH_KOL_SPY_2024_10041		
Exam Day Roll. No. -	242411711700162		
NAME OF THE CANDIDATE PAWAR VISHAL SHANKAR	D.O.B.	17-08-2002	
	Gender	Male	
FATHER'S NAME PAWAR SHANKAR KRISHNARAO	Category Applied	SEPOY (PHARMA)	
	Sub Trade	N.A.	
MOTHER'S NAME PAWAR SUJATA SHANKAR	ARO	Kolhapur	
	ZRO	Pure	
NAME & ADDRESS OF TEST CENTRE -OH Digital Zone, G2 Ramnagar GATE 2, Sahayog Digital Hubs, S No. 107/01, Plot No. 7, Ramnagar Industrial Estate, No.3, Near HP Petrol Pump, Harjapur, Pune, Maharashtra, India - 411013	Date, Shift, Day and Time of Examination	02/08/2024 Shift: Thursday 2:30 PM - 4:30 PM	
	Reporting Time	01:00 PM	
	Gate Closing Time (No entry will be permitted after gates are closed)	02:00 PM	
			
			
		(Scanned Signature of Candidate)	

OFFER LETTER

Date: 17-Sep-24

Name : Ms. Yuthika Ovhal
Address : Old Sangvi, Pune, Maharashtra.

Subject: Offer Letter

Dear Ms. Yuthika Ovhal,

We refer to your application and the subsequent interviews you had with us. We are pleased to offer you the designation of Associate - Level 1 in our organization.

The terms and conditions of your appointment as discussed during the interview and the rules & regulations of employment will be issued to you within 30 days of you joining the Company on 18-Sep-24. Your appointment will be subject to the scrutiny of your proof of age, qualification, experience, salary certificate and reference checks.

List of Documents (photocopies) to be submitted on or before joining are as follows:

- 1) Pan card
- 2) Address proof (Aadhar Card of self & one parent)
- 3) 2 passport size photographs
- 4) Educational qualifications (self-attested photocopy)
- 5) Experience certificates (self-attested photocopy)
- 6) Relieving letter from your previous 2 employer
- 7) 3 months' salary slip from the previous 2 employer
- 8) Leave & license documents (only for those staying in rented accommodation)
- 9) Electricity bill copy

Please bring all original documents for verification.

We look forward to a happy and long association for our mutual benefits.

Thank you.



Arun Sharma
Vice President - Operations



PRIVATE & CONFIDENTIAL

Mayur Shinde
302, amrutvel- D, BORUDEMALA ,SAVEDI, NAGAR, Ahmednagar,
VTC: Sawedi, PO: Savedi Road,
Sub District: Nagar, District: Ahmadnagar, State: Maharashtra, PIN Code: 414003,
Ahmadnagar-414003
Maharashtra
INDIA

November 12, 2024

Dear Mayur Shinde

Welcome to IKS Health!

Subject: Offer Letter

With reference to your application, subsequent interview and discussions, we are pleased to inform that you have been selected for the position of **Junior Associate** in Grade **13** in Department **Virtual Scribe** with our organization commencing from **November 13, 2024**

Your annual compensation will be INR **235000** /-. The details of the terms and conditions of the offer of employment are detailed in the enclosed annexures.

At IKS Health, our mission is to enable the efficient delivery of excellent care and our vision is *Healthier Communities, Happier Clinicians, Thriving Organizations, Successful Healthcare for All*. Our Value Pillars are the mainstay of our actions and guide decisions in the pursuit of our mission and vision. Each value pillar is manifested by three Value Behaviors which enable each one of us to demonstrate these values in our day to day interactions. **Agility** is our cornerstone to navigate opportunities and obstacles with speed and certainty. **Learning** involves embedding insight and capability in our people, processes and technology. **Discovery** drives us to relentlessly pursue innovation and excellence. **Community** is about fostering human connections and collaboration.

These shared values and beliefs are the influencers of everyday work culture at IKS Health that has eventually built our ethos. It is what integrates us across technologies, platforms and geographies. We are proud of it and we eagerly welcome you to the IKS Health way of life.

This offer of employment is contingent upon you fulfilling the background verification process that the organization will conduct. We look forward to you joining us at our **Mumbai - Bldg 11** office on **November 13, 2024** Please keep your recruiter informed, in case of advancement in the joining date. Pursuant to its business needs, IKS Health retains the right to revise the commencement date of your employment with IKS Health. Please endorse your acceptance, within the next two business days, by duly signing the duplicate copy of this letter on all sheets, including annexures, at the bottom on the right corner and return to the undersigned. Please refrain from soliciting other offers based on this letter as the same will be null and void if so used.

We wish you all the best.

Thanking you,
For Inventurus Knowledge Solutions Ltd.
HR Team
I accept the above offer on the terms indicated.

Signature

Date

Mayur Shinde

Annexure I

	Annual	Monthly
Basic	117500	9792
HRA	58750	4896
Special Allowance	17427	1452
Statutory Bonus	8400	700
Provident Fund	17200	1433
Gratuity	5652	471
Insurance	3505	292
ESIC	6567	547
Total CTC	235001	19583

- You will be eligible for the Provident Fund Scheme as per the Employees' Provident Funds and Miscellaneous Provisions Act,1952.
- You will be eligible for gratuity in accordance with the Payment of Gratuity Act,1972

Thanking you,

For Inventurus Knowledge Solutions Ltd.
HR Team

I accept the above offer on the terms indicated.

Signature
Mayur Shinde

Date

Annexure II

Please note that you are required to carry the following original documents along with 2 photocopies of the same, on the day of joining

Sr. No.	Particulars	Documents
1	Education Certificates	SSC, HSC, Graduation and Post-Graduation
2	Work experience Certificate / Relieving Letters	Work experience/Relieving Letters of the Last two companies
3	e-Aadhaar	Password protected electronic copy of Aadhaar, which is digitally signed by the competent Authority of UIDAI and is downloaded from the official website or mobile Application of the UIDAI and Active Mobile Number should be Linked with Aadhaar
4	Address Proof	Either one of the following: <ul style="list-style-type: none"> • Latest months Electricity Bill • Latest months Landline Bill • Rental Agreement of address provided • Ration Card • Passport Copy • Aadhar card
5	Photo ID Proof	Either one of the following: <ul style="list-style-type: none"> • Pan Card • Passport • Aadhar card
6	Salary Slips	Last 3 months Salary slips from previous employer
7	Photographs	4 copies
8	Name Change (if applicable)	Marriage Certificate or any other relevant document
9	Proof of resignation from previous employer	In case you are not able to submit the relieving letter of your last company on the day joining you need to submit the resignation acceptance mail or letter.



Annexure III

TERMS OF EMPLOYMENT

Your employment at IKS Health (also referred to herein as the "Company") will be governed by the IKS Health policies as modified from time to time. Some of the more significant terms and conditions that currently govern your potential employment, are detailed below.

1. **Hours of Work**

- I. A working day shall comprise of nine hours.
- II. You may be required to work on a shift basis. Shifts may be scheduled across 24 hours a day, 7 days a week and 365 days a year, subject to applicable laws. Your shift timings may change from time to time which you will be notified in advance.

2. **Place of Employment**

During your employment with IKS Health, you will be liable to be transferred or deputed to any of the offices and/or departments of IKS Health or its Associates, Subsidiaries or Group Companies, whether in India or overseas. In the event of transfer or deputation of your services your salary and other benefits will be determined in accordance with IKS Health policies prevalent at that time.

3. **Salary and Benefits**

- I. Your salary shall be reviewed on an annual basis depending on the date of joining and you shall be notified of the amount of your salary entitlement for the succeeding year, which shall depend upon your performance during the year. IKS Health reviews salaries at the end of every financial year, and employees who have joined the Company prior to 30th September of the applicable financial year are eligible for annual salary reviews in the respective cycle.
- II. Notwithstanding the provisions of Clause 3.i, you acknowledge that it is IKS Health policy to review the salary payable to its employees for successive financial years and such revised salary may be higher or lower than the salary received for the previous financial year depending upon the overall performance of the Company.
- III. In addition to salary, you may also be entitled to receive other benefits, such as annual performance pay up to a maximum of twenty percent of your CTC, as applicable under the relevant IKS Health policy. The Company shall, in its sole discretion, be entitled to amend, vary, and modify any of the terms and conditions of the policy with regard to the benefits that are offered to you. Please note, there are no guarantees to any such benefits and performance payments and amounts could be NIL depending on your performance, company performance, industry environment, etc.

a. Relocation Expenses

You are eligible for relocation expenses reimbursement as per the Company policy, provided your offer letter explicitly provides for the same. In the event of your separation within 12 months of joining IKS Health, this amount will be recovered or set-off from or against your Full and Final Settlement.

b. Leave Entitlement Policy

All employees are eligible for an annual paid vacation. Please refer to the employee handbook or contact the HR department for further details regarding the Company's leave and vacation policy

c. Travel

You may be required to travel, whether in India or overseas, in connection with office work at short notice. All expenses associated with any such travel, within the prescribed limits, will be reimbursed by the Company as per the relevant IKS Health policy.

4. **Training**

Your continued employment with IKS Health is contingent upon you completing, to IKS Health's satisfaction, all required training modules and tollgates, by whatever name they are called and whenever they are conducted by the Company. IKS Health in its sole discretion shall determine which training modules need to be completed and tollgates cleared (including clearance cutoffs/percentages) for any given position.

5. **Termination**

Your employment with IKS Health is "at will" and is subject to termination on:

- Grade 2 to 8 – Three months' prior notice by either side
- Grade 9 to 13 – Two months' prior notice by either side

IKS Health reserves the right to, at its sole discretion, substitute the notice period by paying you salary in lieu of the notice period. For abundant caution, it is hereby clarified that you cannot waive the notice period requirement in the event you wish to terminate your employment with IKS Health, and that your termination/resignation letter (by whatever name it is called) will be accepted by IKS Health only on your satisfying the mandatory notice period as stated in IKS Health's HR handbook. Further, till such time as IKS Health accepts your resignation letter, you will be deemed to be an employee of IKS Health and the terms and conditions of your employment will continue to bind you. IKS Health shall have the right to terminate your employment immediately without notice or payment in lieu of notice if:



- a. You neglect, refuse, fail or for any reason become unable to perform any of your duties under this agreement or comply with IKS Health policies and code of conduct
- b. You are guilty of any misconduct whether or not in the performance of your duties (including but not limited to being an undischarged insolvent, being convicted by any criminal court, being involved in fraudulent acts, etc.) or commit any act which in the opinion of IKS Health is likely to bring IKS Health into disrepute whether or not such act is directly related to the affairs of IKS Health;
- c. You commit any breach of any of your duties or obligations under this agreement or the policies of IKS Health; or
- d. There is a discrepancy in the copies of the documents/certificates given by you as proof in support of the information provided by you.

In the event of termination under Clause 7, you shall not be entitled to any benefits whatsoever.

6. Retirement

Your age of retirement from the service will be on completion of sixty years. However, you may opt for voluntary retirement at any age before sixty years during your services in the Company if you are unable to continue in service satisfactorily. The actual date of retirement shall be the last working day of the calendar month in which your 60th birthday falls.

7. Mode of Communication

For any service of notice or communications of any kind, you will be informed by email or ordinary post at the address given by you at the time of your employment or such other address as may be intimated by you to the Company thereafter.

8. Confidentiality

- a. You agree at all times during the term of your employment and thereafter:
 - i. To hold Confidential Information, as defined below, in strictest confidence, and not to use or attempt to use the same, except for the benefit of IKS Health and
 - ii. Not to disclose or divulge Confidential Information to any person or entity without written authorization of IKS Health.
- b. You agree to return to IKS Health all proprietary information, including copies on paper, hard drive, disk, tape and other media, upon completion or termination of any project or upon cessation of your employment with IKS Health. You further agree to return all IKS Health electronic devices, such as laptops, computers, mobile phones, wireless electronic mail devices, hard drives and any other equipment issued to you, with all information stored on such devices at the time of issuance and/or created by you thereafter, as part of your employment, intact. For the purposes of this Clause, "Confidential Information" means any of IKS Health's proprietary or confidential information, technical data, trade secrets or know-how, whether (oral or written or in electronic format, tangible or intangible and whether marked confidential or not), including but not limited to, research, business plans, products, product improvements, business / knowledge processes and process documents, services, projects, proposals, all work produced or performed by you during your engagement with IKS Health, whether during normal working hours or not, computer programs, documentation, customer lists and customers (including, but not limited to, customers of IKS Health with whom you become acquainted), customers data, software, improvements and developments, inventions, formulas, technology, designs, drawings, engineering, marketing, distribution and sales methods, sales and profit figures, finances, techniques, strategies, discoveries, the title and description of any patents or patent applications filed by IKS Health in any country or jurisdiction (until the same is generally available to the public), and any other business information of IKS Health including its business plans, practice methodologies and technologies (including computer software), training materials, personnel information, client lists and information regarding the business needs, strategies and technologies of present and prospective clients and internal Company publications, whether directly or indirectly, or by drawings or inspection of documents or other tangible property and all information that comes to your knowledge which would but for this employment would not have been accessed by you. Confidential Information however shall not include knowledge, skills or information which is common to the business of IKS Health or which is generally known outside IKS Health. You understand that retaining the confidential nature of Confidential Information is of utmost importance to the business of IKS Health and in addition to the terms stipulated in this agreement herein you agree to execute and deliver a Non-Disclosure Agreement with IKS Health.

9. Intellectual Property

- a. Except as otherwise may be agreed by IKS Health in writing, in consideration of your employment and free of any additional obligations of IKS Health to make additional payments to you, You hereby agree and irrevocably assign to IKS Health any and all right, title and interest, both in equity and law, in any/all inventions, software, manuscripts, documentation, improvements or such other intellectual property, whether or not protectable by any national or state laws relating to the protection of intellectual property, relating to the present or future business of IKS Health that may be developed by you prior to the termination or cessation of your employment with IKS Health or within 12 months from the last working day with IKS Health, either alone or jointly with others, and whether or not developed during normal business hours or arising in the scope of your duties of employment with IKS Health.
- b. You hereby declare and undertake that all such inventions, software, manuscripts, documentation, improvement or other intellectual property shall be and remain the sole and exclusive property of IKS Health. You further undertake and agree to execute such further documentation and/or declaration, as IKS Health may consider appropriate to vest and/or perfect any/all right, title and interest of IKS Health.
- c. This provision does not apply to an invention for which no equipment, supplies, facility, trade secret, or confidential information of IKS Health was used and which was developed entirely on your own time, unless the invention relates (i) directly to the business of IKS Health, or (ii) to IKS Health's actual or demonstrably anticipated research or development or the invention results from any work performed by you for IKS Health
- d. You agree that all services performed by you for IKS Health shall be original work and shall not incorporate any third party materials or work in which you or any third party asserts an ownership interest without the express written consent of IKS Health

10. Data Privacy Compliance Policy



You consent to the terms and conditions of the Data Privacy Compliance Policy as stated below:

- a. The collection and processing of sensitive personal data about you to the limited extent and for the purposes described in the Data Privacy Compliance Policy;
- b. Worldwide transfer of personal data held by IKS Health about you, including to other employees and offices of IKS Health's worldwide organization and to third parties where disclosure to such third parties is required in the normal course of business or by law; and use of your personal images and voices in marketing material, videos, etc.
- c. The reference to information "about you" includes reference to information about third parties associated with you, such as your spouse and children (if any), whose consent is provided to IKS Health by you on their behalf. The reference to "sensitive personal data" may be understood to include reference to the various categories of personal data identified by the United States, European and Other applicable data privacy laws as requiring special treatment, including in some circumstances, the need to obtain explicit consent. These categories comprise personal data about racial or ethnic origin, political opinions, religious or other similar beliefs, trade union membership, physical or mental health, sexual life or criminal record.
- d. In addition, you agree to treat any personal data to which you have access in the course of your employment strictly in accordance with this Data Privacy Compliance Policy and other IKS Health policies and procedures. In particular, you will not use any such data other than in connection with and to the extent necessary for the purposes of your employment.
- e. The company will be utilizing your personal email ID as per our records for certain official purposes such as but not limited to job offers, correspondence related to employment, correspondence related to company transport, IT set up. surveys, feedback etc.

11. Restrictive Covenants

You will not, during your employment and for a period of two (02) years from the date of termination or cessation of your employment for any reason:

- a. Directly or indirectly engage in a business in India or the United States that develops integrated solutions or that otherwise provides products or services that are the same or similar to those provided by IKS Health.
- b. Directly or indirectly solicit any customer, vendor or contractor of IKS Health with regard to any products or services comparable or competitive to those provided by IKS Health.
- c. Directly or indirectly solicit any person, corporation or entity that during the 12 month period prior to your termination or cessation of your employment conducted business with IKS Health or had been solicited for business by IKS Health, with regard to any products or services comparable or competitive to those provided by IKS Health.
- d. Directly or indirectly solicit any person, corporation or entity who does business with IKS Health and with which you had contact or obtained pricing, contract or other confidential information at any time during your employment with IKS Health, with regard to any products or services comparable or competitive to those provided by IKS Health.
- e. Directly or indirectly solicit any employee of IKS Health to interfere with Company's business or to exit employment with IKS Health.
- f. Directly or indirectly solicit any employee of any information technology or other contractor engaged in product or service design, development, production, or deployment for IKS Health to interfere with Company's business or to exit their engagement.

You further acknowledge that:

- a. The foregoing restrictions are reasonable in light of the market dynamics, environment and nature of the products and services that IKS Health provides.
- b. IKS Health has legitimate business reasons for requiring such restrictive covenants.
- c. You understand the restrictions and have had an opportunity to fully discuss these restrictions with IKS Health and accepts these restrictions and
- d. In the event your employment with IKS Health terminates for any reason, you will be able to earn a livelihood without violating the foregoing restrictions and that your ability to earn a livelihood without violating such restrictions is one of the material conditions of your employment with IKS Health.

12. Representation and Warranty

You represent and warrant that your joining IKS Health will not violate any agreement to which you are or have been a party to. You represent and warrant that you will not use or disclose any confidential or proprietary information obtained from a third party prior to your employment with IKS Health. You represent and warrant that you will comply with all IKS Health's applicable policies and standards and shall perform your services in a manner consistent with ethical and professional standards of IKS Health. You represent and warrant that you possess all the requisite certificates, licenses, permits, work visas, clearances to be able to lawfully perform the services.

13. Indemnification

You agree to defend, indemnify and hold harmless IKS Health and all of its officers, directors, employees, successors and assigns from and against any and all third-party claims, demands, actions, suits, losses, liabilities, (including taxes), and all related costs and expenses, including without limitation reasonable attorneys' fees (collectively "Losses") due to, arising from or relating to your breach of any of your obligations contained in this Terms of Employment.



I HAVE READ & UNDERSTOOD THE ABOVE ACKNOWLEDGEMENT AND AGREE TO BE BOUND BY ITS TERMS

Signature of Employee

E-Signature

Approved and Released by
The Talent Acquisition Team*
For Inventurus Knowledge Solutions Limited
(*This is an electronically generated document and hence not signed)

Job Offer Accepted on 12/11/2024 02:11 by
Mayur Shinde
IP Address 223.233.84.117



Annexure IV

Information Declaration Form

To Whom It May Concern:

I *Mayur Shinde*

I hereby authorize **Inventurus Knowledge Solutions Ltd.** and/or or their authorized representatives and contractors to verify information presented on my employment application/resume and to procure an investigative report or consumer report for that purpose.

I hereby grant authority for the bearer of this letter to access or be provided with full details

§ Of my previous employment record held by any company or business for whom I previously worked. This information should include the dates of employment; the nature of the position held, [details of my salary upon departure] and an appraisal of my performance, capabilities and character. In addition, please provide any other pertinent information requested by the individual presenting this authority. I hereby release from liability all persons or entities requesting or supplying such information.

§ of my qualification/degree (copy of my certificates attached)

§ information in respect to my character from the records maintained by local authorities

§ Of any other pertinent information requested by the Authorized Party, including but not limited to my Permanent Account Number (PAN), ADHAR Card Number and the associated documentation

Signature
Mayur Shinde

Date

TMPCON082467317

Model Contract of Apprenticeship Training for Major/Minor* Apprentices

1. Name and Registered Address of Establishment : Cipla Ltd (E10192700015)
- with Telephone no. & E-mail address : Cipla Ltd,D-7,MIDC Kurkumbh,Tal-Daund ,Dist-Pune,
KurukumbhPune, Maharashtra
- : 02117-230100
: virender.singh6@cipla.com
2. (a) Name of Apprentice (Block Letters) : ASHISH PRAVIN CHAVAN (A0724188241)
(b) Father's/Mother's /Spouse's Name : Pravin
3. Address of apprentice : Sahil Garden Co. Op. Housing Society,E-2
: , Paranjape Scheme, Kaviltali, Maharash
: tra, Ratnagiri, 415605, Chiplun
: Ratnagiri, Maharashtra
4. Gender : Male
5. Date of Birth : 08-05-2002
6. (a) Whether belongs to SC/ST/OBC/PwD/ Minority : No
(b) Name of the Category : General
7. Educational Qualification (Highest) : Graduate - B.Pharma
8. (a) Category of Apprenticeship : Optional
(b) Name of the trade for which Apprentice is training : Chemist- In-process Quality Assurance (Pharma, Biologics and Medical
Device)
9. Apprenticeship Training duration (Total) : 360 Days
(a) Duration of Basic Training : 2 Weeks
(b) Period of On-the-Job Training : From 20-08-2024 to 14-08-2025
10. Apprenticeship Training Location : Kurukumbh
(a) Name and address of facility where Basic Training is
to be provided : N/A
(b) Name and address of the facility where On-the-Job
Training is to be provided : Cipla Ltd
Kurukumbh
Pune
Maharashtra
11. (a) Date of execution of contract : N/A
(b) Age of Apprentice on the date of execution of contract : 22 years, 3 months and 12 days
12. Is the establishment opting for benefits under NAPS*? : Yes
*If yes, Annexure 2 to this contract will also be applicable.



***For DBT cases- Partial stipend support by the Government of India under NAPS will be limited to 25% of the stipend paid, upto a maximum of Rs. 1500 per month per apprentice during the apprenticeship training period.**

For Non-DBT cases- Full stipend will be paid by the employer

13. Monthly stipend amount

Year of training	Total stipend amount (in Rs.)	Break up of total stipend amount (in Rs.)	
		Employer's share out of col. 2	Government of India's share out of col. 2(25% of stipend paid upto a maximum of Rs. 1500 per month per apprentice)
(a) During 1st year of training	16000	14500	1500
(b) During 2nd year of training	N/A	N/A	0
(c) During 3rd and 4th year of training	N/A	N/A	0

The Establishment agrees and understands that the minimum monthly stipend amount is prescribed in the Rule 11(1) of Apprenticeship Rule, 1992. The Establishment confirms that the agreed monthly stipend amount entered above must be higher than these minimum rates.

If the minimum rates are modified through legislation (either through modification of rules, or through modification of minimum wages payable) during the course of apprenticeship, this revised rates will apply as the minimum payable to Apprentice

14. (a) Name and Address of Guardian In case Apprentice is under 18 years of age (Minor) : N/A

(b) Relationship with the Apprentice : N/A

15. (a) Whether Apprentice was identified through approved Third Party Aggregator : Yes

(b) Name of TPA (if applicable) : YASHASWI ACADEMY FOR SKILLS

16. We, the Establishment, Apprentice/Guardian solemnly declare that we have read the Apprentices Act, 1961 and the Apprenticeship Rules, 1992 as amended from time to time, regarding the contract of apprenticeship training including obligations and terms and conditions contained in Schedule V and VI of the said rules and will comply with the same.

17. I, the Apprentice, declare that all details shared by me, including educational qualifications and other personal information shared, is correct and will provide original documents for verification at any time

18. We, the Establishment, have examined the Apprentice's information, including personal details, and will seek relevant documentation for verification as and when required.

19. In case of default by either the apprentice or the employer, we agree to compensate the other party as per the provisions of the Apprenticeship Rules, 1992 (Main Provisions of the Rules may be seen in the Annexure 1).

20. The Establishment, Apprentice/Guardian hereby also declares to comply with the terms and conditions of National Apprenticeship Promotion Scheme (NAPS),if applicable.



Signature of the
Employer with seal

Signature of Apprentice

Signature of Guardian

FOR OFFICE USE ONLY

Contract Registration No. : TMPCON082467317
(To be given by the Office of the Apprenticeship Adviser)
(Mandatory only for Registered Trades)

Signature of Registering Authority
(Apprenticeship Advisor)
(Registration required for Designation trade only)

Annexure 1 Contract of Apprenticeship Training

Some provisions of the Apprenticeship Rules relating to the Contract of Apprenticeship Training are reproduced below for sake of convenience.

Both the Establishment and Apprentices have read and are bound by the provisions of the directions in have read the Apprentices Act, 1961 and the Apprenticeship Rules, 1992, which will apply to this Contract of Apprenticeship

1. The stipend for a particular month shall be paid by the tenth day of the following month. No deduction shall be made from the stipend for the period during which an apprentice remains on casual leave or medical leave. Stipend shall, however, not be paid for the period for which an Apprentice remains on extraordinary leave.
2. Where the Contract of Apprenticeship is terminated through failure on the part of the employer in carrying out the terms and conditions of the Contract (as notified under the Apprenticeship Rules, 1992), he shall pay to the apprentice compensation as determined by Apprenticeship Advisor.
3. In the event of premature termination of Contract of Apprenticeship for failure on the part of apprentice to carry out the terms and condition of the contract (as notified under the Apprenticeship Rules, 1992), the apprentice hereby guarantees to employer the payment of such amount as determined by the Apprenticeship Adviser as and towards the cost of training.

Annexure -2 | Covenants and conditions specific to NAPs scheme

1. For availing benefit under NAPS scheme, the course under which apprenticeship training is being provided, should be NSQF aligned.
2. Assessment and Certification shall be done jointly by the establishment and SSC/ NCVT/ other bodies as notified from time to time under NAPS guidelines.
3. The Establishment warrants and confirms that they have studied, understood and agree to comply with the guidelines that are applicable to Establishments that are part of the NAPS scheme. These guidelines are published at (<https://www.apprenticeshipindia.gov.in>) and maybe updated from time to time.