



NARAYANA JUNIOR COLLEGE

(RECOGNISED BY GOVT OF ANDHRA PRADESH VIDE RC.NO.155/E3-2/1995)
KAKUPALLI, NELLORE

A.USHA MSc.BOT., Date:16-11-2022

TO
THE PRINCIPAL,
VSU PG COLLEGE,
KAVALI,
NELLORE.

Ref:NIST/NLR/service Certificate/2022

Service Certificate

This is to certify that **Ms. A.USHA** has been working as junior lecturer in the department of BOTANY, in this institution from 12-09-2022 to till date.

Her character and conduct is good.

PRINCIPAL

Heade
PRINCIPAL

Narayana Junior College
Kakupalli, Nellore.



GOVERNMENT OF ANDHRA PRADESH

MUNICIPAL ADMINISTRATION DEPARTMENT

MUNICIPAL CORPORATION NELLORE

IDENTITY CARD



Name : G.V.S.MOUNIKA

**Designation : Ward Welfare &
Development Secretary**

E.I.D : 0856469

Phone : 9440570451

G.V.S. Mounika
Sign of the Employee

Commissioner

VENKATESWARLU HAIR STYLES

Self Employment

I, **M.Venkateswarlu** submit that i am carrying out traditional occupation inherited from ancestors with modern management practices at Guduru, I solemnly declare income potential of 15000/- per month on average.

Date 20-03-2023
Place: GUDURU


20/3/2023

(M.venkateswarlu)

28-Mar-2022

Dear Masarapu Sri Yerrinaidu Manikanta,

Subject: Offer of employment – ‘Senior Automation Test Engineer’

1. In response to your interview with us, we are pleased to offer you the position of **‘Senior Automation Test Engineer’** in M/s Test Yantra Software Solutions (India) Pvt. Ltd. (“Company”). This offer is subject to the satisfactory background verification check that will be completed by the Company prior to your joining date.
2. Your cost to company (CTC) shall be as per the below Schedule.
3. The terms and conditions of your employment will be governed as per the employment agreement (Agreement) annexed as Annexure 1.
4. You are required to carefully go through the terms and conditions of this offer letter and Annexure 1 as your employment in the Company shall be strictly governed by these documents.
5. If you agree to the terms and conditions of employment, please sign a copy of this letter as a token of your acceptance and return the signed copy to the Company on or before **28-Mar-2022**. Please sign on all pages. Upon signing, the terms and conditions of the employment agreement shall become binding on you.
6. The Company’s obligations shall commence on the date of your joining which shall be on or before **28-Mar-2022**.
7. This offer is valid till **28-Mar-2022** and if you fail to accept the terms of the offer, the Company shall have the right to withdraw the offer without giving you any further notice.
8. We are confident that you will enjoy being a part of the Company as much as we shall cherish our association with you.
9. You are also requested to submit the following documents to us on the date of submitting the duly signed Agreement, which shall *not* be later than **28-Mar-2022**.

a) Photocopies of your educational qualifications	e) PF account details
b) 2 passport size photographs of yourself	f) Income Tax deduction certificate of previous employer
c) Offer Letter, Relieving letter from previous employer/s, if applicable	g) Pan Copy
d) 3 months’ Payslips of previous employer, if applicable	h) Passport Copy
	i) Aadhar Card Copy
	j) ID Proof & Address Proof
	k) Cancelled cheque leaf

Annexure 1
EMPLOYMENT AGREEMENT

This EMPLOYMENT AGREEMENT (the "Agreement") is made and executed on this **28-Mar-2022** at Bengaluru.

BY:

M/S TEST YANTRA SOFTWARE SOLUTIONS (INDIA) PVT. LTD., a company incorporated under the Companies Act, 1956, having its registered office at #88, Brigade Chambers, 3rd floor, Gandhi Bazaar Main Road, Basavanagudi, Bengaluru – 560004. represented by its Human Resource (hereinafter may be referred to as the "Company", which expression shall, unless repugnant to the context or meaning thereof, be deemed to include its successors and permitted assigns) of the ONE PART;

AND:

Masarapu Sri Yerrinaidu Manikanta, S/O Masarapu Demudu, residing at #7-62, Latchanna Palem, Makavara Palem Mandalam, Kondala Agraharam, Visakhapatnam, A. P - 531113. here in after referred to as the "Employee" or the "Second Party", of the OTHER PART

The Company and the Employee shall hereinafter, wherever the context may so require, be individually referred to as 'Party' or collectively as 'Parties', as the case may be.

WHEREAS:

1. The Company is engaged in the business of providing software services (the "Business");
2. The Company was looking to hire an employee for the post of '**Senior Automation Test Engineer**'. The Employee had applied to the Company for the said post and made several representations regarding his/her qualification and abilities and produced certificates thereof. Based on an interview conducted by the Company and based on the representations made by the Employee, the Company has agreed to appoint the Employee for the said post, on the terms and conditions set forth herein below.

NOW THIS EMPLOYMENT AGREEMENT SHALL WITNESSETH AS FOLLOWS;

1. APPOINTMENT:

- 1.1 The Company hereby appoints the Employee '**Senior Automation Test Engineer**'. The Employee hereby accepts the said appointment and agrees to work diligently and serve the Company in the said capacity or in such other posts/ designations as the Company may prescribe and/or promote from time to time. The Employee shall be responsible to perform duties more fully described in Schedule A hereto.

- 1.2 The Employee shall report on **28-Mar-2022**. The obligations of the Company towards the Employee shall commence only on and after the date of joining. However, the Employee's obligations under the Agreement shall commence on the date of execution of the Agreement.
- 1.3 The Employee shall report to Test Yantra and/or to such other person or persons as the Company deems fit to be his/her supervisor from time to time. In addition, the Employee shall carry out such other duties and functions as may be assigned to him/her by the Company from time to time.
- 1.4 The Employee's place of work, for the time being, shall be at Bengaluru. However, the Company may relocate/ transfer/ depute the Employee to any of its branches or client's place as part of their work, within or outside India where business of the Company or any subsidiary/ branch/ outlet/ unit of the Company is in or may come into existence if the Company so directs based on the exigencies of work. Upon such relocation/ transfer, the Employee agrees to be bound by the rules and regulations of the respective working place, or otherwise as specified by Company.
- 1.5 The Employee shall be on probation for the first six months and only after his/her successful completion of probationary period, the Company will issue a letter of confirmation of employment. In the event, the Company is not satisfied with the performance of the Employee during the probationary period, the Company is entitled to terminate this agreement with immediate effect and the Employee agrees and undertakes to not make any claim on the Company whatsoever.
- 1.6 The terms of this Agreement shall continue to bind Employee until it is terminated in accordance with this Agreement, irrespective of the fact that Employee may be promoted, transferred or seconded to any other place.
- 1.7 The working hours of the Employee shall follow the operating hours of the Company. When working on relocation/ transfer/ deputation, the working hours shall follow the operating hours of such place of work. But the Employee understands that from time to time he/she is required to work additional unpaid hours in order to carry out the duties promptly and efficiently.
- 1.8 The Company shall provide training to the Employee for the first month for better discharge of the roles and responsibility by the Employee. However, the Employee may choose to seek special training on any specific area from the Company and in such an event, the Company will at its cost provide the special training to the Employee. However, post completion of the training the Employee shall compulsorily work in the Company and provide his/her services for a minimum period of two years and on the terms and conditions as may be agreed between the Parties under a separate agreement to be executed by the Parties prior to commencement of the special training.

2. EMOLUMENTS:

- 2.1 The Employee's total compensation (Cost to the Company) shall be as per the above-mentioned schedule, payable in periodic installments according to the Company's normal payroll practices, subject to standard deductions towards tax and other deductions as per Company policy.
- 2.2 Performance reviews shall be done on a yearly basis with the first performance review at the end of twelve months. Salary increments shall be done on a yearly basis based on the performance of the Employee in that year which shall include professional efficiency, integrity, discipline, punctuality, professional grooming, Employee's contribution towards profitability of the Company's income, etc. The Employee's increments are completely discretionary and will be subject to and on the basis of his effective performance and results during the period as also the performance and results of the Company. All or any such increment or bonus may be paid by the Company at the end of completion of every twelve months of employment.
- 2.3 All statutory requirements of tax, including tax deductible at source, professional tax, etc, will be paid and complied by the Company and all/ any funds/ salary/ remuneration paid to the Employee will be after such appropriate deductions.

3. TERM AND TERMINATION:

- 3.1 The parties agree that the Employee's employment with the Company shall commence on the date of joining and subject to clause 1.5 above, shall continue till such time that either party terminates the employment in accordance with the clauses below.
- 3.2 Either party may terminate this agreement by giving **Three (3) months** prior notice to the other party. The said notice period for termination of this Agreement by the Employee shall neither be adjustable against privileged leave nor forfeiture of salary of such Employee and the same shall be subject to the discretion of the Company. However, nothing in this Agreement shall prevent the Company from terminating the Employee's employment forthwith for proved breach of any duties and responsibilities/ gross default/ misconduct contravening the express or implied terms and conditions of this Agreement. Where this Agreement is terminated by the Company on account of the Employee's proved breach of any duties and responsibilities/ gross default/ misconduct, no prior notice and thereby no salary in lieu of such notice shall be necessary. Un-intimated absence of employee for 3 consecutive days then the employment shall be terminated without prior notice to the employee.
- 3.3 Further, it shall be at the sole discretion of the Company to suspend the requirement of the notice period as stipulated in clause 3.2 above. However, in such cases, the Company may direct the Employee to buy out the notice period by paying amount equivalent to the Salary+ GST(18%) payable during the notice period plus such other amounts as may be sought by the Company.

- 3.4 In the event of the Employee terminating the Agreement or otherwise leaving the services of the Company in any manner, the Company shall not be liable to pay any amounts towards bonus, increment, etc. and the Company may recover any losses the Company has suffered on account termination by the Employee except in accordance with clause 3.2 above.
- 3.5 In the event of the Employee being liable to pay any amounts as mentioned hereinabove, the Company shall have the first charge over the salary, bonus and other dues to be paid to the Employee from the Company and the Employee hereby agrees and authorizes the Company to deduct from them, all such amounts payable by him.
- 3.6 Summary dismissal: - The Company may dismiss the Employee immediately and without notice if, the employee:
- (a) Does not perform the duties assigned to him/her under this Agreement satisfactorily;
 - (b) Is guilty of dishonesty, serious neglect or gross misconduct in the course of employment;
 - (c) Becomes unable, due to illness (whether physical or mental), to properly and effectively perform duties as provided hereunder for a period or periods totalling 20 working days in any consecutive period of 3 months;
 - (d) Expressly or by implication repudiates this Agreement;
 - (e) Acts in such a way (whether or not in the course of employment) as to bring the Company or its subsidiaries into disrepute;
 - (f) Is convicted of any criminal offence, or under any law;
 - (g) Is accused of any offence involving moral turpitude;

4. LEAVES:

The Employee will be entitled to avail holidays/ leaves as per the Company policies in force from time to time. Employee is requested to read the Leave policy adopted by the Company.

5. NON – DISCLOSURE OF CONFIDENTIAL INFORMATION & NON-COMPETE:

- 5.1 The Employee agrees that information concerning the working of the Company, including all the information concerning the Company's business transactions, financial arrangements, business partners, clientele, trade secrets, marketing strategies and any other information concerning the Company which is not in the public domain constitutes 'Confidential Information' belonging to the Company under this Agreement and he shall not, during the continuance of this Agreement or after the termination of this Agreement, reveal Confidential Information to any person, firm, corporation, or entity. Should the Employee reveal or threaten to reveal such Confidential Information to any person, firm, corporation, or entity contrary to the provisions of this Agreement during the subsistence of this Agreement, the Company shall be entitled to take disciplinary action against the Employee including dismissal of the Employee and the Company may file suit for damages. Should the Employee reveal or threaten to reveal such Confidential Information to any person, firm, corporation, or entity contrary to the provisions of this Agreement after termination of this Agreement, the

Company shall be entitled to claim damages from the Employee. After Separation from the Company, Employee cannot join our Competitors at least for a minimum period of 2 years from the date of exit of the employment.

Dual Employment: Employee during the employment at Test Yantra shall not engage himself in any other duties / work for any other companies. The Company shall terminate employment of employee, if employee enters into such an act and shall proceed with legal proceedings for committing dual employment.

5.2 Nothing contained in the previous/ above clause shall apply to:

- (a) information that is in the public domain; and
- (b) information which the Parties are under a legal obligation to disclose to a court of law or other statutory/regulatory authority;

5.3 The Employee also agrees to promptly and without necessity of any demand, return to the Company, any and all documents, records, or writings made or obtained by the Employee in the course of his/her employment with the Company, on expiry or termination of this Agreement for any reason whatsoever.

5.4 The Employee also agrees to sign on similar non- disclosure/ confidential agreement of any of the clients of the Company as and when required/ requested by the Company.

5.5 The Employee agrees and undertakes not to take up employment with the existing clients of the Company during the subsistence of the Agreement without prior written consent of the Company.

5.6 The Employee agrees and confirms that he/she will not accept any offer of employment from any customer, where he/she had worked during the course of employment with the Company for a continuous period of 6 months immediately preceding the termination of his/her employment in the Company.

5.7 The Employee agrees and undertakes not to either directly or indirectly solicit the employees, customers, clients of the Company post termination of the his/her employment in the Company.

6. SIMULTANEOUS EMPLOYMENT/ EDUCATION:

6.1 The Parties agree that during the term of this Agreement, the Employee shall not, under any circumstances, be permitted to work for any other company or firm or person, either whole time or part time, to own, or in any way be associated with any company or firm or proprietorship concern as advisor, director or partner, whether paid or not, for his services, without prior written permission from the Company.

6.2 The Employee may pursue further education with the prior written consent of the Company. However, any such further education shall not in any way affect the work/ business of the Company.

7. EMPLOYEE'S OBLIGATIONS:

7.1 The Employee agrees to carry out all the duties assigned by the Company with all due diligence and loyalty and keeping the Company's interest paramount.

7.2 The Employee agrees to not directly/ indirectly receive or accept for Employee's own benefit any commission, rebate, discount or profit from any person/ firm/ company having business transactions with the Company.

7.3 Employee agrees to supervise the work of Employee's subordinates and shall always ensure proper and effective implementation and compliance of all the rules and regulations of the Company.

7.4 The Employee shall not commit any illegal act/ breach of trust or bring any civil/ criminal or any such other liability on the Company. In any such event, the Employee alone will be liable for all such liabilities/ wrongs done.

7.5 During the term of this Agreement, the Employee agrees to be bound by the policies framed and enforced by the Company from time to time.

8. DOCUMENTS PROVIDED TO THE COMPANY:

8.1 The Employee for the purpose of the employment has provided the Company with the following documents and upload the Documents on the HR portal. This is mandatory, contact HR team for further information

8.2 The Parties agree that the Company has offered employment to the Employee on the basis of the above mentioned documents and information provided by the Employee and on the understanding that there is nothing in the Employee's past record which should have prevented in the Company from offering employment to the Employee under this Agreement. If any of the above documents/ information is found to be incorrect or false or in the opinion of the Company is incorrect/ false, or if the Employee has suppressed any material information, the Company shall have the option of terminating this Agreement forthwith without any prior notice or salary in lieu of such notice to the Employee.

8.3 This Agreement shall supersede any prior agreements/ understandings between the Company and the Employee. Any amendment/ alteration to this Agreement shall be in writing and shall be signed by both the parties.

8.4 If, for any reason, any provision of this Agreement is held invalid, all other provisions of this Agreement shall remain in full force and effect.

9. DISPUTE RESOLUTION AND GOVERNING LAW:

- 9.1 In the event of any dispute between the parties, such dispute shall be referred to the sole arbitrator appointed by the Company. The place of arbitration shall be in Bengaluru. The award passed by the Arbitrator shall be final and binding on the parties.
- 9.2 Subject to Clause 9.1, this Agreement shall be governed by the laws of India irrespective of conflict of law provisions and the Courts in Bengaluru shall have the exclusive jurisdiction to deal with the disputes arising out of this Agreement.
10. Notice: Any notice and other communications provided for in this Agreement shall be in writing and shall be first transmitted by email and then confirmed by Speed Post, in the manner as elected by the Party giving such notice to the following addresses:

In the case of notices to the Company:

Address : #88, Brigade Chambers, 3rd floor, Gandhi Bazar Main Road, Basavanagudi, Bengaluru – 560004
Attention : HR Department
E-mail : hr@testyantra.com

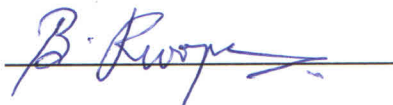
All notices shall be deemed to have been validly given on (a) the Business Day immediately after the date of transmission with confirmed answer back, if transmitted by facsimile/electronic transmission, or (b) the Business Day of receipt, if transmitted by courier or registered airmail.

Any Party may, from time to time, change its address or representative for receipt of notices provided for in this Agreement by giving to the other Party not less than 30 days prior written notice.

IN WITNESS THEREOF the parties hereto have set and subscribed their respective signatures and seal on the day, month and year first written herein above:

M/s Test Yantra Software Solutions (India) Pvt.
Ltd, represented by its authorised signatory

Employee



Authorised Signatory



Signature

Schedule
Cost to Company details

SALARY BREAK UP (ANNEXURE A)		
NAME:	Masarapu Sri Yerrinaidu Manikanta	
DESIGNATION:	QA Engineer	
LOCATION:	Bangalore	
COMPANY/BUSINESS UNIT:	Test Yantra Software Solutions	
Basic and Other Allowances Details		
Cash Flow Head	Monthly	Yearly
Basic Salary (Basic + DA)	26529	318346
House Rent Allowance	10612	127338
Conveyance Allowance	1600	19200
LTA	3979	47752
Food Allowance	1300	15600
Other Allowances	22302	267628
Monthly / Yearly Gross	66322	795864
Deductions		
EPF Employee	1800	21600
Professional Tax	200	2400
Medical Insurance	200	2400
Total	2200	26400
Net pay	64122	769464
Benefits		
EPF Employer	1800	21600
Gratuity	2337	28046
GPA Insurance	375	4500
Total	4512	54146
CTC		850010

Note: Take home Salary is subject to Income Tax deduction as per Section 192B of Income tax act, 1961. You can avail tax reduction, by declaring your Investments to HR team at the time of Joining the Company.

B. Rupa

SALARY COMPENSATION AND BENEFITS

An employee of Test Yantra is eligible for all statutory compensation and benefits. This is as per the **COMPENSATION AND BENEFIT** Policy of Test Yantra Software Solutions. Employee is requested to follow the guidelines and process as per the Policy, which will be shared at the time of Joining.

At the discretion of the management, the non-statutory benefits may be extended to an employee based on the market situations.

STATUTORY BENEFITS

The following Compensation and Benefits are statutory in nature and are available to all eligible employees

1. Salary
2. Provident Fund
3. Gratuity
4. ESI Medical benefit
5. Maternity benefit & Paternity benefit – As per Maternity act and maternity policy adopted by Test Yantra.

NON - STATUTORY BENEFITS

The company provides the following benefits to all or sections of employees based on certain employment, performance criteria and career bands. They are meant to provide additional benefits to employees, act as a motivator in their career and to take care of their life style requirements. The award of these benefits are solely under the discretion of the management.

The following is the list of Non Statutory Benefits:

1. Group Insurance Scheme (Accident and Death)
2. Group Health Insurance Scheme (Hospitalization)
3. Sabbatical Leave
4. Extended Maternity Leave
5. Food Allowance
6. Leave Travel Concession

Note: Employee must read the company policies available in the HR portal and shall be eligible to avail the benefits as per the policy adopted by Test Yantra Software Solutions

OFFER LETTER
PRIVATE & CONFIDENTIAL

25th November 2022, Hyderabad

Dear Nallabothula Prashanthi,

Thank you for your interest in associating with our organization. We are pleased to offer you employment with Spy Health Private Limited.

Congratulations!!!

You will be designated as Medical Coder and your annual CTC will be in rupees 240,000/- per annum (Two lakh Forty Thousand rupees only/-).

Your joining date will be **25th November 2022** and your posting will be at Spy Health Private Limited (Hyderabad).

The detailed terms and conditions of your employment are stipulated herein, for your formal acceptance.

1. **Roles & Responsibilities:** Your primary responsibilities will be of Medical Coder in the Coding department. You may be asked by the Organization to fulfil additional duties and tasks as defined from time to time which may or may not be directly associated with your job title. In this role you will be reporting to Manager-Operations.
2. **Confirmation:** You will be on probation for a period of three (3) months from the date of joining and will continue to be so, unless and until you are expressly confirmed in the services of the Organization. The probation period may be extended by management at its sole discretion based on the performance assessment. The Organization reserves the right to extend the probation period in the event that your performance is not up to the expectation
3. **Benefits:** You will be eligible to participate in benefit programs as per Organization's policy.
4. **Personal Time Off:** You will be entitled to the leaves as per Organization policy which consists of casual Leave of 12 days. In addition to the same, we have holidays for 10 National/ Festive holidays as per the pre-defined holiday calendar. If you are expected to come to work on Sundays, then you will have a compensation for the same.
5. **Company reputation:** You agree that you shall not at any time without limitation, publish or communicate any "Disparaging" (as defined below) remarks, comments or statements concerning the Company, its affiliates and affiliated fund

Spy Health Private Limited.

CIN: 74999TG2021PTC156227

No #701, 7th floor Kukatpally, Opp BJP Office, Hyderabad, Telangana, India 500072

Website: Info@spyhealth.com

- 6. Notice period:** Either party has to provide 30 days of notice without cause or salary in lieu of notice in case of separation of services during probation of notice in case of separation of services during period. After confirmation, either party will be required to give (60 days) Two Months' notice or salary thereof in case you decide to leave our services, and three months' notice (90days) for Manager cadre, subject to the Organisation's discretion.
- 7. Termination:** Your employment may be terminated by the Organisation for Causes(as defined below); effective immediately upon the day written notice of termination for Cause is mailed or hand delivered to you. For purposes of this letter of offer, "Cause" means any of the following including and not limited to:
 - a.**Commission or conviction of any criminal offence, or of any misdemeanor involving moral turpitude, misconduct, any act of deliberate discrimination or harassment on grounds of race, sex, sexual orientation, religion, age or disability;
 - b.** You will fully or negligently breach any legislation or any regulation to which the Organisation and/or you may be subject which may result in any penalties being imposed on the Organisation or any Director/s or Officer/s of the Organisation;
 - c.** Breach of Organisation's confidential information.
 - d.** Failure to adhere to Organisation's corporate codes, policies or procedures as in effect from time to time;
 - e.** Continued failure to meet reasonable performance standards as determined by Organisation;
 - f.** Refusal to perform reasonable duties as assigned by the Organisation; or
- 8. Offer Acceptance:** Please confirm your acceptance of this Offer Letter by signing and returning the duplicate copy of this letter for our attention within two days from the date of this letter. This letter may not be modified or amended except by a written agreement, signed by a HR Professional of Spy Health and by you.

For Spy Health Private Ltd.

Sony. B

Sony
Human Resource

I agree to accept employment on the terms and conditions mentioned in this appointment letter. I will keep my compensation and benefits information confidential.

Employee Signature

CTC Breakup

Salary Components	Annual Amount in INR
A Fixed Salary Components	
Basic	75000
House Rent Allowance	65000
Conveyance allowance	55000
Other allowance	45000
Total Gross (A)	240000
B Deductions	
PF Employee	0
ESI Employee	0
Gratuity	0
Total Deductions (B)	0
Take Home Salary (A-B)	240000
PF Employer	0
ESI Employer	0
Total Cost to Company	240000

OFFER LETTER

Date: 29-12-2022

To

Mr. B Ashok

Patha Harijana Wada, Pottepalem
Nellore, AP - 524004

Dear Mr. B Ashok,

Sub: Offer Letter.

With reference to your application and subsequent interaction with us, we are pleased to offer you the position of “**Technician**” in **Lab Services** Department of our Organization on the below given terms and conditions;

1. **COMPENSATION:** The detailed breakup of the Compensation offered to you is annexed herewith as Annexure A.
2. **LOCATION:** You would be working at **Nellore** location or any other location as assigned by the Company.
3. **DESIGNATION AND GRADE:** You would be designated as “**Technician**” in the Band of “**B2**”
4. **REPORTING:** You would be reporting to **Lab Manager** and should be carrying out such duties as assigned by your reporting manager, from time to time.
5. **PROBATION:** You will be on probation period for a period of 6 months and if found suitable and fit for the role of your function, will be confirmed thereafter.
6. **NOTICE PERIOD:**

The Company reserves the right to specify the required notice period. However, either party can terminate this agreement by giving one-month (30 days) notice during the probation and **60** day's notice on confirmation without furnishing any specific reasons in accordance with the Company's policies.
7. **DOCUMENTS:** You are required to furnish the documents as specified in the Annexure B mandatorily at the time of joining.
8. **DATE OF JOINING:** On or before **02-01-2023** failing which the offer shall be treated as cancelled unless extended by the Company on mutual agreement.

This is an Offer for appointment and the formal Appointment Letter with all the terms and conditions of the employment shall be issued on your joining.

This offer of employment is conditional to the satisfactory completion of all Regulatory / Background Check and document(s) verification.

Please send the duplicate signed copy of this offer letter as a token of acceptance on or before **31-12-2022**.

Please note that failure to clear any one of the above will lead to the immediate withdrawal of this offer letter.

We are delighted to have you on board of Vijaya and looking forward for a mutual rewarding relationship.

Yours Truly

For Vijaya Diagnostic Centre Ltd

**Avinash Reddy Somu
Deputy Manager-Talent Acquisition**

Acceptance:

I..... read, understood and accept the offer of the Company on the above referred terms and conditions and also would abide by the policies or procedures of the Company, as applicable, from time to time.

Signature

Date:

Place:

**Annexure 1
VIJAYA DIAGNOSTIC CENTRE LIMITED
(Salary Structure)**

Name of the Candidate	B Ashok
Proposed Designation	Technician
Department	Lab Services
Band	B2
Location	Nellore
Expected Date of Joining	02-Jan-23
Reporting to	Lab Manager

All figures in INR, unless specified

Salary Structure	Monthly	Yearly
Fixed CTC	35,654	4,27,853
Variable CTC		
Total CTC	35,654	4,27,853

Particulars	Monthly	Yearly
Basic	16,245	1,94,940
HRA	9,747	1,16,964
Leave travel allowance (LTA)		
Reimbursement of fuel/ maintenance		
Mobile phone reimbursement (inc internet/ landline)		
Gym/ health club reimbursement		
Mobile phone handset reimbursement		
Other Allowances	5,681	68,172
Adv Bonus	817	9,804
Gross Salary	32,490	3,89,880
EMPLOYER BENEFITS		
EPF	1,800	21,600
ESI		
Gratuity	781	9,377
Bonus	583	6,996
Fixed CTC	35,654	4,27,853
Variable CTC *		0
Total CTC	35,654	4,27,853
Deductions from Gross Salary		
Professional Tax	200	2,400
PF Employee Share	1,800	21,600
ESI Employee Share		
Group Insurance Medical Policy	490	5,880
TDS ^		
Additions to Gross Salary		
Bonus		6,996
Variable Pay *		0
NET PAY	30,000	3,60,000

^ Subject to Income Tax Computation

* Variable pay is subject to performance and rating.

ANNEXURE 2

LIST OF ORIGINAL DOCUMENTS FOR SUBMISSION/VERIFICATION TO THE COMPANY ON JOINING DATE

1. All Education documents

- X-Certificate
- XII-Certificate
- Graduation (Mark sheets and provisional certificate)
- PG Certificate (Mark sheets and provisional certificate)

2. Latest Employment

- Offer Letter/Appointment Letter
 - Last 3 months Payslips
 - 6 months Bank Statement
 - Latest Hike Letter (If current salary is different from what was shown in offer letter)
3. All Experience certificates of previous employments
 4. Aadhar Card
 5. Pan Card

GOWRI SANKARA TRADERS

Self Employment Declaration

I, **Premishetty Lakshmaiah** soberly declare that I am carrying out whole sale Rice Business with an potential income of **Rs.25000/-** per month. The above submitted information is true to my knowledge.

Date: 22/02/2023

Place: Nellore

Premishetty Lakshmaiah
22/02/2023
(Premishetty Lakshmaiah)

University of Hyderabad

P.O. Central University, Gachibowli, Hyderabad - 500 046

Dr. P. Ramu Sridhar
School of Chemistry

No. UH/SoC/PRS/2022/PA-1/2

Date: 21st April 2022

To

P. Sreevidya
Parlapalli village,
Vidavalur Mandal
SPSR Nellore - 534317
Bangalore - 500019

Sub: Offer of appointment in the research project - Reg.

Dear Candidate,

1) This is to inform you that you are selected for appointment as **Project Assistant** on a fellowship @ Rs. **20,000/-** per month (Consolidated) as per funding agency / University rules, on adhoc basis under the research scheme titled "**Development of new generation vaccine formulations against human and poultry pathogens and survey of its possible socio-economic implication in healthcare**" sponsored by IoE, University of Hyderabad.

2) The above appointment comes into effect from 1st May 2022 or from the date of joining, whichever is later.

3) The tenure of your appointment will be up to 16th December 2023 or till termination of the project, whichever is earlier.

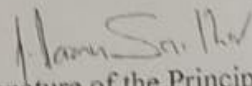
4) Your appointment in the project is purely temporary and will not carry any weightage or claim or whatsoever for a permanent position in the University and without any liability on the part of the University.

5) The University reserves its right to terminate your services in the said project at any time without prior notice and without assigning any reasons.

6) You will be required to write the following Head of Account at the top of your salary / stipend / fellowship bill, to be submitted on monthly basis.

Major Head	:	Manpower (IoE)
Minor Head	:	Manpower
Research Project	:	Development of new generation vaccine formulations against human and poultry pathogens and survey of its possible socio-economic implication in healthcare
Sponsored by	:	IoE, UoH
Co-PI Name & School:	:	Dr. P. Ramu Sridhar, School of Chemistry

7) You are advised to report for duty within 10 days from receipt of this letter, failing which your appointment stands cancelled automatically. You are also advised to submit 4 copies of joining report in the format of FORM - F (attached) without fail.


Signature of the Principal Investigator



RAO'S DEGREE COLLEGE

17/506, Rajaka Street, Nellore, Pin - 524 001.

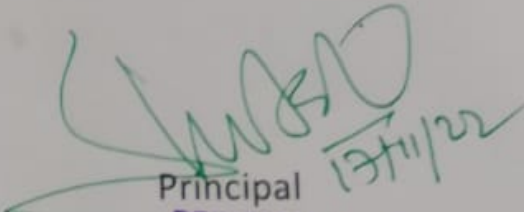
Ref. No.

Date :

TO WHOM SO IT MAY CONCERN

This is to certify that **GUNTAGANI SANKARA BHAVANI**, Msc (Microbioly) D/o G K RAMAIAH worked in RAO'S Degree College as an assistant professor in the Department of **Microbiology** from 02-01-2021 to 05-05-2022 on Part time basis.

The services rendered by her is satisfactory and her character stands good during the tenure to the best of my knowledge.


Principal
PRINCIPAL
RAO'S DEGREE COLLEGE
NELLORE.



ICICI Bank

Yekkaladevi Anitha

Employee No. : 476174

A handwritten signature in black ink, appearing to be 'H S R', written over a horizontal line.

Issuing Authority

