



**Sri Dharmasthala Manjunatheshwara College**  
(Autonomous), Ujire-574 240, Dakshina Kannada, Karnataka State

## 5.2.1 Offer Letters

213708 Abhilash Hebbar B



**SYNGENE SCIENTIFIC SOLUTIONS LIMITED**

KSP 9000 Campus, Plot No.7 Neovantage,  
Synergy Square 2 Kolthur Village,  
Shameerpet Mandal Medchal Malkajgiri  
District Hyderabad 500 078,  
Telangana T +91 84 1867 9559 CIN: U73200KA2022PLC164804

Ref: S/HR/LET-OFR/54193/178626

Date: 16 September 2023

Dear ABHILASH Hebbar B,

Congratulations and thank you for your interest in Syngene International!

We are delighted to confirm your selection on the below terms and conditions of employment with us:

Position : RESEARCH ASSOCIATE TRAINEE -

Level : 9-I - RESEARCH ASSOCIATE TRAINEE

Location : Hyderabad

Address : Syngene Scientific Solutions Limited, INP GF - MacMilan Conference Room, Genome Valley, Phase - II, Survey No 542, Kolthur Village, Shamirpet Mandal, Medhcal Malkajgiri District, Hyderabad, Telangana - 500078

You will be entitled to a Total Cash compensation of Rs. 313605 p.a the detailed break-up is attached as Annexure I. The policy guidelines on benefits and emoluments are enclosed in Annexure II.

This offer of employment is valid subject to confirmation of your medical fitness and satisfactory completion of reference / background verification of your credentials related to your educational and / or professional experience.

The appointment is effective from the date of your joining and we request you to join on or before 01 January 2024.

Please confirm that the terms of this offer are acceptable within three days from the date of offer or this offer shall be deemed to have been withdrawn and consequently you will not have any further claim for employment with us. It is understood that we will mutually keep this offer as CONFIDENTIAL, till the time you are on board with us.

We are excited about many ways you will have opportunities to contribute to the success of Syngene and look forward to having a mutually beneficial association.

Best Regards,

for Syngene Scientific Solution Ltd.

A handwritten signature in black ink, appearing to read 'A. Webster', is written over a horizontal line.

Andrew Webster  
Chief Human Resources Officer

213709 ANN MARIA B



# SLATE HIGH SCHOOL

## The Complete School

Recognised by Govt. of T.S

*Ponkal, Jannaram, Mancherla, Telangana – 504205.*

Date: \_\_\_\_\_,  
30-09-2023.

Ann Maria B,  
D/o Baby,  
Kizhakkekara House,  
Pottenplavu, New Naduvil, Kannur,  
Kerala – 670582.

Dear Ann Maria,

SUB: Letter of Offer.


Thank you for exploring career opportunity with SLATE HIGH SCHOOL. You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected to as a Primary Social Science Teacher.

Your gross salary will be Rs 25000 per month from the date of appointment to end of academic year ie April 2024 and accommodation will be provided by the management at a nearby place or in the hostel on sharing. You will be provided with opportunity to continue the upcoming academic years with a monthly increment of upto Rs 2000. Working hours will be from 8.30AM to 5:00PM Monday to Saturday in regular days.

Kindly confirm your acceptance of this offer by reverting to this message. Confirmation to this letter will be an acceptance to join the institution with in next 20 days.

Yours faithfully,



A. Srikanth Reddy  
Principal.

213708-ANURADHA K



**SYNGENE SCIENTIFIC SOLUTIONS LIMITED**

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Synergy Square 2 Kolthur Village,  
Shameerpet Mandal Medchal Malkajiri  
District Hyderabad 500 078,  
Telangana T +91 84 1867 9559 CIN: U73200KA2022PLC164804

Ref: S/HR/LET-OFR/54193/178586  
Date: 16 September 2023

Dear Anuradha K,

Congratulations and thank you for your interest in Syngene International!

We are delighted to confirm your selection on the below terms and conditions of employment with us:

Position : RESEARCH ASSOCIATE TRAINEE -  
Level : 9-I - RESEARCH ASSOCIATE TRAINEE  
Location : Hyderabad  
Address : Syngene Scientific Solutions Limited, INP GF - MacMilan Conference Room, Genome Valley, Phase - II, Survey No 542, Kolthur Village, Shamirpet Mandal, Medchal Malkajiri District, Hyderabad, Telangana - 500078

You will be entitled to a Total Cash compensation of Rs. 313605 p.a the detailed break-up is attached as Annexure I. The policy guidelines on benefits and emoluments are enclosed in Annexure II.

This offer of employment is valid subject to confirmation of your medical fitness and satisfactory completion of reference / background verification of your credentials related to your educational and / or professional experience.

The appointment is effective from the date of your joining and we request you to join on or before 01 January 2024.

Please confirm that the terms of this offer are acceptable within three days from the date of offer or this offer shall be deemed to have been withdrawn and consequently you will not have any further claim for employment with us. It is understood that we will mutually keep this offer as CONFIDENTIAL, till the time you are on board with us.

We are excited about many ways you will have opportunities to contribute to the success of Syngene and look forward to having a mutually beneficial association.

Best Regards,

for Syngene Scientific Solution Ltd.

A handwritten signature in black ink, appearing to read 'A. Webster', is written over a horizontal line.

Andrew Webster  
Chief Human Resources Officer

213709-APPAJI HUDDAR

REF:HRD/OFF/LETTER/10

**Offer Letter**

**Appaji Huddar**

**Ammanagi, Hukkeri, Belagavi, Karnataka - 591236**

Dear Mr. Appaji,

With reference to your job application and subsequent interview you have had with us, we are pleased to offer you the position of Scientist-Trainee for Chemistry Lab in our organization at a CTC of Rs. 330000.00 (Rupees Three Lakh Thirty Thousand Rupees zero Paise only).

The current offered position will be for Harohalli Unit, as you are expected to join duty on 04/09/2023 *beyond* which the offer would stand withdrawn, unless a new date is mutually agreed upon by us in writing. Please note that this offer is valid subject to your signing and send mail of this letter within seven working days.

**Kindly report to Bommasandra Unit for joining formalities along with following documents(Photocopy and Originals):**

1. Educational Certificates
2. Professional Certificates
3. Relieving certificate from the previous employer
4. Appointment letter of the previous employer and salary revision letters
5. Last pay slip received from the previous employer
6. Form 16 (TDS certificate)
7. Passport Size photographs – 6 No's
8. An updated Curriculum Vitae
9. PAN Card and Aadhar is Mandatory
10. Address proof – Voters ID card, Driving License, Passport.

This Offer of Employment is subject to receipt of satisfactory references and pre-employment medical check-up. Kindly sign the copy of this letter as a token of your acceptance of the offer and return us the same.

Your's faithfully,  
For, Anthem Biosciences Pvt Ltd

213711-CHAITHRA N S



**SYNGENE SCIENTIFIC SOLUTIONS LIMITED**

KSP 9000 Campus, Plot No.7 Neovantage,  
Synergy Square 2 Kolthur Village,  
Shameerpet Mandal Medchal Malkajgiri  
District Hyderabad 500 078,  
Telangana T +91 84 1867 9559 CIN: U73200KA2022PLC164804

Ref: S/HR/LET-OFR/54193/178714  
Date: 17 September 2023

Dear Chaithra N S,

Congratulations and thank you for your interest in Syngene International!

We are delighted to confirm your selection on the below terms and conditions of employment with us:

Position : RESEARCH ASSOCIATE TRAINEE -  
Level : 9-I - RESEARCH ASSOCIATE TRAINEE  
Location : Hyderabad  
Address : Syngene Scientific Solutions Limited, INP GF - MacMilan Conference Room, Genome Valley, Phase - II, Survey No 542, Kolthur Village, Shamirpet Mandal, Medchal Malkajgiri District, Hyderabad, Telangana - 500078

You will be entitled to a Total Cash compensation of Rs. 313605 p.a the detailed break-up is attached as Annexure I. The policy guidelines on benefits and emoluments are enclosed in Annexure II.

This offer of employment is valid subject to confirmation of your medical fitness and satisfactory completion of reference / background verification of your credentials related to your educational and / or professional experience.

The appointment is effective from the date of your joining and we request you to join on or before 01 January 2024.

Please confirm that the terms of this offer are acceptable within three days from the date of offer or this offer shall be deemed to have been withdrawn and consequently you will not have any further claim for employment with us. It is understood that we will mutually keep this offer as CONFIDENTIAL, till the time you are on board with us.

We are excited about many ways you will have opportunities to contribute to the success of Syngene and look forward to having a mutually beneficial association.

Best Regards,

for Syngene Scientific Solution Ltd.

A handwritten signature in black ink, appearing to read 'A. Webster', is written over a horizontal line.

Andrew Webster  
Chief Human Resources Officer





September 25, 2023

CHAITHRA V R  
D/O RAGHAVA V K, KANTHUR VILLAGE, MURNAD POST  
MADIKERI Karnataka  
571252

Dear Chaithra,

Further to the recent meetings and discussions with us, we are pleased to offer you employment with XLHealth Corporation India Pvt. Ltd. ("the Company"), a UnitedHealth Group Company, in the position of **Claims Representative Associate at salary grade 22**. Your work location shall be at Company's office located at site **Bangalore, J. P. Nagar**. The terms and conditions of your employment are set out hereinafter:

#### EMPLOYMENT

We are pleased to extend this offer to you basis the selection process administered. Your effective date of joining shall be no later than **September 27, 2023**. Your employment with the Company shall be subject to the timely submission of the following listed mandatory documents for background verification purposes, to be submitted prior to or latest by your Start Date. Successful pre and/or post-employment background checks, accuracy of the testimonials and information provided by you and your being free from any contractual restrictions preventing you from accepting this offer or starting work with us on the above-mentioned date, are required for your employment with the Company:

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

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

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

#### PROBATION

You shall serve a minimum probation period of **90 days** from the date of your joining the Company ("Probation") following which you shall get confirmed into the Company by default unless you receive a letter for confirmation extension. The Company reserves the right to extend the probation period for an additional three (3) months in the event that your performance is not up to expectation.

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

During the period of Probation, either the Company or you may at any time terminate your employment without cause by giving in writing to the other party, 1 (one) month notice or in lieu thereof a sum equal to the amount or pro-rated amount of salary which would have accrued to you during the period or remaining period of notice. You shall not be entitled to any notice pay, if your

employment is terminated in accordance with condition 7.6 of the Appendix 3 to this letter of appointment.

#### PLACE OF POSTING

Your initial place of posting shall be at the Company's office located at **Bangalore, J. P. Nagar**. However, your services are transferable and you may be assigned/ transferred in India or outside India to serve the Company in any of its existing or future offices or any of its group companies or associates. It is a condition of your employment that you comply with any such requirements of the Company. The transfer arrangement shall not deem to constitute a change in your conditions of service.

Notwithstanding the above, you may however be required to work at any other place that the Company may deem fit and as may be required from time to time. You may also be seconded, deputed or transferred to any other person/company associated with the Company whether in India or abroad. In such a case your relocation expenses shall be borne by the Company and your reimbursement shall be as per the relocation policy of the Company.

Your place of work shall change in case of any relocation of the Company's offices, for which you shall be entitled to reimbursement in consonance with the relocation policy of the Company.

The Company operates on a 24X7 basis and is open for 365 days in a year.

#### PERFORMANCE OF DUTIES

You shall be assigned with all the duties and responsibilities of the **Claims Representative Associate** and such other duties on behalf of the Company, as may be reasonably assigned from time to time by the Company's management.

#### COMPENSATION

As compensation for services to be rendered, you shall be paid an annual Fixed salary of **Rs.252,050.00, (Rupees Two Lakh Fifty-Two Thousand and Fifty Only)**. Your cost to the Company (CTC) shall be **Rs.299,575.00, (Rupees Two Lakh Ninety-Nine Thousand Five Hundred and Seventy-Five Only)** per annum. A detailed compensation structure is provided along with this letter of appointment.

The salary shall be payable on a monthly basis in arrears on or about the last working day of each calendar month, but in no case later than the 7<sup>th</sup> day of the succeeding calendar month. Please note that your salary details are highly confidential and should not be disclosed inside or outside the Company by you in any manner whatsoever and any failure on your part to adhere to this obligation shall be considered as serious breach of the terms of this letter of appointment.

#### REWARDING RESULTS PLAN

You shall be eligible to participate in the Rewarding Results Plan in accordance with the terms and conditions of the Company, as amended from time to time. In this Rewarding Results Plan, you may be eligible to earn an annual performance-based incentive in addition to your basic salary. Your initial annual target incentive is **10%** of the fixed salary. It is clarified that no payment under this plan is guaranteed, and is subject to attainment of corporate and business unit's financial performance thresholds as well as individual performance ratings attained for the year on the Company's discretion. Basis this, your annual incentive payout could range from **0%- 10%** of the fixed salary. Any annual or other bonus payments are discretionary, non-binding and revocable for future years. Kindly refer to the rewarding results plan policy for any information regarding eligibility, payouts or any other terms and conditions associated with this plan.

The payment of all compensation and bonus / incentive, if any, shall be made in accordance with the relevant policies of the Company in effect from time to time, including normal payroll practices, and shall be subject to income tax deductions at source, as applicable. All requirements under Indian tax laws, including tax compliance and filing of tax returns, assessment etc. of your personal income, shall be fulfilled by you.

By accepting this letter of appointment, you authorize the Company to deduct from your remuneration on termination of employment (including salary, salary in lieu of notice, sign on bonus, notice pay out etc.) all debts owed by you to the Company or any of its group companies/associates or any fine imposed by the Company as a discretionary penalty pursuant to the Company's disciplinary procedure.

#### TERMINATION OF EMPLOYMENT

During the Probation period, either Company or you may at any time terminate this letter of appointment without cause by giving in writing to the other party, 1 (one) month notice. Company reserves the right either to accept your pay and allowance / towards the notice period or demand for actual service during the notice period. You shall not be entitled to any notice pay if your employment is terminated in accordance with condition 7.6 of the Appendix 3 to this letter of appointment.



After completion of the Probation period, either Company or you may at any time terminate this letter of appointment without cause by giving in writing to the other party, 30 days notice. The Company reserves the right either to accept your pay and allowance / towards the notice period or demand for actual service during the notice period. You shall not be entitled to any notice pay if your employment is terminated in accordance with condition 7.6 of the Appendix 3 to this letter of appointment.

Your employment shall also be governed by the standard terms and conditions, which are annexed hereto as Appendix 3 and the same shall form an integral part of this letter of appointment.

Your employment is conditional upon your acceptance of the standard terms and conditions and the specific provisions contained in Appendix 3.

Kindly sign and return the duplicate copy of this letter of appointment along with the Appendixes, as a token of your acceptance of the terms and conditions set out herein. Also, please initial each page of this letter of appointment and the Appendixes.

Please note that by signing this letter of appointment, you have agreed to accept the employment with the Company on the terms and conditions set out herein. Upon your signature and return to us, this letter of appointment shall be treated as an employment agreement and the terms and conditions of this letter of appointment shall govern your employment with the Company.

This letter of appointment shall automatically stand revoked in the event you do not join the Company on or before the effective date mentioned in this letter of appointment.

It is a pleasure to welcome you as a part of **XLHealth Corporation India Pvt. Ltd.** We are confident that your employment with the Company shall prove mutually beneficial & rewarding, and we look forward to having you join us.

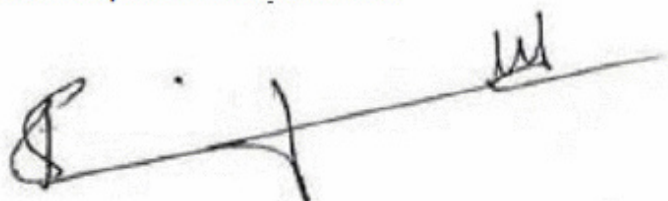
Congratulations and welcome to **XLHealth Corporation India Pvt. Ltd.** On your first day of employment, please report to our office located at **Bangalore, J. P. Nagar** at 8.30 AM along with the documents as mentioned in the Appendix '2'. Should there be a change in your start date, it is mandatory that the same be communicated to us a week in advance.

**CHAITHRA V R**, we thank you for considering **XLHealth Corporation India Pvt. Ltd.** as your future employer! We have bold objectives:

- Improve the lives of others
- Change the landscape of health care forever
- Leave the world a better place than we found it

Joining us, shall put you amongst a team that is committed to excellence in everything we do. We are passionate, energetic and focused. You'll be sharing a culture of leadership and excitement as you begin to do **your life's best work.**<sup>SM</sup>

**For XLHealth Corporation India Private Limited**



**Shivaprasad Mundakanna**  
**Director- People Team**

I accept this letter of appointment on the terms and conditions as described herein.

**ACKNOWLEDGEMENT:**

\_\_\_\_\_  
**CHAITHRA V R**

Date: \_\_\_\_\_

213714-DARSANA PM



**SYNGENE SCIENTIFIC SOLUTIONS LIMITED**

KSP 9000 Campus, Plot No.7 Neovantage,  
Synergy Square 2 Kolthur Village,  
Shameerpet Mandal Medchal Malkajgiri  
District Hyderabad 500 078,  
Telangana T +91 84 1867 9559 CIN: U73200KA2022PLC164804

Ref: S/HR/LET-OFR/54193/178647  
Date: 17 September 2023

Dear DARSANA P M,

Congratulations and thank you for your interest in Syngene International!

We are delighted to confirm your selection on the below terms and conditions of employment with us:

Position : RESEARCH ASSOCIATE TRAINEE -  
Level : 9-I - RESEARCH ASSOCIATE TRAINEE  
Location : Hyderabad  
Address : Syngene Scientific Solutions Limited, INP GF - MacMilan Conference Room, Genome Valley, Phase - II, Survey No 542, Kolthur Village, Shamirpet Mandal, Medchal Malkajgiri District, Hyderabad, Telangana - 500078

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Please confirm that the terms of this offer are acceptable within three days from the date of offer or this offer shall be deemed to have been withdrawn and consequently you will not have any further claim for employment with us. It is understood that we will mutually keep this offer as CONFIDENTIAL, till the time you are on board with us.

We are excited about many ways you will have opportunities to contribute to the success of Syngene and look forward to having a mutually beneficial association.

Best Regards,

for Syngene Scientific Solution Ltd.

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Andrew Webster  
Chief Human Resources Officer

213715-DEVIKA SURESH



**SYNGENE SCIENTIFIC SOLUTIONS LIMITED**

KSP 9000 Campus, Plot No.7 Neovantage,  
Synergy Square 2 Kolthur Village,  
Shameerpet Mandal Medchal Malkajgiri  
District Hyderabad 500 078,  
Telangana T +91 84 1867 9559 CIN: U73200KA2022PLC164804

Ref: S/HR/LET-OFR/54304/178561

Date: 05 September 2023

Dear Devika Suresh,

Congratulations and thank you for your interest in Syngene International!

We are delighted to confirm your selection on the below terms and conditions of employment with us:

Position : RESEARCH ASSOCIATE TRAINEE -

Level : 9-I - RESEARCH ASSOCIATE TRAINEE

Location : Hyderabad

Address : Syngene Scientific Solutions Limited, INP GF - MacMilan Conference Room, Genome Valley, Phase - II, Survey No 542, Kolthur Village, Shamirpet Mandal, Medchal Malkajgiri District, Hyderabad, Telangana - 500078

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Best Regards,

for Syngene Scientific Solution Ltd.

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Andrew Webster  
Chief Human Resources Officer

213717-DILEEP K



**SYNGENE SCIENTIFIC SOLUTIONS LIMITED**

KSP 9000 Campus, Plot No.7 Neovantage,  
Synergy Square 2 Kolthur Village,  
Shameerpet Mandal Medchal Malkajgiri  
District Hyderabad 500 078,  
Telangana T +91 84 1867 9559 CIN: U73200KA2022PLC164804

Ref: S/HR/LET-OFR/54193/178634  
Date: 17 September 2023

Dear Dileep K,

Congratulations and thank you for your interest in Syngene International!

We are delighted to confirm your selection on the below terms and conditions of employment with us:

Position : RESEARCH ASSOCIATE TRAINEE -  
Level : 9-I - RESEARCH ASSOCIATE TRAINEE  
Location : Hyderabad  
Address : Syngene Scientific Solutions Limited, INP GF - MacMilan Conference Room, Genome Valley, Phase - II, Survey No 542, Kolthur Village, Shamirpet Mandal, Medchal Malkajgiri District, Hyderabad, Telangana - 500078

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We are excited about many ways you will have opportunities to contribute to the success of Syngene and look forward to having a mutually beneficial association.

Best Regards,

for Syngene Scientific Solution Ltd.

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Andrew Webster  
Chief Human Resources Officer



213718-DIVYASHREE K



**SYNGENE SCIENTIFIC SOLUTIONS LIMITED**

KSP 9000 Campus, Plot No.7 Neovantage,  
Synergy Square 2 Kolthur Village,  
Shameerpet Mandal Medchal Malkajiri  
District Hyderabad 500 078,  
Telangana T +91 84 1867 9559 CIN: U73200KA2022PLC164804

Ref: S/HR/LET-OFR/54304/178675

Date: 05 September 2023

Dear Divyashree K,

Congratulations and thank you for your interest in Syngene International!

We are delighted to confirm your selection on the below terms and conditions of employment with us:

Position : RESEARCH ASSOCIATE TRAINEE -

Level : 9-I - RESEARCH ASSOCIATE TRAINEE

Location : Hyderabad

Address : Syngene Scientific Solutions Limited, INP GF - MacMilan Conference Room, Genome Valley, Phase - II, Survey No 542, Kolthur Village, Shamirpet Mandal, Medchal Malkajiri District, Hyderabad, Telangana - 500078

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Best Regards,

for Syngene Scientific Solution Ltd.

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Andrew Webster  
Chief Human Resources Officer

213721-NAGALAKSHMI

## SHRI SHANKARA HALLMARKING

#33, 5TH FLOOR, B.S COMPLEX, PILLAPPA LANE, NAGARATHPET, BANGALORE- 560 002.  
EMAIL: shrishankarahallmarkingllp@gmail.com MOB: 9110699779

GST NO- 29ABWFA2595B1Z2

### OFFER LETTER - PRIVATE & CONFIDENTIAL

28-Nov-2023

**Nagalakshmi**  
C/O Raju Poojary  
1-241, Ummettu House,  
Belthangady, Karnataka-574217.

**Dear Nagalakshmi,**

Congratulations!

Thank you for exploring career opportunities with **Shri Shankara Hallmarking**.

We are pleased to inform you that you have successfully completed our selection process. We would like to extend an offer to you based on the following terms and conditions:

- You will be designated as "**Lab Chemist I (Quality Controller)**".
- Your total annual compensation will be **INR 1,74,000**.
- You are requested to join us on **1st December 2023**.
- Your work timings will be **11:00 AM - 8:00 PM**, however, your actual working days and work timing may vary according to the business requirements of the organization.
- Please note that your salary offered, is a confidential matter and not be discussed with any other employee or person under any circumstances, failing which the company reserves the right to take necessary disciplinary action including withdrawing the offer.
- Your employment is subject to you successfully clearing background verification checks conducted by the Company or through designated third parties. If for any reason, background check reveal any misrepresentation or any information detrimental to the interest of the Company, the Company at its sole discretion may withdraw the offer of employment or terminate your services without notice.
- If you agree to the terms and conditions mentioned above and below, please send your acceptance. Any extension in said validity will be at the discretion of the company and will be communicated to you in writing. On joining, you will be provided with a detailed Salary structure.
- The confirmation of your employment is contingent upon the following:
  - Completion of a satisfactory background check.
  - Successful completion of graduation.

213722-NANDINI KARANTH



**SYNGENE SCIENTIFIC SOLUTIONS LIMITED**

KSP 9000 Campus, Plot No.7 Neovantage,  
Synergy Square 2 Kolthur Village,  
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District Hyderabad 500 078,  
Telangana T +91 84 1867 9559 CIN: U73200KA2022PLC164804

Ref: S/HR/LET-OFR/54193/178585

Date: 16 September 2023

Dear Nandini Karanth,

Congratulations and thank you for your interest in Syngene International!

We are delighted to confirm your selection on the below terms and conditions of employment with us:

Position : RESEARCH ASSOCIATE TRAINEE -

Level : 9-I - RESEARCH ASSOCIATE TRAINEE

Location : Hyderabad

Address : Syngene Scientific Solutions Limited, INP GF - MacMilan Conference Room, Genome Valley, Phase - II, Survey No 542, Kolthur Village, Shamirpet Mandal, Medchal Malkajgiri District, Hyderabad, Telangana - 500078

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The appointment is effective from the date of your joining and we request you to join on or before 01 January 2024.

Please confirm that the terms of this offer are acceptable within three days from the date of offer or this offer shall be deemed to have been withdrawn and consequently you will not have any further claim for employment with us. It is understood that we will mutually keep this offer as CONFIDENTIAL, till the time you are on board with us.


We are excited about many ways you will have opportunities to contribute to the success of Syngene and look forward to having a mutually beneficial association.

Best Regards,

for Syngene Scientific Solution Ltd.

A handwritten signature in black ink, appearing to read 'A. Webster', is written over a horizontal line.

Andrew Webster  
Chief Human Resources Officer



## विवेकानन्द योग अनुसंधान संस्थान

### Vivekananda Yoga Anusandhāna Samsthana

Regd. Office : "Mytri", Plot No. 58, KCC Nagar, Bagalur Road, Hosur – 635 109,  
Mobile No: 09845066693; 09481455289; 9663306972

Admn. Off.: Eknath Bhavan, # 19, Gavipuram Circle, Kempegowda Nagar, Bangalore - 560 019  
Ph: 080 - 2661 2669, Telefax: 080 - 2660 8645  
E-mail: svyasa@svyasa.edu.in Website: www.svyasa.edu.in

**Ref: VYASA/EST/07-23-CER/October/2023** **Date: 16/10/2023**

**OFFICE ORDER**

Sub:- Appointment of **Ms. Shashwathi G S**

Ref:- **Recommendations of Selection Committee, dated; 25/9/2023.**

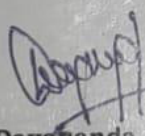
Pursuant to the recommendations of the Selection Committee Ms. Shashwathi G S is appointed as "Project Assistant" at CER, VYASA, Prashanti Kutiram, Bangalore.

*You will be offered a consolidated remuneration of Rs.22,750/- (Twenty-two thousand seven hundred and fifty only) per month subject to statutory & other deductions.*


*This Order effects from the date of reporting for duty.*

*This appointment will be as per the Memorandum of Understanding between Rotary electronics Pvt Ltd & VYASA subject to the release of grants.*

*If the above terms and conditions are acceptable, you may submit acceptance letter / Duty Report to the Establishment department.*



**Dr. H R Dayananda Swamy**  
**Secretary -VYASA**



Cc. to : President-VYASA / Director-CER / O/o Secretary-VYASA/ Joint Secretary-VYASA / Chief Accounts Officer / Establishment

1. Donations to Vivekananda Yoga Anusandhana Samsthana is exempted Under Section 35 (1) (ii) of Income Tax Act 1961, Vide notification No. 39/2008 (F. No. 203/96/2007/ITA-II) dated 17-03-2008 has been extended in perpetuity.
2. Donations to Vivekananda Yoga Anusandhana Samsthana is exempted from Tax as per the amendment in Finance (No.2) Act-2009 approval to the Vivekananda Yoga Anusandhana Samsthana Under Section 80-G, vide notification No. 9755(6)/1987-1988/CIT/SLM, dated 27.01.2011 has been extended in perpetuity.





**Shilpa Biologicals Private Limited**

(A Wholly Owned Subsidiary of Shilpa Medicare Limited)

CIN : U24230KA2020PTC131456

GSTIN : 29ABDCS2257A1ZK

HRD Reference No – SBPL/HRD/APP-769-143/2023-24

Date: 22/09/2023

To,  
**Ms. Siddalingamma I Reddy**  
27, Near Basavanna Katti, Bendegambali,  
Yadgir – 585355.

**APPOINTMENT LETTER**

Dear **Siddalingamma I Reddy**,

With reference to your application and subsequent interviews you had with us, we are pleased to appoint you as a **"Trainee" R&D Upstream**. Your appointment shall be governed by the following terms and conditions.

**Commencement of Employment:** Your effective date of joining will be **22-09-2023**.

**Compensation:** Your Annual Total Employment Cost to the company would be **Rs.1,95,000/- (One Lakh Ninety-Five Thousand Only)**

**Place of Posting or Transfer:** Your present place of work will be at **Dharwad**. During your employment with the Company, the Company may, at its sole discretion and at any time, transfer / depute you to any other department, subsidiary or affiliate of the Company including transfer to any of its offices in India and abroad, at no extra emoluments.

**Reporting:** You are required to report **Senior Manager – R&D Upstream**.

**Leave:** You will be governed by the current Leave Policy of the company.

Absence for a continuous period of ten working days without prior approval of your superior, (including overstay on leave / training) would result in your losing your lien on the service and the same shall automatically come to an end of employment without any notice or intimation.

**Travel:** Whenever you are required to undertake travel on Company work, you will be reimbursed travel expenses as per Company rules.

**Nature of Duties:** You shall carry out the responsibilities entrusted to you from time to time and you shall devote your entire time and best efforts at work towards the responsibilities vested in you by the Company. You will refrain from engaging in any activity which is prejudicial to the interest of the Company or which activity may interfere with the discharge of your said responsibilities, whether within or outside Company working hours.

**Conflict of Interest:** Your employment with the Company is a whole-time employment with the Company and you shall devote yourself exclusively to the business of the Company. You will, during your employment, not take up any other work whether for remuneration or on honorary basis or otherwise,

*Siddalingamma I Reddy*

*AP*  
22/09/2023



**CENTRAL COFFEE RESEARCH INSTITUTE  
COFFEE RESEARCH STATION POST – 577 117  
CHIKKAMAGALUR DISTRICT, KARNATAKA**

Ref: CB/RES/PHY/ 2023-2024/1590

Date: 21.12.2023

To  
**Ms. Yashasvi H R**  
**Arenoor, Kunathi (Post),**  
**Chikkamagaluru (TQ,Dist)-577111**

33

**OFFICE ORDER**

**Sub: Engaging Young Professional to work in the Division of Plant Physiology-reg.**  
Ref: CB/RES/CCRI/2023-2024/1314 dated 10.11.2023.

With reference to the interview conducted on 19<sup>th</sup> November 2023, you have been selected as Young Professional to assist the Scientists in the Divisions of Plant Physiology/Soil Science/Agronomy/ Post Harvest Technology. You will be paid a consolidated amount of Rs. 21,000/- (Rupees twenty one thousand only) per month. You will be working in the Division of Plant Physiology, CCRI solely, under the control and guidance of the Divisional Head, Plant Physiology, Coffee Research Station, Chikkamagaluru District and other Scientists as assigned by the Director of Research.

**Terms and Conditions:**

1. You have been engaged as Young Professional (for laboratory and field work) purely on ad-hoc temporary basis.
2. Your service is liable for termination at any time on 24 hours notice without assigning any reasons.
3. You are not entitled for the benefits of HRA, CCA, DA and Interim relief etc., as applicable to the employees of Central Govt./Quasi Govt. Organisations.
4. You are not entitled for any medical benefits.
5. He/She is entitled to avail one day Casual leave per month on Emergency.
6. In case he/she is absent from duty other than one day of CL during the month, remuneration for that day will not be considered.
7. You will be provided shared accommodation at CCRI, C.R.S., with payment of rental fee and electricity charges.
8. In case if you leave the assignment without any permission, remuneration due to you on that day will not be paid.
9. You have to furnish a declaration of acceptance of the terms and conditions in the duplicate copy of the work order while reporting for duty.
10. You have to report for duty before the Director of Research, CCRI, C.R.S., within 7 days from the date of receipt of order, failing which the selection will be treated as cancelled.
11. The Coffee Board will not own any responsibility for providing regular employment. You are not entitled for any claim for any permanency in the Organization.
12. You should work from Monday to Saturday.

  
**DIRECTOR OF RESEARCH**

**Copy to:**

1. The Divisional Head, Plant Physiology, CCRI.
2. The Deputy Secretary, CCRI, C.R.S.
3. EB File/Guard file.

213746-PRARTHANA H S



**SYNGENE SCIENTIFIC SOLUTIONS LIMITED**

KSP 9000 Campus, Plot No.7 Neovantage,  
Synergy Square 2 Kolthur Village,  
Shameerpet Mandal Medchal Malkajgiri  
District Hyderabad 500 078,  
Telangana T +91 84 1867 9559 CIN: U73200KA2022PLC164804

Ref: S/HR/LET-OFR/54193/178645  
Date: 17 September 2023

Dear Prarthana H S,

Congratulations and thank you for your interest in Syngene International!

We are delighted to confirm your selection on the below terms and conditions of employment with us:

Position : RESEARCH ASSOCIATE TRAINEE -  
Level : 9-I - RESEARCH ASSOCIATE TRAINEE  
Location : Hyderabad  
Address : Syngene Scientific Solutions Limited, INP GF - MacMilan Conference Room, Genome Valley, Phase - II, Survey No 542, Kolthur Village, Shamirpet Mandal, Medchal Malkajgiri District, Hyderabad, Telangana - 500078

You will be entitled to a Total Cash compensation of Rs. 313605 p.a the detailed break-up is attached as Annexure I. The policy guidelines on benefits and emoluments are enclosed in Annexure II.

This offer of employment is valid subject to confirmation of your medical fitness and satisfactory completion of reference / background verification of your credentials related to your educational and / or professional experience.

The appointment is effective from the date of your joining and we request you to join on or before 01 January 2024.

Please confirm that the terms of this offer are acceptable within three days from the date of offer or this offer shall be deemed to have been withdrawn and consequently you will not have any further claim for employment with us. It is understood that we will mutually keep this offer as CONFIDENTIAL, till the time you are on board with us.

We are excited about many ways you will have opportunities to contribute to the success of Syngene and look forward to having a mutually beneficial association.

Best Regards,

for Syngene Scientific Solution Ltd.

A handwritten signature in black ink, appearing to read 'A. Webster', is written over a horizontal line.

Andrew Webster  
Chief Human Resources Officer

213762-AJEY M K



9<sup>th</sup> Nov'23

To,

Mr. Ajey M K

Dear Ajey,

We are pleased to offer you the position of **Associate Research Scientist - QA** in the **Analytical Services Department** of our organization. Your principal place of employment will be Chennai or such other location as the Company may deem fit. You may be required to work for any Eurofins Group company on transfer or secondment, either full time or part time basis. Your location while on assignment with the Company or any associated or subsidiary company could be in any location as the management may deem fit. A formal appointment letter will be issued to you on the day of reporting on duty.

In your capacity, as **Associate Research Scientist**, you will be reporting to the **Principal Scientist**. You are required to join us on or before **20<sup>th</sup> Nov'23**.

This offer will be subject to the standard terms and conditions of employment with the Company and will be governed by the policies, rules and guidelines of the Company. You will also be required to sign and agree to be bound by the Employee Non-disclosure and Non-solicitation Agreement when you join the employment of the Company.

Please send the acceptance copy of this Letter of Offer duly signed within seven working days of its receipt. Non- receipt of the duly signed acceptance copy by us within the stipulated date will be presumed that you are not interested in this offer and the same shall stand cancelled with immediate effect.

The following documents are required to be produced at the time of joining.

1. Proof of Age – Birth Certificate from appropriate Government Authority or Matriculation Certificate issued by appropriate Examination Board.
2. Proof of Academic Qualification
3. Relieving Letter from previous employers (wherever applicable)
4. Three latest passport size photographs with white background
5. Copy of PAN Card, Aadhar Card and UAN No. (PF) & cancelled cheque leaf
6. Fitness Certificate from a registered Medical Practitioner

Moreover, this offer letter is issued on the understanding that the information provided by you is correct and true. If at any time, it is found that the information provided by you is not correct or true or has been deliberately suppressed, the Company reserves the right to withdraw this offer.

We welcome you to the Eurofins family and look forward to a mutually beneficial and purposeful association.

For Eurofins BioPharma Product Testing India Pvt Ltd

Sheeba R

Associate Sr. Manager - Human Resources

I have read and understood the terms and conditions and am happy to accept employment on the said terms and conditions. I will join Eurofins on or before 20<sup>th</sup> Nov'23.

**Eurofins BioPharma Product Testing India Private  
Limited**

Regd. Office: 21 & 22, Phase-II  
Peenya Industrial Area Bengaluru-560 058, India  
CIN: U74999KA2021FTC150115  
E-mail: info@advinus.com | www.advinus.com  
T: +91 80 66552700 | T: +91 80 28394959  
F: +91 80 28394015

Branch office:  
No. 7, Pugalendi Street, Muthulakshmi Nagar,  
Chitlapakkam, Chennai 600 064  
T: +91 044 48 64 91 24





September 25, 2023

Mr Bhoomika B N  
D/o Nagendra B L, VTC: Billodi,  
PO: Sonale, Hosanagara  
Shimoga, Karnataka 577418, India  
Mobile: 6362467915

Letter of Offer

Dear Bhoomika,

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

We are pleased to offer you an appointment in our organization for position of **Trainee Research Associate in Discovery Chemistry** based at **JBL Bangalore** on the terms and conditions as have been mutually agreed.

This offer is subject to you being found medically fit after proper medical examination and reference verification.

You will be issued a formal letter of appointment on your joining duties. You are advised to join us on or before **5 October 2023**. In case you fail to join your duties on the date mentioned, the management reserves the right to cancel your offer.

The compensation and benefits program applicable to your grade is enclosed for your reference. Please note your compensation is confidential matter between you and the company, and the company shall view any breach of confidentiality with utmost seriousness. The cost that will be incurred by the company on account of your joining or reimbursement to you by the company i.e. Relocation Expenses and Notice Pay Reimbursement will be recovered in the full in the event of your resignation to the company before completion of 24 months of service in the company.

We welcome you to Jubilant Biosys Ltd and look forward to a happy association. Please sign the duplicate copy of this letter in token of your acceptance and return the same to us.

Thanking you,  
For Jubilant Biosys Ltd

Harish H  
Associate Director - HR

**A Jubilant Pharmova Company**

OUR VALUES



**Jubilant Biosys Limited**  
#96, Industrial Suburb, 2nd Stage,  
Industrial Area, Yeshwanthpur,  
Bangalore-560 022  
Tel: +91 80 66628400, 66628250  
Fax: +91 80 66628333  
E-mail: bd@jubilantbiosys.com  
www.jubilantbiosys.com

CIN : U24110UP1998PLC029591

**Regd Office:**  
Jubilant Biosys Limited.  
1-A, Sector 16-A,  
Noida - 201 301, UP, India  
Tel : +91120 2516601-11  
Fax : +91120 2516627

213767-CHANDINI



**SYNGENE SCIENTIFIC SOLUTIONS LIMITED**

KSP 9000 Campus, Plot No.7 Neovantage,  
Synergy Square 2 Kolthur Village,  
Shameerpet Mandal Medchal Malkajgiri  
District Hyderabad 500 078,  
Telangana T +91 84 1867 9559 CIN: U73200KA2022PLC164804

Ref: S/HR/LET-OFR/54193/178601  
Date: 16 September 2023

Dear Chandini ..,

Congratulations and thank you for your interest in Syngene International!

We are delighted to confirm your selection on the below terms and conditions of employment with us:

Position : RESEARCH ASSOCIATE TRAINEE -  
Level : 9-I - RESEARCH ASSOCIATE TRAINEE  
Location : Hyderabad  
Address : Syngene Scientific Solutions Limited, INP GF - MacMilan Conference Room, Genome Valley, Phase - II, Survey No 542, Kolthur Village, Shamirpet Mandal, Medchal Malkajgiri District, Hyderabad, Telangana - 500078

You will be entitled to a Total Cash compensation of Rs. 313605 p.a the detailed break-up is attached as Annexure I. The policy guidelines on benefits and emoluments are enclosed in Annexure II.

This offer of employment is valid subject to confirmation of your medical fitness and satisfactory completion of reference / background verification of your credentials related to your educational and / or professional experience.

The appointment is effective from the date of your joining and we request you to join on or before 01 January 2024.

Please confirm that the terms of this offer are acceptable within three days from the date of offer or this offer shall be deemed to have been withdrawn and consequently you will not have any further claim for employment with us. It is understood that we will mutually keep this offer as CONFIDENTIAL, till the time you are on board with us.

We are excited about many ways you will have opportunities to contribute to the success of Syngene and look forward to having a mutually beneficial association.

Best Regards,

for Syngene Scientific Solution Ltd.

A handwritten signature in black ink, appearing to read 'A. Webster', is written over a horizontal line.

Andrew Webster  
Chief Human Resources Officer

213769-JAISON JOYAL MENEZES



**SYNGENE SCIENTIFIC SOLUTIONS LIMITED**

KSP 9000 Campus, Plot No.7 Neovantage,  
Synergy Square 2 Kolthur Village,  
Shameerpet Mandal Medchal Malkajgiri  
District Hyderabad 500 078,  
Telangana T +91 84 1867 9559 CIN: U73200KA2022PLC164804

Ref: S/HR/LET-OFR/54193/178596  
Date: 16 September 2023

Dear Jaison Menezes,

Congratulations and thank you for your interest in Syngene International!

We are delighted to confirm your selection on the below terms and conditions of employment with us:

Position : RESEARCH ASSOCIATE TRAINEE -  
Level : 9-I - RESEARCH ASSOCIATE TRAINEE  
Location : Hyderabad  
Address : Syngene Scientific Solutions Limited, INP GF - MacMilan Conference Room, Genome Valley, Phase - II, Survey No 542, Kolthur Village, Shamirpet Mandal, Medchal Malkajgiri District, Hyderabad, Telangana - 500078

You will be entitled to a Total Cash compensation of Rs. 313605 p.a the detailed break-up is attached as Annexure I. The policy guidelines on benefits and emoluments are enclosed in Annexure II.

This offer of employment is valid subject to confirmation of your medical fitness and satisfactory completion of reference / background verification of your credentials related to your educational and / or professional experience.

The appointment is effective from the date of your joining and we request you to join on or before 01 January 2024.

Please confirm that the terms of this offer are acceptable within three days from the date of offer or this offer shall be deemed to have been withdrawn and consequently you will not have any further claim for employment with us. It is understood that we will mutually keep this offer as CONFIDENTIAL, till the time you are on board with us.

We are excited about many ways you will have opportunities to contribute to the success of Syngene and look forward to having a mutually beneficial association.

Best Regards,

for Syngene Scientific Solution Ltd.

A handwritten signature in black ink, appearing to read 'A. Webster', is written over a horizontal line.

Andrew Webster  
Chief Human Resources Officer



Syngenta Bioscience Private Limited  
Registered & Corporate Office  
Amar Paradigm S.No. 110/11/3  
Baner Road, Pune- 411045  
Maharashtra, India  
Tel: + 9120 3069 9200  
Fax: + 9120 30699480  
[www.syngenta.com](http://www.syngenta.com)  
CIN: U24210PN2001PTC135949

**CONFIDENTIAL**

Date: 26 June 2023

Sangeeta Ganesh Bhat  
Muroor, Kumta,  
SDM PG Centre (Autonomous) College, Ujire,  
Karnataka,  
581362

**Re: Appointment of Training**

Dear Sangeeta,

This is with reference to your application, further to the interview and the discussions you had with us, you have on your own free will agreed to bind yourself to join the Company as Research Associate. Accordingly, we have pleasure in appointing you as a Trainee on the following terms and conditions:

- 1 The duration of your training will be for Two Years from your date of joining training. The start date your training period will be **15 September 2023**.
- 2 You will be paid a consolidated stipend of **35,000 (Thirty-Five Thousand Rupees Only.)** per month, including Company's Contribution towards your Provident Fund of INR 3000/- per month and a matching contribution from you towards the same, during your training period. The above-mentioned stipend is subject to proportionate deduction in case of any unauthorized absenteeism on your part.
- 3 You will not be entitled to any other remuneration, allowances or benefits of any nature whatsoever apart from the aforementioned Provident fund contribution
- 4 Your training will be primarily at Goa. However, you may, at the discretion of the company, undergo training in the various offices of the Company or of any other Company associated with us, to which you may be deputed by us as well as in the field and there will be no change in the stipend being paid to you, as aforesaid, in such an event. Your training will be under the guidance of Prashantha Kamath or any other person deputed by him.
- 5 You will observe the hours of work of the establishment you are sent to for training, from time to time.
- 6 You will be eligible for leave as per the prevalent company leave policy.
- 7 Either party shall be free to terminate this training arrangement, by giving one month notice in writing, without assigning any reasons therefore. In the event of this agreement being



213780-SARVESH SHYAM BAIKERIKAR



**SYNGENE SCIENTIFIC SOLUTIONS LIMITED**

KSP 9000 Campus, Plot No.7 Neovantage,  
Synergy Square 2 Kolthur Village,  
Shameerpet Mandal Medchal Malkajgiri  
District Hyderabad 500 078,  
Telangana T +91 84 1867 9559 CIN: U73200KA2022PLC164804

Ref: S/HR/LET-OFR/54193/178555  
Date: 15 September 2023

Dear Sarvesh Baikerikar,

Congratulations and thank you for your interest in Syngene International!

We are delighted to confirm your selection on the below terms and conditions of employment with us:

Position : RESEARCH ASSOCIATE TRAINEE -  
Level : 9-I - RESEARCH ASSOCIATE TRAINEE  
Location : Hyderabad  
Address : Syngene Scientific Solutions Limited, INP GF - MacMilan Conference Room, Genome Valley, Phase - II, Survey No 542, Kolthur Village, Shamirpet Mandal, Medchal Malkajgiri District, Hyderabad, Telangana - 500078

You will be entitled to a Total Cash compensation of Rs. 313605 p.a the detailed break-up is attached as Annexure I. The policy guidelines on benefits and emoluments are enclosed in Annexure II.

This offer of employment is valid subject to confirmation of your medical fitness and satisfactory completion of reference / background verification of your credentials related to your educational and / or professional experience.

The appointment is effective from the date of your joining and we request you to join on or before 01 January 2024.

Please confirm that the terms of this offer are acceptable within three days from the date of offer or this offer shall be deemed to have been withdrawn and consequently you will not have any further claim for employment with us. It is understood that we will mutually keep this offer as CONFIDENTIAL, till the time you are on board with us.

We are excited about many ways you will have opportunities to contribute to the success of Syngene and look forward to having a mutually beneficial association.

Best Regards,

for Syngene Scientific Solution Ltd.

A handwritten signature in black ink, appearing to read 'A. Webster', is written over a horizontal line.

Andrew Webster  
Chief Human Resources Officer

213783-SOUJANYA



**SYNGENE SCIENTIFIC SOLUTIONS LIMITED**

KSP 9000 Campus, Plot No.7 Neovantage,  
Synergy Square 2 Kolthur Village,  
Shameerpet Mandal Medchal Malkajgiri  
District Hyderabad 500 078,  
Telangana T +91 84 1867 9559 CIN: U73200KA2022PLC164804

Ref: S/HR/LET-OFR/54193/178578  
Date: 16 September 2023

Dear Soujanya .,

Congratulations and thank you for your interest in Syngene International!

We are delighted to confirm your selection on the below terms and conditions of employment with us:

Position : RESEARCH ASSOCIATE TRAINEE -  
Level : 9-I - RESEARCH ASSOCIATE TRAINEE  
Location : Hyderabad  
Address : Syngene Scientific Solutions Limited, INP GF - MacMilan Conference Room, Genome Valley, Phase - II, Survey No 542, Kolthur Village, Shamirpet Mandal, Medchal Malkajgiri District, Hyderabad, Telangana - 500078

You will be entitled to a Total Cash compensation of Rs. 313605 p.a the detailed break-up is attached as Annexure I. The policy guidelines on benefits and emoluments are enclosed in Annexure II.

This offer of employment is valid subject to confirmation of your medical fitness and satisfactory completion of reference / background verification of your credentials related to your educational and / or professional experience.

The appointment is effective from the date of your joining and we request you to join on or before 01 January 2024.

Please confirm that the terms of this offer are acceptable within three days from the date of offer or this offer shall be deemed to have been withdrawn and consequently you will not have any further claim for employment with us. It is understood that we will mutually keep this offer as CONFIDENTIAL, till the time you are on board with us.

We are excited about many ways you will have opportunities to contribute to the success of Syngene and look forward to having a mutually beneficial association.

Best Regards,

for Syngene Scientific Solution Ltd.

A handwritten signature in black ink, appearing to read 'A. Webster'.

Andrew Webster  
Chief Human Resources Officer

213784-SPOORTHY JAIN



# ALVA'S EDUCATION FOUNDATION (R.)

ALVA'S  
Education Foundation (R.)  
AFF/AO/JL/2023-24/04

Moodubidire - 574 227, D.K. Moodabidre

Dated: 30/08/2023

To,  
Ms. Spoorthi Jain,  
D/o. Udaya Kumar,  
Suprathi House, Betkeri Road,  
Pranthya Village, Moodubidri - 574227

Dear Ms. Spoorthi Jain,

Subject: Probationary Appointment Order – regarding.

Ref: Your Application dated: **01/09/2023.**

With reference to your Application cited above and the subsequent interview you had with us, we are pleased to appoint you as **Junior Lecturer in Chemistry** at our **Alva's Pre University College** on the following terms and conditions.

1. That initially you shall be on probation for a period of one year from the date of your joining for duty. The said period of probation may be extended by another six months purely at the discretion of the Management.
2. That during or at the expiry of the period of Probation or extended period of probation, the Management shall have the right to conclude your service by giving one month advance notice or one month pay in lieu of notice, with or without assigning any reasons thereof.
3. During the period of probation, you shall have the right to conclude your services by giving one month advance notice or one month pay in lieu of notice to the Management.
4. To start with, you shall be paid with the monthly salary at the following rates;
  - a. Basic pay : Rs. 18,000.00

**Total : Rs. 18,000.00**

5. That, the payment of your salary shall be subject to statutory deductions including reduction of income tax, professional tax etc.
6. Apart from the above salary, you are entitled for leave benefits, such as earned leave, casual leave, national & festival holidays etc.
7. After the expiry of your Probationary period of service, you have no right to claim regular employment with us. Your Probationary period of service shall come to an end automatically on the expiry of Probationary period. If your services are found satisfactory during the period of Probation, the Management may absorb you as a permanent employee by issuing a confirmation Order in writing.





213785-SUMANT S HIREKUMBI

REF:HRD/OFF/LETTER/10

**Offer Letter**

**Sumant Hirekumbi**

**Ward No 2, Basavanagar, Hungund, Iikal, bagalkot, Karnataka - 587125**

Dear Mr. Sumant,

With reference to your job application and subsequent interview you have had with us, we are pleased to offer you the position of Scientist-Trainee for Chemistry Lab in our organization at a CTC of Rs. 330000.00 (Rupees Three Lakh Thirty Thousand Rupees zero Paise only).

The current offered position will be for Harohalli Unit, as you are expected to join duty on 04/09/2023 *beyond* which the offer would stand withdrawn, unless a new date is mutually agreed upon by us in writing. Please note that this offer is valid subject to your signing and send mail of this letter within seven working days.

**Kindly report to Bommasandra Unit for joining formalities along with following documents(Photocopy and Originals):**

1. Educational Certificates
2. Professional Certificates
3. Relieving certificate from the previous employer
4. Appointment letter of the previous employer and salary revision letters
5. Last pay slip received from the previous employer
6. Form 16 (TDS certificate)
7. Passport Size photographs – 6 No's
8. An updated Curriculum Vitae
9. PAN Card and Aadhar is Mandatory
10. Address proof – Voters ID card, Driving License, Passport.

This Offer of Employment is subject to receipt of satisfactory references and pre-employment medical check-up. Kindly sign the copy of this letter as a token of your acceptance of the offer and return us the same.

Your's faithfully,  
For, Anthem Biosciences Pvt Ltd

AUTHORISED SIGNATORY

213788-SWATI VINAYAK HEGDE



**SYNGENE SCIENTIFIC SOLUTIONS LIMITED**

KSP 9000 Campus, Plot No.7 Neovantage,  
Synergy Square 2 Kolthur Village,  
Shameerpet Mandal Medchal Malkajgiri  
District Hyderabad 500 078,  
Telangana T +91 84 1867 9559 CIN: U73200KA2022PLC164804

Ref: S/HR/LET-OFR/54193/178591  
Date: 16 September 2023

Dear Swati Hegde,

Congratulations and thank you for your interest in Syngene International!

We are delighted to confirm your selection on the below terms and conditions of employment with us:

Position : RESEARCH ASSOCIATE TRAINEE -  
Level : 9-I - RESEARCH ASSOCIATE TRAINEE  
Location : Hyderabad  
Address : Syngene Scientific Solutions Limited, INP GF - MacMilan Conference Room, Genome Valley, Phase - II, Survey No 542, Kolthur Village, Shamirpet Mandal, Medhcal Malkajgiri District, Hyderabad, Telangana - 500078

You will be entitled to a Total Cash compensation of Rs. 313605 p.a the detailed break-up is attached as Annexure I. The policy guidelines on benefits and emoluments are enclosed in Annexure II.

This offer of employment is valid subject to confirmation of your medical fitness and satisfactory completion of reference / background verification of your credentials related to your educational and / or professional experience.

The appointment is effective from the date of your joining and we request you to join on or before 01 January 2024.

Please confirm that the terms of this offer are acceptable within three days from the date of offer or this offer shall be deemed to have been withdrawn and consequently you will not have any further claim for employment with us. It is understood that we will mutually keep this offer as CONFIDENTIAL, till the time you are on board with us.

We are excited about many ways you will have opportunities to contribute to the success of Syngene and look forward to having a mutually beneficial association.

Best Regards,

for Syngene Scientific Solution Ltd.

A handwritten signature in black ink, appearing to read 'A. Webster', is written over a horizontal line.

Andrew Webster  
Chief Human Resources Officer

213789-VIJAYKUMAR SATISH SAVANT



**SYNGENE SCIENTIFIC SOLUTIONS LIMITED**

KSP 9000 Campus, Plot No.7 Neovantage,  
Synergy Square 2 Kolthur Village,  
Shameerpet Mandal Medchal Malkajgiri  
District Hyderabad 500 078,  
Telangana T +91 84 1867 9559 CIN: U73200KA2022PLC164804

Ref: S/HR/LET-OFR/54193/178600  
Date: 16 September 2023

Dear Vijaykumar Savant,

Congratulations and thank you for your interest in Syngene International!

We are delighted to confirm your selection on the below terms and conditions of employment with us:

Position : RESEARCH ASSOCIATE TRAINEE -  
Level : 9-I - RESEARCH ASSOCIATE TRAINEE  
Location : Hyderabad  
Address : Syngene Scientific Solutions Limited, INP GF - MacMilan Conference Room, Genome Valley, Phase - II, Survey No 542, Kolthur Village, Shamirpet Mandal, Medchal Malkajgiri District, Hyderabad, Telangana - 500078

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Best Regards,

for Syngene Scientific Solution Ltd.

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Andrew Webster  
Chief Human Resources Officer

213790-VISHAL DNYANESHWAR GOVEKAR



**SYNGENE SCIENTIFIC SOLUTIONS LIMITED**

KSP 9000 Campus, Plot No.7 Neovantage,  
Synergy Square 2 Kolthur Village,  
Shameerpet Mandal Medchal Malkajiri  
District Hyderabad 500 078,  
Telangana T +91 84 1867 9559 CIN: U73200KA2022PLC164804

Ref: S/HR/LET-OFR/54193/178587  
Date: 16 September 2023

Dear Vishal Govekar,

Congratulations and thank you for your interest in Syngene International!

We are delighted to confirm your selection on the below terms and conditions of employment with us:

Position : RESEARCH ASSOCIATE TRAINEE -  
Level : 9-I - RESEARCH ASSOCIATE TRAINEE  
Location : Hyderabad  
Address : Syngene Scientific Solutions Limited, INP GF - MacMilan Conference Room, Genome Valley, Phase - II, Survey No 542, Kolthur Village, Shamirpet Mandal, Medchal Malkajiri District, Hyderabad, Telangana - 500078

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Andrew Webster  
Chief Human Resources Officer