


EVOLVE BACK
LUXURY RESORTS

Ref: OCRHL/HR/2018/020

March 12, 2018

Mr. George Solon
#668, 17th Cross Road,
J.P Nagar 6th Phase,
Bangalore - 560078.

OFFER FOR EMPLOYMENT

Dear Mr. George,

1. This has reference to your application for a position with our Company and the interview conducted at our office on **Friday, 30th January 2018**.
2. We are pleased to offer you the position of **Executive-Sales** with our company. You will be based at our **Corporate office, Bangalore**. You would be reporting to the **Joint Director-Sales**.
3. As compensation for your efforts, your annual CTC shall be **Rs. 343,080 /-**.
4. You are required to commence work with us on or before **15th July, 2018**. Your initial place of posting shall be at **Orange County Resorts & Hotels Ltd, Bangalore**. However, you shall be required to travel to any of our properties as well as any new projects assigned by the company.
5. You are requested to confirm your acceptance in writing, not later than **15th February 2018**. The signed copy of the same can be scanned and sent to us by email.

For, **Orange County Resorts & Hotels Limited.,**



Nishant Mahajan
Deputy General Manager-HR

ORANGE COUNTY RESORTS & HOTELS LIMITED

2nd Floor, St. Patrick's Business Complex, 21, Museum Rd., Bangalore - 560 025, Karnataka, India.

T: +91(0)80 2512 7000 | E: info@evolveback.com

www.evolveback.com

Orange County Resorts & Hotels Limited

REMUNERATION PACKAGE

Name:	Mr. George Solon
Designation:	Executive-Sales
Department:	Sales
Issued on:	09/Mar/2018

SALARY COMPONENTS	Monthly	Annually
EARNINGS		
Basic Salary	14,022	168,264
Dearness Allowance	-	-
HRA	1,300	15,600
Conveyance Allowance	-	-
Monthly Bonus	2,804	33,653
Fixed Incentive	-	-
Medical Allowance	-	-
Total Earnings (Fixed Gross)	18,126	217,517
Variable Incentive	6,344	76,131
Total Gross	24,471	293,648

DEDUCTIONS		
ESI	428	5,139
EPF	1,683	20,192
Canteen	-	-
Professional Tax	200	2,400
Total Deductions	2,311	27,731

EMPLOYER CONTRIBUTION		
GMC	-	-
EPF	1,683	20,192
ESI	1,162	13,948
Gratuity	674	8,088
Mobile Allowance	600	7,200
Total Employer Contribution	4,119	49,428

In hand (With 100% Variable Incentive)	22,160	265,920
Your Total Cost to the Company comprising of salary and benefit plan for the Financial Year 2018-19	28,590	343,080

1. Incentive will be paid as per the incentive plan decided by the management.
2. Benefits are given as per the policy of the company and are subject to change from time to time.
3. Gratuity will be paid on completion of Five years of service in the company.
4. Salary components may be re distributed which may be required owing to change in compensation structure.
5. Basic and DA is as per the Karnataka Minimum Wages Act of Shops and Establishment. The CTC is subject to changes as per the Karnataka Minimum Wages Act of Shops and Establishment.

For, Orange County Resorts & Hotels Limited.,



NISHANT MAHAJAN
DEPUTY GENERAL MANAGER-HR

Non-Disclosure Agreement

This Non-Disclosure Agreement (the "Agreement") entered into on **15th May 2018** by and between

Chigulla Leenashree, D/O C H Venu Gopal Rao, aged about 21 years, currently residing at No. DSI Campus hostel shavige malleshawara hills, 91st main rd, 1st stage Kumaraswamy layout bengalore-78 and having his/her permanent residence at Hno 379 New Layout Sitaramdera Jamshedpur 83009, herein after referred to as ("Employee") which includes its successors and assigns and legal representatives.

and

Razorpay Software Private Limited a company incorporated under the Companies Act, 1956 and having its registered office address at No. 22, SJR Cyber, 1sr Floor, Laskar-Hosur Road, Adugodi, Bangalore – 560030 hereinafter referred to as ("**Razorpay**") which includes its successors and assigns and legal representatives.

The Employee and Razorpay shall hereinafter individually be referred to as "Party" and collectively as "Parties".

WHEREAS, Razorpay is an application service provider providing payment processing service enabling secure payments through multiple channels like mobile and internet. The Employee has been employed with **Razorpay** as an **Executive, Talent Acquisition** with effect from **15th May 2018**.

Whereas, the Employee may in the course of his/her employment with Razorpay shall have access to sensitive, confidential data of Razorpay and shall also be required to disclose confidential, important and/or Razorpay's business trade secret information concerning Razorpay's business and activities;

Therefore, the parties hereto agree to enter into a confidential relationship with respect to the disclosure by each of them of certain information as follows:

1. **Definitions:** For purposes of this Agreement, "Confidential Information" shall include all information or material that has or could have Razorpay's client/merchant /partner confidential data including business plan, business process, business trade secrets, commercial values offered to Razorpay's merchants/clients/partners or other business information including prospective business of Razorpay or its subsidiaries or affiliates. It is the responsibility of the Disclosing Party/Employee to strictly restrain from disclosing Confidential Information to any third party or Receiving Party.

For purposes of this Agreement, the term "the Disclosing Party" shall be the party that discloses Confidential Information to the Receiving Party.

For purposes of this Agreement, the term "the Receiving Party" shall be the party that receives Confidential Information from the Disclosing Party and shall include Razorpay's competitors, the company he or she represents, and all affiliates, subsidiaries, and related companies of the Receiving Party.

For purposes of this Agreement, the term "Representative" shall include each party's directors, officers, employees, agents, consultants, and financial, legal, and other advisors.

2. **Exclusions:** Confidential Information does not include information that the Receiving Party can demonstrate: (a) was in the Receiving Party's possession prior to its being furnished to the Receiving Party under the terms of this Agreement, provided the source of that information was not known by the Receiving Party to be bound by a confidentiality agreement with or other obligation of confidentiality to the Disclosing Party; (b) is now, or hereafter becomes, through no act or failure to act on the part of the Receiving Party, generally known to the public; (c) is rightfully obtained by the Receiving Party from a third party, without breach of any obligation to the Disclosing Party; or (d) is independently developed by the Receiving Party without use of or reference to the Confidential Information.

3. **Confidentiality:** The Receiving Party and its Representatives shall not disclose any of the Confidential Information in any manner whatsoever, except as provided in paragraphs 4 and 5 of this Agreement, and shall hold and maintain the Confidential Information in strictest confidence.
4. **Permitted Disclosures:** The Receiving Party may disclose the Disclosing Party's Confidential Information to the Receiving Party's responsible Representatives with a bona fide need to know such Confidential Information, but only to the extent necessary to evaluate or carry out the proposed transaction or relationship with the Disclosing Party and only if such employees are advised of the confidential nature of such Confidential Information and the terms of this Agreement and are bound to protect the confidentiality of such Confidential Information.
5. **Required Disclosures:** The Receiving Party may disclose the Disclosing Party's Confidential Information if and to the extent that such disclosure is required by court order, provided that the Receiving Party provides the Disclosing Party a reasonable opportunity to review the disclosure before it is made and to interpose its own objection to the disclosure.
6. **Use:** The Receiving Party and its Representatives shall use the Confidential Information solely for the purpose of growth of Razorpay's business during the term of their employment only and not in any way use the Confidential Information to the detriment of the Disclosing Party. Nothing in this Agreement shall be construed as granting any rights to the Receiving Party, by license or otherwise, to any of the Disclosing Party's Confidential Information.
7. **No Objection:** Holding of discussions or exchange of material or information with the Employee's manager or its team during the course of his/her employment for the purpose of developing Razorpay's business shall not be construed as prohibited, subject to such discussion is for consummation of the transaction discussed therein or for completion of the transaction for which the material or information was exchanged under this Agreement.
8. **Irreparable Harm:** The Receiving Party understands and acknowledges that any disclosure or misappropriation of any of the Confidential Information in violation of this Agreement may cause the Disclosing Party irreparable harm, the amount of which may be difficult to ascertain and therefore agrees that the Disclosing Party shall have the right to apply to a court of competent jurisdiction for specific performance and/or an order restraining and enjoining any such further disclosure or breach and for such other relief as the Disclosing Party shall deem appropriate.
9. **Consequential Damages:** No warranties of any kind are given with respect to the Confidential Information disclosed under this Agreement or any use thereof, except as may be otherwise agreed to in writing. Employee agrees that he/she shall be liable to loss of profits, loss of business or indirect, consequential or punitive damages of Razorpay in the event the said Employee discloses any Confidential Information to any third party and such disclosure shall constitute a breach of this Agreement.
10. **Survival:** The secrecy and non-use obligations under the terms of this Agreement shall, for a period of twelve (12) months, from the date of termination or resignation of his /her employment from Razorpay, whichever is later.
11. **Successors and Assigns:** This Agreement and each party's obligations hereunder shall be binding on the representatives, assigns, and successors of such party and shall inure to the benefit of the assigns and successors of such party; provided, however, that the rights and obligations of the parties hereunder are not assignable.
12. **Governing Jurisdiction:** This jurisdiction for this agreement shall be governed by courts in Bangalore, India.
13. **Counterparts and Right:** This Agreement may be signed in counterparts, which together shall constitute one agreement.
14. **Entire Agreement:** This Agreement expresses the full and complete understanding of the parties with respect to the subject matter hereof and supercedes all prior or contemporaneous proposals, agreements, representations and understandings, whether written or oral, with respect to the subject matter. This Agreement is not, however, to limit any rights that either party may have under trade secret, copyright, patent or other laws. This Agreement may not be amended or modified except in writing signed by each of the parties to the Agreement. This Agreement


shall be construed as to its fair meaning and not strictly for or against either party. The headings hereof are descriptive only and are not to be construed in interpreting the provisions hereof.

Accepted and Agreed to by:
Razorpay Software Private Limited

Accepted and Agreed to by:

By: **Anuradha Bharat**
Title: **Head, People Operations**

By: **Aishwarya P T**
Title: **Executive, Talent Acquisition**

DocuSigned by:

0B165102798547E...



Razorpay Software Private Limited
 1st Floor, SJR Cyber, No 22, Laskar Hosur contact@razorpay.com ✉ Road, Adugodi,
 2700 323 📍

<https://razorpay.com> 🌐
 Bangalore - 560030 1800

OFFER PROPOSAL - CONFIDENTIAL

15th May 2018

Dear Srilekha N,

We are pleased to extend you an offer to join Razorpay Software Private Limited ('Razorpay') as an **Executive, Talent Acquisition**, to be based in Bangalore. We assure you a great career at Razorpay & wish you success in this journey with us!

The total cost to company (CTC) of your compensation package is **INR 350,000 (Three Lakhs and Fifty Thousand Only)**. Below is the break up for the proposed numbers. Please note that your variable pay subject to review based on individual performance.

Compensation Structure	Annual Numbers
Basic	109664
House rent allowance (HRA)	43866
Leave Travel Allowance (LTA)	9139
Conveyance allowance	36000
Gift	5000
Food Coupons	26400
Special Allowances	44092
Performance Bonus	27416
Total Cash	301576
Employer's contribution to PF	21600
Gratuity	5264
Medical and Accident Insurance Premium	30000
Total CTC	350000

Start Date and Formalities: We propose a start date as 11th August 2018 contingent on your current employment arrangement. We are excited about the possibility of you starting your Razorpay career in this position. Please indicate your acceptance of our employment offer by e-signing this letter in the space provided below.

Sincerely,

Employee Name: Chigulla Leelashree

DocuSigned by:
Anuradha Bharat
0B165102798547E...

Employee Signature:

Anuradha Bharat

Head, People Operations

Registered Address: 35, Vishnupuri, Jagatpura Road, Opp. Malviya Nagar P.O. Jaipur, Rajasthan, India - 302017

DocuSign Envelope ID: C80C188F-51B6-4E78-B4BA-59E88FC14DB9

Registered Address: 35, Vishnupuri, Jagatpura Road, Opp. Malviya Nagar P.O. Jaipur, Rajasthan, India - 302017



TOYOTA TSUSHO INSURANCE BROKER INDIA PVT. LTD.

January 08, 2018

OFFER LETTER

Dear Sunil Shekar,

We are pleased to offer you the position of **Graduate Trainee** with **Toyota Tsusho Insurance Broker India Pvt Ltd.** This offer is subject to receiving *satisfactory references* and on successful completion of 14 weeks training programme conducted by MADE & Bangalore Insurance.

On completion training you will be eligible for

- Salary: Annual fixed CTC of Rs 2,50,000 to Rs.3,00,000, depending upon your performance during training and internship period and selection for technical support (underwriting) or techno development/marketing functions, subject to tax and other statutory deductions
- Bonus & Incentives: As per the prevailing company scheme
- Policies: As per the company policy.
- Business Travel allowance and reimbursements as per company policy.

During your training, you may have access to company information; by accepting this offer of employment, you acknowledge that you must keep all of this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, throughout your training, you will observe all policies and practices governing the conduct of our business.

I hope that your association with the Company will be successful and rewarding. Please indicate your acceptance of this offer by signing below and returning a copy.

Sincerely,

For Toyota Tsusho Insurance Broker India Pvt. Ltd.

Authorized Signatory

I accept employment with the Company on the terms and conditions set out in this letter.

Printed Name

Signature

Date



TOYOTA TSUSHO INSURANCE BROKER INDIA PVT. LTD.

May 08, 2017

OFFER LETTER

Dear Preetham,

We are pleased to offer you the position of **Graduate Trainee** with **Toyota Tsusho Insurance Broker India Pvt Ltd**. This offer is subject to receiving *satisfactory references* and on successful completion of 14 weeks training programme conducted by MADE & Bangalore Insurance.

On completion training you will be eligible for

- Salary: Annual fixed CTC of Rs 2,50,000 to Rs.3,00,000, depending upon your performance during training and internship period and selection for technical support (underwriting) or techno development/marketing functions, subject to tax and other statutory deductions
- Bonus & Incentives: As per the prevailing company scheme
- Policies: As per the company policy.
- Business Travel allowance and reimbursements as per company policy.

During your training, you may have access to company information; by accepting this offer of employment, you acknowledge that you must keep all of this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, throughout your training, you will observe all policies and practices governing the conduct of our business.

I hope that your association with the Company will be successful and rewarding. Please indicate your acceptance of this offer by signing below and returning a copy.

Sincerely,

For Toyota Tsusho Insurance Broker India Pvt. Ltd.

Authorized Signatory

I accept employment with the Company on the terms and conditions set out in this letter.

Printed Name

Signature

Date



TOYOTA TSUSHO INSURANCE BROKER INDIA PVT. LTD.

January 08, 2018

OFFER LETTER

Dear Sunny Saikia,

We are pleased to offer you the position of **Graduate Trainee** with **Toyota Tsusho Insurance Broker India Pvt Ltd.** This offer is subject to receiving *satisfactory references* and on successful completion of 14 weeks training programme conducted by MADE & Bangalore Insurance.

On completion training you will be eligible for

- Salary: Annual fixed CTC of Rs 2,50,000 to Rs.3,00,000, depending upon your performance during training and internship period and selection for technical support (underwriting) or techno development/marketing functions, subject to tax and other statutory deductions
- Bonus & Incentives: As per the prevailing company scheme
- Policies: As per the company policy.
- Business Travel allowance and reimbursements as per company policy.

During your training, you may have access to company information; by accepting this offer of employment, you acknowledge that you must keep all of this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, throughout your training, you will observe all policies and practices governing the conduct of our business.

I hope that your association with the Company will be successful and rewarding. Please indicate your acceptance of this offer by signing below and returning a copy.

Sincerely,

For Toyota Tsusho Insurance Broker India Pvt. Ltd.

Authorized Signatory

I accept employment with the Company on the terms and conditions set out in this letter.

Printed Name

Signature

Date



TOYOTA TSUSHO INSURANCE BROKER INDIA PVT. LTD.

January 08, 2017

OFFER LETTER

Dear Lapyngbiang Sohphoh,

We are pleased to offer you the position of **Graduate Trainee** with **Toyota Tsusho Insurance Broker India Pvt Ltd**. This offer is subject to receiving *satisfactory references* and on successful completion of 14 weeks training programme conducted by MADE & Bangalore Insurance.

On completion training you will be eligible for

- Salary: Annual fixed CTC of Rs 2,50,000 to Rs.3,00,000, depending upon your performance during training and internship period and selection for technical support (underwriting) or techno development/marketing functions, subject to tax and other statutory deductions
- Bonus & Incentives: As per the prevailing company scheme
- Policies: As per the company policy.
- Business Travel allowance and reimbursements as per company policy.

During your training, you may have access to company information; by accepting this offer of employment, you acknowledge that you must keep all of this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, throughout your training, you will observe all policies and practices governing the conduct of our business.

I hope that your association with the Company will be successful and rewarding. Please indicate your acceptance of this offer by signing below and returning a copy.

Sincerely,

For Toyota Tsusho Insurance Broker India Pvt. Ltd.

Authorized Signatory

I accept employment with the Company on the terms and conditions set out in this letter.

Printed Name

Signature

Date



TOYOTA TSUSHO INSURANCE BROKER INDIA PVT. LTD.

January 08, 2018

OFFER LETTER

Dear Sibiya C,

We are pleased to offer you the position of **Graduate Trainee** with **Toyota Tsusho Insurance Broker India Pvt Ltd**. This offer is subject to receiving *satisfactory references* and on successful completion of 14 weeks training programme conducted by MADE & Bangalore Insurance.

On completion training you will be eligible for

- Salary: Annual fixed CTC of Rs 2,50,000 to Rs.3,00,000, depending upon your performance during training and internship period and selection for technical support (underwriting) or techno development/marketing functions, subject to tax and other statutory deductions
- Bonus & Incentives: As per the prevailing company scheme
- Policies: As per the company policy.
- Business Travel allowance and reimbursements as per company policy.

During your training, you may have access to company information; by accepting this offer of employment, you acknowledge that you must keep all of this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, throughout your training, you will observe all policies and practices governing the conduct of our business.

I hope that your association with the Company will be successful and rewarding. Please indicate your acceptance of this offer by signing below and returning a copy.

Sincerely,

For Toyota Tsusho Insurance Broker India Pvt. Ltd.

Authorized Signatory

I accept employment with the Company on the terms and conditions set out in this letter.

Printed Name

Signature

Date



DSI PLACEMENT <placement1@dayanandasagar.edu>

VMware Visit to Dayanand Sagar Institution - BBA/B.Com/BSc

Sandeep Palagani (c) <spalagani@vmware.com>
To: DSI Placement <placement1@dayanandasagar.edu>

Mon, Jan 29, 2018 at 1:10 PM

Hi Payal,

We are happy to announce that we are extending the full time offers to the following candidates. Please convey our wishes to them and share the offer acceptance status.

1. Suman G (sumangowda555@gmail.com)
2. Sai Harika Koduru (harikakoduru5@gmail.com)

[Quoted text hidden]



Somanath Reddy <placement7@dayanandasagar.edu>

Fwd: REMINDER : Axis securities_documentation processing schedule_ 1ST JUNE 2018

2 messages

Ananya Padhiary <ananya.padhiary02@gmail.com>
To: placement7@dayanandasagar.edu

Mon, Sep 27, 2021 at 11:12 AM

FYI

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

From: **PAYAL DSI PLACEMENT** <placement1@dayanandasagar.edu>

Date: Fri, 1 Jun, 2018, 9:56 am

Subject: REMINDER : Axis securities_documentation processing schedule_ 1ST JUNE 2018

To:

Dear All,

Axis securities documentation processing schedule.

Date : 01/ 06 /18**Time:10.30AM**

Venue : AXIS SECURITIES LTD (AXIS BANK)
No. 1373, Pushpakama Building, 1st Floor, [32nd E Cross,](#)
[Jayanagar 4th T Block, Bangalore - 560041](#)

Landmark : Near Sanjay Gandhi Hospital,

Contact Person : Sumesh.

Students need to carry the following documents :

- 1.PASSPORT SIZE PHOTOS (5 No.s)**
- 2.PAN CARD & ADHAAR CARD (ORIGINAL & XEROX)**
- 3.EDUCATIONAL CERTIFICATES (ORIGINAL & XEROX)**
- 4.PERMANENT ADDRESS PROOF DL OR PASSPORT OR VOTER ID (ORIGINAL & XEROX)**
- 5.PRESENT ADDRESS PROOF RENTAL AGREEMENT OR BANK STATEMENT(ORIGINAL & XEROX)**

STATUS OF THE ROLES OFFERED :**CTC OFFERED: INR 1,95,600/ - LPA**

Slno	Name	Status	Role
1	Divya Kumar	Selected	Telecalling
2	Shreeja	Selected	Telecalling
3	Simran A	Selected	Telecalling
4	SophiaShahr	Selected	Telecalling
5	Aman	Selected	Sales Officer
6	Rakshitha K	Selected	Sales Officer
7	Nalini Jain	Selected	Telecalling
8	Sagar Gouda	Selected	Sales Officer
9	Vijetha R	Selected	Telecalling

10	Pavan Kumar	Selected	Sales Officer
11	Aditya	Selected	Sales Officer
12	Avinash Desai	Selected	Sales Officer
13	Ashish	Selected	Sales Officer
14	Vamshi	Selected	Sales Officer
15	Akhil	Selected	Sales Officer
16	Nishith C R	Selected	Sales Officer
17	Varsha	Selected	Telecalling
18	Arbina	Selected	Telecalling
19	Jyothi	Selected	Telecalling
20	Binata Kumari	Selected	Telecalling
21	Sporthy Segu	Selected	Telecalling
22	Deepa M	Selected	Telecalling
23	Sai Kumar	Selected	Sales Officer
24	Abhishek	Selected	Sales Officer
25	Nikhil	Selected	Sales Officer
26	Kushal Jain	Selected	Sales Officer
27	Atul	Selected	Sales Officer
28	Dikshitha V	Selected	Telecalling
29	Abhishek	Selected	Sales Officer
30	Bala surya	Selected	Sales Officer
31	Harsha	Selected	Telecalling
32	Samir Anand	Selected	Sales Officer
33	Sumithresh	Selected	Sales Officer
34	Azhar Uddin	Selected	Sales Officer
35	Ananya	Selected	Telecalling
36	Goutham Raj	Selected	Sales Officer
37	Balakrishna	Selected	Sales Officer
38	Bindhusri	Selected	Telecalling
39	Aishwarya	Selected	Telecalling
40	AkshathaSrinivas	Selected	Telecalling



Payal Mandal

*Manager - Training & Placement
Dayananda Sagar Institutions
Shavige Malleshwara Layout,
Kumaraswamy Layout,
Bangalore, Karnataka
Landline: 080-42161749*

www.dayanandasagar.edu

Somanath Reddy <placement7@dayanandasagar.edu>

Tue, Sep 28, 2021 at 11:34 AM

To: PAYAL DSI PLACEMENT <placement1@dayanandasagar.edu>

Cc: Guru Venkatesh <gm-cr@dayanandasagar.edu>, Vijay Kumar <placements@dsu.edu.in>

Payal do you have this belwo trail email which you received from Axis Securities?

[Quoted text hidden]

[Quoted text hidden]

[Quoted text hidden]

Slno	Name	Status	Role
1	Divya Kumar	Selected	Telecalling
2	Shreeja	Selected	Telecalling
3	Simran A	Selected	Telecalling
4	SophiaShahr	Selected	Telecalling
5	Aman	Selected	Sales Officer
6	Rakshitha K	Selected	Sales Officer
7	Ananaya Padhiary	Selected	Sales Officer
8	Sagar Gouda	Selected	Sales Officer
9	Vijetha R	Selected	Telecalling
10	Pavan Kumar	Selected	Sales Officer
11	Aditya	Selected	Sales Officer
12	Avinash Desai	Selected	Sales Officer
13	Ashish	Selected	Sales Officer
14	Vamshi	Selected	Sales Officer
15	Akhil	Selected	Sales Officer
16	Nishith C R	Selected	Sales Officer
17	Varsha	Selected	Telecalling
18	Arbina	Selected	Telecalling
19	Jyothi	Selected	Telecalling
20	Binata Kumari	Selected	Telecalling
21	Sporthy Segu	Selected	Telecalling
22	Deepa M	Selected	Telecalling
23	Sai Kumar	Selected	Sales Officer
24	Abhishek	Selected	Sales Officer
25	Nikhil	Selected	Sales Officer
26	Kushal Jain	Selected	Sales Officer
27	Atul	Selected	Sales Officer
28	Dikshitha V	Selected	Telecalling
29	Abhishek	Selected	Sales Officer
30	Bala surya	Selected	Sales Officer
31	Harsha	Selected	Telecalling
32	Samir Anand	Selected	Sales Officer
33	Sumithresh	Selected	Sales Officer
34	Azhar Uddin	Selected	Sales Officer
35	Ananya	Selected	Telecalling
36	Goutham Raj	Selected	Sales Officer
37	Balakrishna	Selected	Sales Officer
38	Bindhusri	Selected	Telecalling

39	Aishwarya	Selected	Telecalling
40	AkshathaSrinivas	Selected	Telecalling

[Quoted text hidden]



DSI PLACEMENT <placement1@dayanandasagar.edu>

Fwd: Campus Hiring @ Dayananda Sagar College of Management and Information Technology

Sumesh AM <sumesh.am@axissecurities.in>

Mon, May 21, 2018 at 12:06 PM

To: PAYAL DSI PLACEMENT <placement1@dayanandasagar.edu>

Cc: Priya Manjunath <priya.manjunath@axissecurities.in>, Bony Shaji <bony.shaji@axissecurities.in>, Mamatha K <mamatha.k@axissecurities.in>

Dear Payal,

As discussed, PFB shortlisted candidates. Please schedule all students to meet us at our premises for documentation process to onboard.

Please refer venue details below.

Venue:

Axis Securities Ltd,
1373, Pushpakama Building,
1 floor, 32 E Cross, 4th T Block,
Jayanagar, Bangalore- 560041.

Landmark-Near Sanjay Gandhi Hospital

Contact Person: Sumesh

Sln0	Name	Contact Number	Status	Role
1	Divya Kumar	8970736885	Selected	Telecalling
2	Shreeja	7795231595	Selected	Telecalling
3	Simran A	9986123829	Selected	Telecalling
4	SophiaShahr	9742589069	Selected	Telecalling
5	Aman	8147793661	Selected	Sales Officer
6	Rakshitha K	8310634021	Selected	Sales Officer
7	Nalini Jain	9740908894	Selected	Telecalling
8	Sagar Gouda	9900757776	Selected	Sales Officer
9	Vijetha R	7795599858 / 7019702399	Selected	Telecalling
10	Pavan Kumar	9901799960	Selected	Sales Officer
11	Aditya	9686624808	Selected	Sales Officer
12	Avinash Desai	9611275214	Selected	Sales Officer
13	Ashish	9741658532	Selected	Sales Officer
14	Vamshi	8147698533 / 7019084864	Selected	Sales Officer
15	Akhil	9945694785	Selected	Sales Officer
16	Nishith C R	7353729108	Selected	Sales Officer
17	Varsha	7019631604	Selected	Telecalling
18	Arbina	9538506227	Selected	Telecalling
19	Jyothi	9036578076	Selected	Telecalling
20	Binata Kumari	9538143400	Selected	Telecalling
21	Sporthy Segu	8553560206	Selected	Telecalling

22	Deepa M	9742743252	Selected	Telecalling
23	Sai Kumar	8553446670	Selected	Sales Officer
24	Abhishek	8762277077	Selected	Sales Officer
25	Nikhil	9739783098	Selected	Sales Officer
26	Kushal Jain	9440439174	Selected	Sales Officer
27	Atul	8618912266	Selected	Sales Officer
28	Dikshitha V	8095992420	Selected	Telecalling
29	Abhishek	9483915423	Selected	Sales Officer
30	Bala surya	9445482558	Selected	Sales Officer
31	Harsha	9632900656	Selected	Telecalling
32	Samir Anand	8792769938	Selected	Sales Officer
33	Sumithresh	9738840203	Selected	Sales Officer
34	Azhar Uddin	7795118980	Selected	Sales Officer
35	Ananya	7008225515	Selected	Telecalling
36	Goutham Raj	8884836848	Selected	Sales Officer
37	Balakrishna	8553314378	Selected	Sales Officer
38	Bindhusri	9686992401	Selected	Telecalling
39	Aishwarya	9740499291	Selected	Telecalling
40	AkshathaSrinivas	9886241527	Selected	Telecalling

Regards,
Sumesh.AM
Human Resource
9742792682

On Fri, May 18, 2018 at 11:03 PM, PAYAL DSI PLACEMENT <placement1@dayanandasagar.edu> wrote:

Dear Sumesh,

Hope you are doing good.

Its been long time for campus drive. Drive results are pending. Would appreciate if you could update us on the same.



Payal Mandal

*Manager - Training & Placement
Dayananda Sagar Institutions
Shavige Malleshwara Layout,
Kumaraswamy Layout,
Bangalore, Karnataka
Mobile: +91 9916986979
Landline: 080-42161749*

www.dayanandasagar.edu

On Wed, Apr 11, 2018 at 1:43 PM, DSI Placement <placement1@dayanandasagar.edu> wrote:

Dear Sumesh,

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

From: **Chaitanya Chai** <chaitanya.poornachandra@gmail.com>

Date: Thu, Jan 4, 2018 at 12:40 PM

Subject: Fwd: Internship Confirmation_Aqtronics Technologies

To: ssgopal@dsu.edu.in

CHAITANYA

Contact me @ 9632077812

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

From: badrinath@aqtronics.com <badrinath@aqtronics.com>

Date: Wed, Jul 5, 2017 at 3:04 PM

Subject: Internship Confirmation_Aqtronics Technologies

To: "chaitanya.poornachandra@gmail.com" <chaitanya.poornachandra@gmail.com>

Cc: Vellian giri <vellian3156@gmail.com>

Dear Chaitanya

We are pleased to offer you an internship program within our organization.

You are expected to make the best use of the same and deliver outcomes on mutually agreed objectives.

During the course of internship at Aqtronics Technologies, you will be paid a consolidated stipend of 5000/ month in words(Five Thousand only).

On successful completion of your internship, you will be provided an "Internship Certificate" as an acknowledgment of time and service rendered to our organization.

Look forward to your fullest and best. Should you have any clarifications, please feel free to contact the undersigned.

For and On behalf of Aqtronics Technologies

Badrinath.M.N

Manager - Human Resource

0091 97418 55773

badrinath@aqtronics.com

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

From: **Chaitanya Chai** <chaitanya.poornachandra@gmail.com>

Date: Thu, Jan 4, 2018 at 12:40 PM

Subject: Fwd: Internship Confirmation_Aqtronics Technologies

To: ssgopal@dsu.edu.in

CHAITANYA

Contact me @ 9632077812

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

From: badrinath@aqtronics.com <badrinath@aqtronics.com>

Date: Wed, Jul 5, 2017 at 3:04 PM

Subject: Internship Confirmation_Aqtronics Technologies

To: "chaitanya.poornachandra@gmail.com" <chaitanya.poornachandra@gmail.com>

Cc: Vellian giri <vellian3156@gmail.com>

Dear Chaitanya

We are pleased to offer you an internship program within our organization.

You are expected to make the best use of the same and deliver outcomes on mutually agreed objectives.

During the course of internship at Aqtronics Technologies, you will be paid a consolidated stipend of 5000/ month in words(Five Thousand only).

On successful completion of your internship, you will be provided an "Internship Certificate" as an acknowledgment of time and service rendered to our organization.

Look forward to your fullest and best. Should you have any clarifications, please feel free to contact the undersigned.

For and On behalf of Aqtronics Technologies

Badrinath.M.N

Manager - Human Resource

0091 97418 55773

badrinath@aqtronics.com

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

From: **Shruthi Rangaswamy** <rangaswamyshruthi91@gmail.com>

Date: Thu, Jan 4, 2018 at 12:42 PM

Subject: Fwd: Internship Confirmation_Aqtronics Technologies

To: ssgopal@dsu.edu.in

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

From: badrinath@aqtronics.com <badrinath@aqtronics.com>

Date: Wed, Jul 5, 2017 at 3:03 PM

Subject: Internship Confirmation_Aqtronics Technologies

To: "rangaswamyshruthi91@gmail.com" <rangaswamyshruthi91@gmail.com>

Cc: Vellian giri <vellian3156@gmail.com>

Dear Shruthi. R

We are pleased to offer you an internship program within our organization.

You are expected to make the best use of the same and deliver outcomes on mutually agreed objectives.

During the course of internship at Aqtronics Technologies, you will be paid a consolidated stipend of 5000/ month in words(Five Thousand only).

On successful completion of your internship, you will be provided an "Internship Certificate" as an acknowledgment of time and service rendered to our organization.

Look forward to your fullest and best. Should you have any clarifications, please feel free to contact the undersigned.

For and On behalf of Aqtronics Technologies

Badrinath.M.N

Manager - Human Resource

0091 97418 55773

badrinath@aqtronics.com

*** Private & Confidential ***

Mr. Aditya Deshpande
DSCE, Bangalore

Our Reference
RBEI/HRL-TD/2017/296/M Tech

Dear Aditya Deshpande,

Date:07.September.2017

Robert Bosch Engineering
and Business Solutions
Private Limited,
123 Industrial Layout,
Hosur Road, Koramangala,
Bangalore - 560 095, India.
Tel: +91 080 6657 5757
Fax: +91 080 6657 1404
CIN: U72400KA1997PTC023164
www.bosch-india-software.com

SUB: LETTER OF ENGAGEMENT AS 'PROJECT TRAINEE'

With reference to your application and the interview you had with us, we are pleased to inform you that you have been selected as a "Project Trainee" in our organization on the following terms and conditions:

1. Nature of Engagement:

You will be engaged as a Project Trainee in our establishment in the area of "RBEI/BSP" and during the course of Engagement, you shall be under the guidance of **Mr. Preetham Basthi Prakash (SO/OPM42-IN)**. You may be required to undergo training in different shifts if necessary to enable you to get adequate exposure of the functioning of the different departments. Your hours of engagement will be as per the project requirements. You will observe weekly holiday and other holidays at par with regular employees. You shall follow rules and regulations of the work place during the period of engagement.

2. Duration of Engagement:

The engagement period will be 18th September, 2017 to 29th June, 2018 unless the company extends the period of your engagement in writing, your engagement shall automatically stand terminated on the end date.

3. Scholarship:

You will be paid a scholarship of Rs.15,000 per month (Rupees Fifteen Thousand Only), during the period of engagement. Other than the above, you will not be entitled to receive any other payment/allowance.

sf

4. Other terms & conditions:

- 4.1 You will be entitled to take 1 day Leave (GL) per month.
- 4.2 During the engagement or after completion thereof you shall not divulge, disclose or impart to any person/any organization, any trade secret or any information whatsoever concerning the business, finances or any dealings, transactions or affairs of the company which may come to your knowledge during the course of engagement.
- 4.3 You will be subject to the rules and regulations of the company in force from time to time.
- 4.4 The offer of Engagement is on the understanding that all the information given by you in your application form is correct, true and complete. If it is found at any time that the information given by you in the application form is not correct and true and or you have knowingly suppressed any information, the company will have the right to discontinue your engagement at any time and without any notice or compensation.
- 4.5 IP Assignment: You shall assign to the Company any invention that you may develop during the course of your internship with us and the Company shall be free to deal with such invention as it may deem appropriate.

While reporting, please bring the following:


- 2 Passport size photographs
- 2 copies each of your educational certificates
- Original bona-fide certificate
- Proof of Identity and residence

The original documents (except bona-fide certificate) will be returned to you after verification.

Please sign and return the duplicate of this letter as a token of your acceptance of the above terms and conditions.

ROBERT BOSCH ENGINEERING AND BUSINESS SOLUTIONS PRIVATE LIMITED

(Anil Prakash)
General Manager
(Human Resources)


For (Anuradha Preeth)
Senior Manager
(Human Resources)

I accept the above terms and conditions and confirm that I will report as a Project trainee
on _____

PLACE:

DATE:

(Signature of the Candidate)

Address: _____

Sub: Letter of Intent

Dear Ranjitha M V,

Congratulations!

We are happy to inform you that we have decided to offer you the position of **“Associate Recruiter”** at our Bangalore office for our US Staffing Operations.

Please accept this as a formal offer letter from **Artech Infosystems Pvt. Ltd.**

You will be required to join us in the **second week of June’2018**. Your total cost to the company would be **INR 4,08,000 (Four Lakhs Eight Thousand only- Including Benefits) Per Annum**. You are entitled for a monthly pay of INR 25,000. During your training period of first 2 months, you will receive a stipend of INR 10,000 per month. Post successful completion of 2 months training, you will be eligible to receive a salary of INR 25,000 per month.

During your traineeship period of initial two months, you will be designated as “Trainee – RPO” and post successful completion of training as an “Associate Recruiter”.

You will be governed by the rules and regulation and such other practices, systems, procedures, and policies framed by the company from time to time. You will also be governed by the statutory laws enacted by the Local Authority/State or Central Government as applicable to you from time to time. You are advised to make yourself familiar with the company’s rules and policies.

We would request you to make necessary arrangements in your organization and complete all the formalities before that since your joining date will not be extended in any case.

Please carry all the original documents as listed below at the time of joining, along with one set of photocopy:

1. Copies of Certificates in support of your Qualifications
2. 5 Passport size photographs
3. Photo ID Proof, like (PAN Card, Driving License, Voter ID, Passport, Credit Card with Photo)
4. Permanent and Local Address Proof
5. Pan Card Number and Copy
6. Aadhar Card Number

In case any documents/references don't correspond to the claimed information, the offer extended would stand null & void and would lead to withdrawal of the offer.

Artech will perform a background check through an external agency post your joining & if any information/declaration furnished by you proves to be false or you are found to have willfully suppressed any material information, the company reserves the right to terminate your services without any notice or notice pay.

Your appointment letter will be handed over to you once the background check is completed satisfactorily.

You are expected to serve the organization for a minimum period of 18 months or else a retribution amount of Rupees One Lakh (INR 1,00,000) would be imposed to recover the tangible and intangible cost incurred on you.

You are requested to sign and return a copy of this letter as a token of acceptance of the terms and conditions.

We welcome you to the Artech family and look forward to a long-term fruitful relationship.

Wishing you all the best!

Thanking You,
Yours Sincerely,
For Artech Infosystems Pvt. Ltd.
Sushant Singh Anand
(Sr. Manager- Human Resources)

Acknowledgment Letter

Company Profile:

Artech is the largest Women & Minority owned IT staffing firm in the US, with US\$ 725 million in annual revenues and a footprint across the globe. Artech was formed almost 3 decades ago and today, with commitment to providing best in class workforce solutions based on applied human intelligence, Artech works with over 85 Fortune 500 clients across USA, Canada, India, and China.

*At Artech, **we value human intelligence.***

We empower our teams to maximize the impact of their intellect, through a performance oriented, diverse, flexible, and inclusive work environment supported by our continuous learning and development focus.

Led by our visionary leadership, fuelled by our values, and driven by our combined intellect, our teams work with some of the largest Fortune 500 clients, defining industry benchmarks while optimizing their careers.

I am very pleased to accept the position of **Associate Recruiter - US IT Recruitment.**

I have attended the pre-placement presentation by Artech and have clearly understood the roles and responsibilities of the position along with the company's policies & benefits.

I am aware of the fact, that the job profile is in **Night shift** from **7:00 PM till 4:00 AM or 9:00 PM till 6:00 AM.**

I acknowledge the fact that at the time of joining Artech, I will have to sign a **Service level agreement (SLA)** for a period of **18 months.**

I am excited to join Artech & look forward to a rewarding career ahead.

I accept the term & conditions stated above.

Thanking you,
Regards,

_____ (sign here)

Date: _____

College: _____

Address: _____

Sub: Letter of Intent

Dear Nidhi Agarwal,

Congratulations!

We are happy to inform you that we have decided to offer you the position of **“Associate Recruiter”** at our Bangalore office for our US Staffing Operations.

Please accept this as a formal offer letter from **Artech Infosystems Pvt. Ltd.**

You will be required to join us in the **second week of June’2018**. Your total cost to the company would be **INR 4,08,000 (Four Lakhs Eight Thousand only- Including Benefits) Per Annum**. You are entitled for a monthly pay of INR 25,000. During your training period of first 2 months, you will receive a stipend of INR 10,000 per month. Post successful completion of 2 months training, you will be eligible to receive a salary of INR 25,000 per month.

During your traineeship period of initial two months, you will be designated as “Trainee – RPO” and post successful completion of training as an “Associate Recruiter”.

You will be governed by the rules and regulation and such other practices, systems, procedures, and policies framed by the company from time to time. You will also be governed by the statutory laws enacted by the Local Authority/State or Central Government as applicable to you from time to time. You are advised to make yourself familiar with the company’s rules and policies.

We would request you to make necessary arrangements in your organization and complete all the formalities before that since your joining date will not be extended in any case.

Please carry all the original documents as listed below at the time of joining, along with one set of photocopy:

1. Copies of Certificates in support of your Qualifications
2. 5 Passport size photographs
3. Photo ID Proof, like (PAN Card, Driving License, Voter ID, Passport, Credit Card with Photo)
4. Permanent and Local Address Proof
5. Pan Card Number and Copy
6. Aadhar Card Number

In case any documents/references don't correspond to the claimed information, the offer extended would stand null & void and would lead to withdrawal of the offer.

Artech will perform a background check through an external agency post your joining & if any information/declaration furnished by you proves to be false or you are found to have willfully suppressed any material information, the company reserves the right to terminate your services without any notice or notice pay.

Your appointment letter will be handed over to you once the background check is completed satisfactorily.

You are expected to serve the organization for a minimum period of 18 months or else a retribution amount of Rupees One Lakh (INR 1,00,000) would be imposed to recover the tangible and intangible cost incurred on you.

You are requested to sign and return a copy of this letter as a token of acceptance of the terms and conditions.

We welcome you to the Artech family and look forward to a long-term fruitful relationship.

Wishing you all the best!

Thanking You,
Yours Sincerely,
For Artech Infosystems Pvt. Ltd.
Sushant Singh Anand
(Sr. Manager- Human Resources)

Acknowledgment Letter

Company Profile:

Artech is the largest Women & Minority owned IT staffing firm in the US, with US\$ 725 million in annual revenues and a footprint across the globe. Artech was formed almost 3 decades ago and today, with commitment to providing best in class workforce solutions based on applied human intelligence, Artech works with over 85 Fortune 500 clients across USA, Canada, India, and China.

*At Artech, **we value human intelligence.***

We empower our teams to maximize the impact of their intellect, through a performance oriented, diverse, flexible, and inclusive work environment supported by our continuous learning and development focus.

Led by our visionary leadership, fuelled by our values, and driven by our combined intellect, our teams work with some of the largest Fortune 500 clients, defining industry benchmarks while optimizing their careers.

I am very pleased to accept the position of **Associate Recruiter - US IT Recruitment.**

I have attended the pre-placement presentation by Artech and have clearly understood the roles and responsibilities of the position along with the company's policies & benefits.

I am aware of the fact, that the job profile is in **Night shift** from **7:00 PM till 4:00 AM or 9:00 PM till 6:00 AM.**

I acknowledge the fact that at the time of joining Artech, I will have to sign a **Service level agreement (SLA)** for a period of **18 months.**

I am excited to join Artech & look forward to a rewarding career ahead.

I accept the term & conditions stated above.

Thanking you,
Regards,

_____ (sign here)

Date: _____

College: _____

Address: _____

Sub: Letter of Intent

Dear

B R BharathManohar,

Congratulations!

We are happy to inform you that we have decided to offer you the position of **“Associate Recruiter”** at our Bangalore office for our US Staffing Operations.

Please accept this as a formal offer letter from **Artech Infosystems Pvt. Ltd.**

You will be required to join us in the **second week of June’2018**. Your total cost to the company would be **INR 4,08,000 (Four Lakhs Eight Thousand only- Including Benefits) Per Annum**. You are entitled for a monthly pay of INR 25,000. During your training period of first 2 months, you will receive a stipend of INR 10,000 per month. Post successful completion of 2 months training, you will be eligible to receive a salary of INR 25,000 per month.

During your traineeship period of initial two months, you will be designated as “Trainee – RPO” and post successful completion of training as an “Associate Recruiter”.

You will be governed by the rules and regulation and such other practices, systems, procedures, and policies framed by the company from time to time. You will also be governed by the statutory laws enacted by the Local Authority/State or Central Government as applicable to you from time to time. You are advised to make yourself familiar with the company’s rules and policies.

We would request you to make necessary arrangements in your organization and complete all the formalities before that since your joining date will not be extended in any case.

Please carry all the original documents as listed below at the time of joining, along with one set of photocopy:

1. Copies of Certificates in support of your Qualifications
2. 5 Passport size photographs
3. Photo ID Proof, like (PAN Card, Driving License, Voter ID, Passport, Credit Card with Photo)
4. Permanent and Local Address Proof
5. Pan Card Number and Copy
6. Aadhar Card Number

In case any documents/references don't correspond to the claimed information, the offer extended would stand null & void and would lead to withdrawal of the offer.

Artech will perform a background check through an external agency post your joining & if any information/declaration furnished by you proves to be false or you are found to have willfully suppressed any material information, the company reserves the right to terminate your services without any notice or notice pay.

Your appointment letter will be handed over to you once the background check is completed satisfactorily.

You are expected to serve the organization for a minimum period of 18 months or else a retribution amount of Rupees One Lakh (INR 1,00,000) would be imposed to recover the tangible and intangible cost incurred on you.

You are requested to sign and return a copy of this letter as a token of acceptance of the terms and conditions.

We welcome you to the Artech family and look forward to a long-term fruitful relationship.

Wishing you all the best!

Thanking You,
Yours Sincerely,
For Artech Infosystems Pvt. Ltd.
Sushant Singh Anand
(Sr. Manager- Human Resources)

Acknowledgment Letter

Company Profile:

Artech is the largest Women & Minority owned IT staffing firm in the US, with US\$ 725 million in annual revenues and a footprint across the globe. Artech was formed almost 3 decades ago and today, with commitment to providing best in class workforce solutions based on applied human intelligence, Artech works with over 85 Fortune 500 clients across USA, Canada, India, and China.

*At Artech, **we value human intelligence.***

We empower our teams to maximize the impact of their intellect, through a performance oriented, diverse, flexible, and inclusive work environment supported by our continuous learning and development focus.

Led by our visionary leadership, fuelled by our values, and driven by our combined intellect, our teams work with some of the largest Fortune 500 clients, defining industry benchmarks while optimizing their careers.

I am very pleased to accept the position of **Associate Recruiter - US IT Recruitment.**

I have attended the pre-placement presentation by Artech and have clearly understood the roles and responsibilities of the position along with the company's policies & benefits.

I am aware of the fact, that the job profile is in **Night shift** from **7:00 PM till 4:00 AM or 9:00 PM till 6:00 AM.**

I acknowledge the fact that at the time of joining Artech, I will have to sign a **Service level agreement (SLA)** for a period of **18 months.**

I am excited to join Artech & look forward to a rewarding career ahead.

I accept the term & conditions stated above.

Thanking you,
Regards,

_____ (sign here)

Date: _____

College: _____



June 25, 2018

Vaishali Jain S
Karagadamba layout
K R puram, bangalore
Bangalore, India 560036

Dear Vaishnavi:

On behalf of Cerner Healthcare Solutions India Private Limited ("Cerner"), I am pleased to offer you the position of Revenue Cycle Specialist at Bangalore, India - North Gate in Bangalore East Taluk. We believe your skills, aptitude, and interests are consistent with the outstanding opportunities for growth in this group.

Your position at Cerner is subject to a minimum probationary period of six (6) months. Your continued employment may be confirmed at the end of the probationary period if your performance is satisfactory. Your probationary period will count towards your continuous employment.

COMPENSATION

We are offering an Annual Guaranteed Cash of Rs. 3,00,000.

Cerner will deduct taxes at source as required by law. You will be responsible for your tax liabilities under applicable tax laws and regulations. Your CTC opportunity is Rs. 3,63,956 per annum. You will enjoy benefits and perquisites as detailed in the attachment. Cerner reserves the right to vary, amend and modify any item of the salary package without adversely affecting the total compensation. Compensation is regarded as confidential information and should not be disclosed to other employees. Your position at Cerner is a professional position that requires a significant level of responsibility, discretion and independent judgment. In view of your position and office, you must effectively, diligently and to the best of your ability perform all responsibilities and ensure good results.

ASSOCIATE BENEFITS

Cerner offers a comprehensive program of benefits to address your physical, financial and emotional health. At Cerner, we believe the foundation for a successful career starts with a variety of options that meet your needs while supporting a healthy lifestyle.

A standard component of our benefits package is Personal Time Off. You will be entitled to 27 days of Personal Time Off each year to be used for vacation, illnesses and other personal reasons and 10 standard business holidays. Please access the [benefits brochure](#) for additional details.

EMPLOYMENT AGREEMENT

Cerner will spend a significant amount of time and money in training you as Cerner has established significant momentum in the development of client relationships, professional staff, systems development methodology, and proprietary software solutions. We regard these areas as the most important assets owned by Cerner. It is our intent to guard these assets closely. Therefore, every associate of Cerner is required to execute an Employment Agreement. This Agreement includes the terms of your employment relationship with Cerner, including without limitation, a covenant not to disclose confidential client and internal information, a covenant not to compete against Cerner during the term of the Agreement, a covenant not to solicit our associates, and establishes that, during the term of your employment, the benefits of your endeavors accrue to Cerner. A sample copy of this Employment Agreement has been made available for your review.

OFFER OF EMPLOYMENT

The purpose of this Invitation of Employment is to put in writing the specifics of our offer of employment to commence work with Cerner by July 6, 2020. This Invitation of Employment is contingent upon receipt of a satisfactory outcome of a background check and proceeds on the basis that information you provided is accurate.



Please acknowledge and electronically accept this Invitation of Employment by June 26, 2018, after which date, this offer will expire. If you need more time to consider your options, simply let us know, and we can decide upon a mutually acceptable date within which you could confirm your acceptance of this Invitation of Employment. Please note that you will be required to submit an original, signed hard copy of this Invitation of Employment to the HR Service Center on the date of joining. We look forward to hearing from you.

Sincerely,

Eby Mathai
Recruiter

ACCEPTANCE

By signing this Invitation of Employment and reviewing the sample Employment Agreement and benefits brochure, you agree to and accept the terms and conditions of employment with Cerner. Please electronically acknowledge, print, sign and return all pages of this Invitation of Employment in person or by uploading a scanned copy to your Cerner Careers account. You will receive an official copy of the Employment Agreement with your new hire paperwork, which must be signed on or before your first day with Cerner.

Signature: _____
Vaishali Jain S

Today's Date: _____



June 25, 2018

Abhinav Kumar
1st Phase, J. P. Nagar
Bengaluru, Karnataka 560078

Dear Abhinav Kumar:

On behalf of Cerner Healthcare Solutions India Private Limited ("Cerner"), I am pleased to offer you the position of Revenue Cycle Specialist at Bangalore, India - North Gate in Bangalore East Taluk. We believe your skills, aptitude, and interests are consistent with the outstanding opportunities for growth in this group.

Your position at Cerner is subject to a minimum probationary period of six (6) months. Your continued employment may be confirmed at the end of the probationary period if your performance is satisfactory. Your probationary period will count towards your continuous employment.

COMPENSATION

We are offering an Annual Guaranteed Cash of Rs. 3,00,000.

Cerner will deduct taxes at source as required by law. You will be responsible for your tax liabilities under applicable tax laws and regulations. Your CTC opportunity is Rs. 3,63,956 per annum. You will enjoy benefits and perquisites as detailed in the attachment. Cerner reserves the right to vary, amend and modify any item of the salary package without adversely affecting the total compensation. Compensation is regarded as confidential information and should not be disclosed to other employees. Your position at Cerner is a professional position that requires a significant level of responsibility, discretion and independent judgment. In view of your position and office, you must effectively, diligently and to the best of your ability perform all responsibilities and ensure good results.

ASSOCIATE BENEFITS

Cerner offers a comprehensive program of benefits to address your physical, financial and emotional health. At Cerner, we believe the foundation for a successful career starts with a variety of options that meet your needs while supporting a healthy lifestyle.

A standard component of our benefits package is Personal Time Off. You will be entitled to 27 days of Personal Time Off each year to be used for vacation, illnesses and other personal reasons and 10 standard business holidays. Please access the [benefits brochure](#) for additional details.

EMPLOYMENT AGREEMENT

Cerner will spend a significant amount of time and money in training you as Cerner has established significant momentum in the development of client relationships, professional staff, systems development methodology, and proprietary software solutions. We regard these areas as the most important assets owned by Cerner. It is our intent to guard these assets closely. Therefore, every associate of Cerner is required to execute an Employment Agreement. This Agreement includes the terms of your employment relationship with Cerner, including without limitation, a covenant not to disclose confidential client and internal information, a covenant not to compete against Cerner during the term of the Agreement, a covenant not to solicit our associates, and establishes that, during the term of your employment, the benefits of your endeavors accrue to Cerner. A sample copy of this Employment Agreement has been made available for your review.

OFFER OF EMPLOYMENT

The purpose of this Invitation of Employment is to put in writing the specifics of our offer of employment to commence work with Cerner by July 6, 2020. This Invitation of Employment is contingent upon receipt of a satisfactory outcome of a background check and proceeds on the basis that information you provided is accurate.



Please acknowledge and electronically accept this Invitation of Employment by June 26, 2018, after which date, this offer will expire. If you need more time to consider your options, simply let us know, and we can decide upon a mutually acceptable date within which you could confirm your acceptance of this Invitation of Employment. Please note that you will be required to submit an original, signed hard copy of this Invitation of Employment to the HR Service Center on the date of joining. We look forward to hearing from you.

Sincerely,

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

Eby Mathai
Recruiter

ACCEPTANCE

By signing this Invitation of Employment and reviewing the sample Employment Agreement and benefits brochure, you agree to and accept the terms and conditions of employment with Cerner. Please electronically acknowledge, print, sign and return all pages of this Invitation of Employment in person or by uploading a scanned copy to your Cerner Careers account. You will receive an official copy of the Employment Agreement with your new hire paperwork, which must be signed on or before your first day with Cerner.

Signature: _____
Abhinav Kumar

Today's Date: _____



June 25, 2018

Aishwarya Kappagantu

Umarbagh Layout,
Banashankari Temple Ward,
Bengaluru, Karnataka 560078

Dear Aishwarya Kappagantu:

On behalf of Cerner Healthcare Solutions India Private Limited ("Cerner"), I am pleased to offer you the position of Revenue Cycle Specialist at Bangalore, India - North Gate in Bangalore East Taluk. We believe your skills, aptitude, and interests are consistent with the outstanding opportunities for growth in this group.

Your position at Cerner is subject to a minimum probationary period of six (6) months. Your continued employment may be confirmed at the end of the probationary period if your performance is satisfactory. Your probationary period will count towards your continuous employment.

COMPENSATION

We are offering an Annual Guaranteed Cash of Rs. 3,00,000.

Cerner will deduct taxes at source as required by law. You will be responsible for your tax liabilities under applicable tax laws and regulations. Your CTC opportunity is Rs. 3,63,956 per annum. You will enjoy benefits and perquisites as detailed in the attachment. Cerner reserves the right to vary, amend and modify any item of the salary package without adversely affecting the total compensation. Compensation is regarded as confidential information and should not be disclosed to other employees. Your position at Cerner is a professional position that requires a significant level of responsibility, discretion and independent judgment. In view of your position and office, you must effectively, diligently and to the best of your ability perform all responsibilities and ensure good results.

ASSOCIATE BENEFITS

Cerner offers a comprehensive program of benefits to address your physical, financial and emotional health. At Cerner, we believe the foundation for a successful career starts with a variety of options that meet your needs while supporting a healthy lifestyle.

A standard component of our benefits package is Personal Time Off. You will be entitled to 27 days of Personal Time Off each year to be used for vacation, illnesses and other personal reasons and 10 standard business holidays. Please access the [benefits brochure](#) for additional details.

EMPLOYMENT AGREEMENT

Cerner will spend a significant amount of time and money in training you as Cerner has established significant momentum in the development of client relationships, professional staff, systems development methodology, and proprietary software solutions. We regard these areas as the most important assets owned by Cerner. It is our intent to guard these assets closely. Therefore, every associate of Cerner is required to execute an Employment Agreement. This Agreement includes the terms of your employment relationship with Cerner, including without limitation, a covenant not to disclose confidential client and internal information, a covenant not to compete against Cerner during the term of the Agreement, a covenant not to solicit our associates, and establishes that, during the term of your employment, the benefits of your endeavors accrue to Cerner. A sample copy of this Employment Agreement has been made available for your review.

OFFER OF EMPLOYMENT

The purpose of this Invitation of Employment is to put in writing the specifics of our offer of employment to commence work with Cerner by July 6, 2020. This Invitation of Employment is contingent upon receipt of a satisfactory outcome of a background check and proceeds on the basis that information you provided is accurate.



Please acknowledge and electronically accept this Invitation of Employment by June 26, 2018, after which date, this offer will expire. If you need more time to consider your options, simply let us know, and we can decide upon a mutually acceptable date within which you could confirm your acceptance of this Invitation of Employment. Please note that you will be required to submit an original, signed hard copy of this Invitation of Employment to the HR Service Center on the date of joining. We look forward to hearing from you.

Sincerely,

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

Eby Mathai
Recruiter

ACCEPTANCE

By signing this Invitation of Employment and reviewing the sample Employment Agreement and benefits brochure, you agree to and accept the terms and conditions of employment with Cerner. Please electronically acknowledge, print, sign and return all pages of this Invitation of Employment in person or by uploading a scanned copy to your Cerner Careers account. You will receive an official copy of the Employment Agreement with your new hire paperwork, which must be signed on or before your first day with Cerner.

Signature: _____
Aishwarya Kappagantu

Today's Date: _____



June 25, 2018

Joyeeta Sidhanta

Jamia Masjid Rd,
Ilyas Nagar, Kumaraswamy
Layout, Bengaluru,
Karnataka 560078

Dear Joyeeta Sidhanta:

On behalf of Cerner Healthcare Solutions India Private Limited ("Cerner"), I am pleased to offer you the position of Revenue Cycle Specialist at Bangalore, India - North Gate in Bangalore East Taluk. We believe your skills, aptitude, and interests are consistent with the outstanding opportunities for growth in this group.

Your position at Cerner is subject to a minimum probationary period of six (6) months. Your continued employment may be confirmed at the end of the probationary period if your performance is satisfactory. Your probationary period will count towards your continuous employment.

COMPENSATION

We are offering an Annual Guaranteed Cash of Rs. 3,00,000.

Cerner will deduct taxes at source as required by law. You will be responsible for your tax liabilities under applicable tax laws and regulations. Your CTC opportunity is Rs. 3,63,956 per annum. You will enjoy benefits and perquisites as detailed in the attachment. Cerner reserves the right to vary, amend and modify any item of the salary package without adversely affecting the total compensation. Compensation is regarded as confidential information and should not be disclosed to other employees. Your position at Cerner is a professional position that requires a significant level of responsibility, discretion and independent judgment. In view of your position and office, you must effectively, diligently and to the best of your ability perform all responsibilities and ensure good results.

ASSOCIATE BENEFITS

Cerner offers a comprehensive program of benefits to address your physical, financial and emotional health. At Cerner, we believe the foundation for a successful career starts with a variety of options that meet your needs while supporting a healthy lifestyle.

A standard component of our benefits package is Personal Time Off. You will be entitled to 27 days of Personal Time Off each year to be used for vacation, illnesses and other personal reasons and 10 standard business holidays. Please access the [benefits brochure](#) for additional details.

EMPLOYMENT AGREEMENT

Cerner will spend a significant amount of time and money in training you as Cerner has established significant momentum in the development of client relationships, professional staff, systems development methodology, and proprietary software solutions. We regard these areas as the most important assets owned by Cerner. It is our intent to guard these assets closely. Therefore, every associate of Cerner is required to execute an Employment Agreement. This Agreement includes the terms of your employment relationship with Cerner, including without limitation, a covenant not to disclose confidential client and internal information, a covenant not to compete against Cerner during the term of the Agreement, a covenant not to solicit our associates, and establishes that, during the term of your employment, the benefits of your endeavors accrue to Cerner. A sample copy of this Employment Agreement has been made available for your review.

OFFER OF EMPLOYMENT

The purpose of this Invitation of Employment is to put in writing the specifics of our offer of employment to commence work with Cerner by July 6, 2020. This Invitation of Employment is contingent upon receipt of a satisfactory outcome of a background check and proceeds on the basis that information you provided is accurate.



Please acknowledge and electronically accept this Invitation of Employment by June 26, 2018, after which date, this offer will expire. If you need more time to consider your options, simply let us know, and we can decide upon a mutually acceptable date within which you could confirm your acceptance of this Invitation of Employment. Please note that you will be required to submit an original, signed hard copy of this Invitation of Employment to the HR Service Center on the date of joining. We look forward to hearing from you.

Sincerely,

A handwritten signature in black ink, appearing to read "Eby Mathai", is written over a horizontal line.

Eby Mathai
Recruiter

ACCEPTANCE

By signing this Invitation of Employment and reviewing the sample Employment Agreement and benefits brochure, you agree to and accept the terms and conditions of employment with Cerner. Please electronically acknowledge, print, sign and return all pages of this Invitation of Employment in person or by uploading a scanned copy to your Cerner Careers account. You will receive an official copy of the Employment Agreement with your new hire paperwork, which must be signed on or before your first day with Cerner.

Signature: _____
Joyeeta Sidhanta

Today's Date: _____



June 25, 2018

Arshit Das

92nd Cross Rd, Stage
1 Kumaraswamy Layout,
Banashankari, Bengaluru,
Karnataka 560078

Dear Arshit Das:

On behalf of Cerner Healthcare Solutions India Private Limited ("Cerner"), I am pleased to offer you the position of Revenue Cycle Specialist at Bangalore, India - North Gate in Bangalore East Taluk. We believe your skills, aptitude, and interests are consistent with the outstanding opportunities for growth in this group.

Your position at Cerner is subject to a minimum probationary period of six (6) months. Your continued employment may be confirmed at the end of the probationary period if your performance is satisfactory. Your probationary period will count towards your continuous employment.

COMPENSATION

We are offering an Annual Guaranteed Cash of Rs. 3,00,000.

Cerner will deduct taxes at source as required by law. You will be responsible for your tax liabilities under applicable tax laws and regulations. Your CTC opportunity is Rs. 3,63,956 per annum. You will enjoy benefits and perquisites as detailed in the attachment. Cerner reserves the right to vary, amend and modify any item of the salary package without adversely affecting the total compensation. Compensation is regarded as confidential information and should not be disclosed to other employees. Your position at Cerner is a professional position that requires a significant level of responsibility, discretion and independent judgment. In view of your position and office, you must effectively, diligently and to the best of your ability perform all responsibilities and ensure good results.

ASSOCIATE BENEFITS

Cerner offers a comprehensive program of benefits to address your physical, financial and emotional health. At Cerner, we believe the foundation for a successful career starts with a variety of options that meet your needs while supporting a healthy lifestyle.

A standard component of our benefits package is Personal Time Off. You will be entitled to 27 days of Personal Time Off each year to be used for vacation, illnesses and other personal reasons and 10 standard business holidays. Please access the [benefits brochure](#) for additional details.

EMPLOYMENT AGREEMENT

Cerner will spend a significant amount of time and money in training you as Cerner has established significant momentum in the development of client relationships, professional staff, systems development methodology, and proprietary software solutions. We regard these areas as the most important assets owned by Cerner. It is our intent to guard these assets closely. Therefore, every associate of Cerner is required to execute an Employment Agreement. This Agreement includes the terms of your employment relationship with Cerner, including without limitation, a covenant not to disclose confidential client and internal information, a covenant not to compete against Cerner during the term of the Agreement, a covenant not to solicit our associates, and establishes that, during the term of your employment, the benefits of your endeavors accrue to Cerner. A sample copy of this Employment Agreement has been made available for your review.

OFFER OF EMPLOYMENT

The purpose of this Invitation of Employment is to put in writing the specifics of our offer of employment to commence work with Cerner by July 6, 2020. This Invitation of Employment is contingent upon receipt of a satisfactory outcome of a background check and proceeds on the basis that information you provided is accurate.



Please acknowledge and electronically accept this Invitation of Employment by June 26, 2018, after which date, this offer will expire. If you need more time to consider your options, simply let us know, and we can decide upon a mutually acceptable date within which you could confirm your acceptance of this Invitation of Employment. Please note that you will be required to submit an original, signed hard copy of this Invitation of Employment to the HR Service Center on the date of joining. We look forward to hearing from you.

Sincerely,

Eby Mathai
Recruiter

ACCEPTANCE

By signing this Invitation of Employment and reviewing the sample Employment Agreement and benefits brochure, you agree to and accept the terms and conditions of employment with Cerner. Please electronically acknowledge, print, sign and return all pages of this Invitation of Employment in person or by uploading a scanned copy to your Cerner Careers account. You will receive an official copy of the Employment Agreement with your new hire paperwork, which must be signed on or before your first day with Cerner.

Signature: _____
Arshit Das

Today's Date: _____



Dear A Vishwadeep ,

Congratulations! I am delighted to be the first to welcome you to our global Covance family. Of hundreds of exceptionally qualified candidates we considered, your experience and ambition set you apart. You're joining a select and prestigious group of thought leaders, innovators and industry pioneers. You'll play an integral role in bringing new scientific discoveries to life and will directly improve patient outcomes through your everyday work.

Pending your employment contract, I am delighted to confirm the details of our offer to you:

Business Unit: Clinical Trial Testing Solutions

Business Title: Desktop Publishing

Fixed Compensation: INR 275000.00 (attached is a document with more details about your compensation plan).

Date of Joining & Reporting Time: Monday, 16th April 2018 at 8:30 AM

Reporting Address: Covance India Pharmaceutical Services Private Limited,

No. 29, Union Street, MSR Vaishnavi, Off Cubbon Road, Bangalore 560001. (Near Cubbon Park Metro Station)

Your shift working schedule will be determined upon completion of your on-boarding.



Dear Anargh Raveendranath ,

Congratulations! I am delighted to be the first to welcome you to our global Covance family. Of hundreds of exceptionally qualified candidates we considered, your experience and ambition set you apart. You're joining a select and prestigious group of thought leaders, innovators and industry pioneers. You'll play an integral role in bringing new scientific discoveries to life and will directly improve patient outcomes through your everyday work.

Pending your employment contract, I am delighted to confirm the details of our offer to you:

Business Unit: Clinical Trial Testing Solutions

Business Title: Desktop Publishing

Fixed Compensation: INR 275000.00 (attached is a document with more details about your compensation plan).

Date of Joining & Reporting Time: Monday, 16th April 2018 at 8:30 AM

Reporting Address: Covance India Pharmaceutical Services Private Limited,

No. 29, Union Street, MSR Vaishnavi, Off Cubbon Road, Bangalore 560001. (Near Cubbon Park Metro Station)

Your shift working schedule will be determined upon completion of your on-boarding.



Dear Dhanapal G ,

Congratulations! I am delighted to be the first to welcome you to our global Covance family. Of hundreds of exceptionally qualified candidates we considered, your experience and ambition set you apart. You're joining a select and prestigious group of thought leaders, innovators and industry pioneers. You'll play an integral role in bringing new scientific discoveries to life and will directly improve patient outcomes through your everyday work.

Pending your employment contract, I am delighted to confirm the details of our offer to you:

Business Unit: Clinical Trial Testing Solutions

Business Title: Desktop Publishing

Fixed Compensation: INR 275000.00 (attached is a document with more details about your compensation plan).

Date of Joining & Reporting Time: Monday, 16th April 2018 at 8:30 AM

Reporting Address: Covance India Pharmaceutical Services Private Limited,

No. 29, Union Street, MSR Vaishnavi, Off Cubbon Road, Bangalore 560001. (Near Cubbon Park Metro Station)

Your shift working schedule will be determined upon completion of your on-boarding.



Dear Pramod Rame Gowda H S,

Congratulations! I am delighted to be the first to welcome you to our global Covance family. Of hundreds of exceptionally qualified candidates we considered, your experience and ambition set you apart. You're joining a select and prestigious group of thought leaders, innovators and industry pioneers. You'll play an integral role in bringing new scientific discoveries to life and will directly improve patient outcomes through your everyday work.

Pending your employment contract, I am delighted to confirm the details of our offer to you:

Business Unit: Clinical Trial Testing Solutions

Business Title: Desktop Publishing

Fixed Compensation: INR 275000.00 (attached is a document with more details about your compensation plan).

Date of Joining & Reporting Time: Monday, 16th April 2018 at 8:30 AM

Reporting Address: Covance India Pharmaceutical Services Private Limited,

No. 29, Union Street, MSR Vaishnavi, Off Cubbon Road, Bangalore 560001. (Near Cubbon Park Metro Station)

Your shift working schedule will be determined upon completion of your on-boarding.



Dear Saokar Shivangi Vilas ,

Congratulations! I am delighted to be the first to welcome you to our global Covance family. Of hundreds of exceptionally qualified candidates we considered, your experience and ambition set you apart. You're joining a select and prestigious group of thought leaders, innovators and industry pioneers. You'll play an integral role in bringing new scientific discoveries to life and will directly improve patient outcomes through your everyday work.

Pending your employment contract, I am delighted to confirm the details of our offer to you:

Business Unit: Clinical Trial Testing Solutions

Business Title: Desktop Publishing

Fixed Compensation: INR 275000.00 (attached is a document with more details about your compensation plan).

Date of Joining & Reporting Time: Monday, 16th April 2018 at 8:30 AM

Reporting Address: Covance India Pharmaceutical Services Private Limited,

No. 29, Union Street, MSR Vaishnavi, Off Cubbon Road, Bangalore 560001. (Near Cubbon Park Metro Station)

Your shift working schedule will be determined upon completion of your on-boarding.



July 15th, 2018

PERSONAL & CONFIDENTIAL

Rashmi G Nagendra

Re: Offer of Employment

Dear Rashmi G Nagendra,

On behalf of **HealthPlix Technologies Private Limited (the “Company” or “HealthPlix Technologies”)**, we are pleased to offer you employment on the following terms in. Your start date will be July 19th, 2018 (“Start Date”).

- **Position.** Your title will be **Business Development Manager - Inside Sales. Grade A1.** You will render such business, design and technical services in the performance of your duties, consistent with your position within the company and such other duties as will be assigned to you by the company.
- **Cash Compensation.** Your annual CTC will be INR 3,25,000 (Rupees Three Lac Twenty-Five Thousand Only). The break-up is shared in the below annexure.
- **Exploratory Period.** The first 6 months of your employment will be subject to an exploratory period.
- **Other Engagements.** You are not allowed to work either full time, part time or in advisory, consultant, associate or any other role with any company, organization or any kind of freelance work till the time you are employed with the Company. You need to take specific approval in writing from your Director before being associated or contributing to any forums, groups, projects or non-profit seeking bodies. Any failure in this regard may be liable to dismissal by the Company without notice.
- **Termination.** Your employment may be terminated by either party by giving 60 days prior notice. In case you wish to resign there is a notice period of 60 days or in lieu thereof pay the company INR 75,000 or 2- months’ salary whichever is higher. During the exploratory period, the employee is required to give a (2) months’ notice for termination of employment. The company may terminate your employment by giving one (1) week notice. In case the employee resigns/ give notice for termination of employment, the Company at their sole discretion may relieve the employee before expiry of the notice period without any financial liability or commitment to allow them to continue in service till the end of notice period.

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

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

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

HealthPlix Technologies Private Limited

Office: 1st Floor, 2gethr@ORR, Tower B, Mantri Commercio, near Sakra World Hospital, Bellandur, Bengaluru, 560103.

- **Prior Obligations.** By placing your signature below, you acknowledge that neither commencing employment with the Company, nor performing your duties on behalf of the Company, will conflict with, constitute a breach under, or give any third-party rights to Company intellectual property pursuant to, any agreement, contract or other arrangement to which you are subject. You are being offered employment at HealthPlix Technologies based on your personal skills and experience, and not due to your knowledge of any confidential, proprietary or trade secret information of a prior or current employer. Should you accept this offer, we do not want you to make use of or disclose any such information or to retain or disclose any materials from a prior or current employer. Likewise, as an employee of HealthPlix Technologies, it is likely that you will become knowledgeable about confidential, trade secret and/or proprietary information related to the operations, products and services of HealthPlix Technologies and its clients. To protect the interests of both HealthPlix Technologies and its clients, all employees are required to read and sign the “Confidential Information, Invention Assignment and Arbitration Agreement” as a condition of employment with HealthPlix Technologies. This Agreement, which provides for arbitration of all disputes arising out of your employment, will be provided for your review; you will be required to sign it on your first day of employment.
- **Company Information.** Employee agrees at all times during the Term and thereafter, to hold in strictest confidence, and not to use, except for the benefit of the Company, or to disclose to any person, firm or corporation without written authorization of the Board of Directors of the Company, any Confidential Information of the Company, except under a non-disclosure agreement duly authorized and executed by the Company. Employee understands that “Confidential Information” means any non-public information that relates to the actual or anticipated business or research and development of the Company, technical data, trade secrets or know-how, including, but not limited to, research, product plans or other information regarding Company’s products or services and markets therefore, customer lists and customers (including, but not limited to, customers of the Company on whom Employee called or with whom Employee became acquainted during his entire term of his employment with the Company), software, developments, inventions, processes, formulas, technology, designs, drawings, engineering, hardware configuration information, marketing, finances, business plans, strategy or other business information. Employee further understands that Confidential Information does not include any of the foregoing items, which have become publicly known and made generally available through no wrongful act of Employee’s or of others who were under confidentiality obligations as to the item or items involved or improvements or new versions thereof.

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

- **Assignment of Inventions.** Employee agrees that he will promptly make full written disclosure to the Company, will hold in trust for the sole right and benefit of the Company, and hereby assigns to the Company, or its designee, all of Employee’s right, title, and interest in and to any and all inventions, original works of authorship, developments, concepts, improvements, designs, discoveries, ideas, trademarks or trade secrets, whether or not patentable or registrable under copyright or similar laws, which Employee may solely or jointly conceive or develop or reduce to practice, or cause to be conceived or developed or reduced to practice, as a result of and within the scope of his duties as an Employee of the Company and during the period of time Employee is in the employment of the Company (collectively referred to as “Company Inventions”). Employee further acknowledges that all original works of authorship which are made by him (solely or jointly with others) within the scope of and during the period of his employment with the Company, and which are protectable by copyright, are “works made for hire,” as that term is defined in the Indian Copyright Act. Employee understands and agrees that the decision whether or not to commercialize or market any Company Inventions developed by Employee solely or jointly with others is within the Company’s sole discretion

HealthPlix Technologies Private Limited

Office: 1st Floor, 2gethr@ORR, Tower B, Mantri Commercio, near Sakra World Hospital, Bellandur, Bengaluru, 560103.



and for the Company's sole benefit and that no royalty will be due to Employee as a result of the Company's efforts to commercialize or market any such Inventions.

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

We hope that you will accept our offer to join the Company and look forward to an early acceptance of this offer. This offer, if not accepted, will expire at the close of 7 calendar days from the date of this letter and is contingent upon your starting by the Start Date. This offer is contingent upon satisfactory results from your background check.

Any falsification of an applicant's employment history or educational background will result in withdrawal of the offer and/or termination of employment, if hired. Finally, as one of our employees, you agree to abide at all times by the Company's policies and procedures as the same may be revised and updated from time to time. To indicate your acceptance of HealthPlix Technologies's offer, please sign and date the enclosed original and the "Confidential

HealthPlix Technologies Private Limited

Office: 1st Floor, 2gethr@ORR, Tower B, Mantri Commercio, near Sakra World Hospital, Bellandur, Bengaluru, 560103.



Information, Invention Assignment and Arbitration Agreement” and returning them to Human Resources. A duplicate original is enclosed for your records.

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

Sincerely,

A handwritten signature in black ink, appearing to read "Sandeep Gudibanda", is written over a horizontal line.

16/07/2018

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

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

Rashmi G Nagendra

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

HealthPlix Technologies Private Limited

Office: 1st Floor, 2gethr@ORR, Tower B, Mantri Commercio, near Sakra World Hospital, Bellandur, Bengaluru, 560103.

ANNEXURE I
Compensation

Earnings	Monthly	Annually
Gross Salary	23,200	2,78,400
Basic + DA	11,600	1,39,200
HRA	9,280	1,11,360
Special Allowance	2,320	27,840
Variable Component		
Retention		25,000
Incentive Upto		0
PF Employee	1,800	21,600
ESIC Employee	0	0
PT Employee	200	2,400
Net Salary(in hand)	21,200	2,54,400
PF Employer	1,800	21,600
ESIC Employer	0	0
CTC	25,000	3,25,000



July 15th, 2018

PERSONAL & CONFIDENTIAL

Srishti Simmi

Re: Offer of Employment

Dear Srishti Simmi,

On behalf of **HealthPlix Technologies Private Limited (the “Company” or “HealthPlix Technologies”)**, we are pleased to offer you employment on the following terms in. Your start date will be July 19th, 2018 (“Start Date”).

- **Position.** Your title will be **Business Development Manager - Inside Sales. Grade A1.** You will render such business, design and technical services in the performance of your duties, consistent with your position within the company and such other duties as will be assigned to you by the company.
- **Cash Compensation.** Your annual CTC will be INR 3,25,000 (Rupees Three Lac Twenty-Five Thousand Only). The break-up is shared in the below annexure.
- **Exploratory Period.** The first 6 months of your employment will be subject to an exploratory period.
- **Other Engagements.** You are not allowed to work either full time, part time or in advisory, consultant, associate or any other role with any company, organization or any kind of freelance work till the time you are employed with the Company. You need to take specific approval in writing from your Director before being associated or contributing to any forums, groups, projects or non-profit seeking bodies. Any failure in this regard may be liable to dismissal by the Company without notice.
- **Termination.** Your employment may be terminated by either party by giving 60 days prior notice. In case you wish to resign there is a notice period of 60 days or in lieu thereof pay the company INR 75,000 or 2- months’ salary whichever is higher. During the exploratory period, the employee is required to give a (2) months’ notice for termination of employment. The company may terminate your employment by giving one (1) week notice. In case the employee resigns/ give notice for termination of employment, the Company at their sole discretion may relieve the employee before expiry of the notice period without any financial liability or commitment to allow them to continue in service till the end of notice period.

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

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

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

HealthPlix Technologies Private Limited

Office: 1st Floor, 2gethr@ORR, Tower B, Mantri Commercio, near Sakra World Hospital, Bellandur, Bengaluru, 560103.

- **Prior Obligations.** By placing your signature below, you acknowledge that neither commencing employment with the Company, nor performing your duties on behalf of the Company, will conflict with, constitute a breach under, or give any third-party rights to Company intellectual property pursuant to, any agreement, contract or other arrangement to which you are subject. You are being offered employment at HealthPlix Technologies based on your personal skills and experience, and not due to your knowledge of any confidential, proprietary or trade secret information of a prior or current employer. Should you accept this offer, we do not want you to make use of or disclose any such information or to retain or disclose any materials from a prior or current employer. Likewise, as an employee of HealthPlix Technologies, it is likely that you will become knowledgeable about confidential, trade secret and/or proprietary information related to the operations, products and services of HealthPlix Technologies and its clients. To protect the interests of both HealthPlix Technologies and its clients, all employees are required to read and sign the “Confidential Information, Invention Assignment and Arbitration Agreement” as a condition of employment with HealthPlix Technologies. This Agreement, which provides for arbitration of all disputes arising out of your employment, will be provided for your review; you will be required to sign it on your first day of employment.
- **Company Information.** Employee agrees at all times during the Term and thereafter, to hold in strictest confidence, and not to use, except for the benefit of the Company, or to disclose to any person, firm or corporation without written authorization of the Board of Directors of the Company, any Confidential Information of the Company, except under a non-disclosure agreement duly authorized and executed by the Company. Employee understands that “Confidential Information” means any non-public information that relates to the actual or anticipated business or research and development of the Company, technical data, trade secrets or know-how, including, but not limited to, research, product plans or other information regarding Company’s products or services and markets therefore, customer lists and customers (including, but not limited to, customers of the Company on whom Employee called or with whom Employee became acquainted during his entire term of his employment with the Company), software, developments, inventions, processes, formulas, technology, designs, drawings, engineering, hardware configuration information, marketing, finances, business plans, strategy or other business information. Employee further understands that Confidential Information does not include any of the foregoing items, which have become publicly known and made generally available through no wrongful act of Employee’s or of others who were under confidentiality obligations as to the item or items involved or improvements or new versions thereof.

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

- **Assignment of Inventions.** Employee agrees that he will promptly make full written disclosure to the Company, will hold in trust for the sole right and benefit of the Company, and hereby assigns to the Company, or its designee, all of Employee’s right, title, and interest in and to any and all inventions, original works of authorship, developments, concepts, improvements, designs, discoveries, ideas, trademarks or trade secrets, whether or not patentable or registrable under copyright or similar laws, which Employee may solely or jointly conceive or develop or reduce to practice, or cause to be conceived or developed or reduced to practice, as a result of and within the scope of his duties as an Employee of the Company and during the period of time Employee is in the employment of the Company (collectively referred to as “Company Inventions”). Employee further acknowledges that all original works of authorship which are made by him (solely or jointly with others) within the scope of and during the period of his employment with the Company, and which are protectable by copyright, are “works made for hire,” as that term is defined in the Indian Copyright Act. Employee understands and agrees that the decision whether or not to commercialize or market any Company Inventions developed by Employee solely or jointly with others is within the Company’s sole discretion

HealthPlix Technologies Private Limited

Office: 1st Floor, 2gethr@ORR, Tower B, Mantri Commercio, near Sakra World Hospital, Bellandur, Bengaluru, 560103.



and for the Company's sole benefit and that no royalty will be due to Employee as a result of the Company's efforts to commercialize or market any such Inventions.

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

We hope that you will accept our offer to join the Company and look forward to an early acceptance of this offer. This offer, if not accepted, will expire at the close of 7 calendar days from the date of this letter and is contingent upon your starting by the Start Date. This offer is contingent upon satisfactory results from your background check.

Any falsification of an applicant's employment history or educational background will result in withdrawal of the offer and/or termination of employment, if hired. Finally, as one of our employees, you agree to abide at all times by the Company's policies and procedures as the same may be revised and updated from time to time. To indicate your acceptance of HealthPlix Technologies's offer, please sign and date the enclosed original and the "Confidential

HealthPlix Technologies Private Limited

Office: 1st Floor, 2gethr@ORR, Tower B, Mantri Commercio, near Sakra World Hospital, Bellandur, Bengaluru, 560103.



Information, Invention Assignment and Arbitration Agreement” and returning them to Human Resources. A duplicate original is enclosed for your records.

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

Sincerely,

A handwritten signature in black ink, appearing to read "Sandeep Gudibanda", is written over a horizontal line.

16/07/2018

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

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

Srishti Simmi

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

HealthPlix Technologies Private Limited

Office: 1st Floor, 2gethr@ORR, Tower B, Mantri Commercio, near Sakra World Hospital, Bellandur, Bengaluru, 560103.

ANNEXURE I
Compensation

Earnings	Monthly	Annually
Gross Salary	23,200	2,78,400
Basic + DA	11,600	1,39,200
HRA	9,280	1,11,360
Special Allowance	2,320	27,840
Variable Component		
Retention		25,000
Incentive Upto		0
PF Employee	1,800	21,600
ESIC Employee	0	0
PT Employee	200	2,400
Net Salary(in hand)	21,200	2,54,400
PF Employer	1,800	21,600
ESIC Employer	0	0
CTC	25,000	3,25,000



July 15th, 2018

PERSONAL & CONFIDENTIAL

Sunitha G

Re: Offer of Employment

Dear Sunitha G,

On behalf of **HealthPlix Technologies Private Limited (the “Company” or “HealthPlix Technologies”)**, we are pleased to offer you employment on the following terms in. Your start date will be July 19th, 2018 (“Start Date”).

- **Position.** Your title will be **Business Development Manager - Inside Sales. Grade A1.** You will render such business, design and technical services in the performance of your duties, consistent with your position within the company and such other duties as will be assigned to you by the company.
- **Cash Compensation.** Your annual CTC will be INR 3,25,000 (Rupees Three Lac Twenty-Five Thousand Only). The break-up is shared in the below annexure.
- **Exploratory Period.** The first 6 months of your employment will be subject to an exploratory period.
- **Other Engagements.** You are not allowed to work either full time, part time or in advisory, consultant, associate or any other role with any company, organization or any kind of freelance work till the time you are employed with the Company. You need to take specific approval in writing from your Director before being associated or contributing to any forums, groups, projects or non-profit seeking bodies. Any failure in this regard may be liable to dismissal by the Company without notice.
- **Termination.** Your employment may be terminated by either party by giving 60 days prior notice. In case you wish to resign there is a notice period of 60 days or in lieu thereof pay the company INR 75,000 or 2- months’ salary whichever is higher. During the exploratory period, the employee is required to give a (2) months’ notice for termination of employment. The company may terminate your employment by giving one (1) week notice. In case the employee resigns/ give notice for termination of employment, the Company at their sole discretion may relieve the employee before expiry of the notice period without any financial liability or commitment to allow them to continue in service till the end of notice period.

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

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

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

HealthPlix Technologies Private Limited

Office: 1st Floor, 2gethr@ORR, Tower B, Mantri Commercio, near Sakra World Hospital, Bellandur, Bengaluru, 560103.

- **Prior Obligations.** By placing your signature below, you acknowledge that neither commencing employment with the Company, nor performing your duties on behalf of the Company, will conflict with, constitute a breach under, or give any third-party rights to Company intellectual property pursuant to, any agreement, contract or other arrangement to which you are subject. You are being offered employment at HealthPlix Technologies based on your personal skills and experience, and not due to your knowledge of any confidential, proprietary or trade secret information of a prior or current employer. Should you accept this offer, we do not want you to make use of or disclose any such information or to retain or disclose any materials from a prior or current employer. Likewise, as an employee of HealthPlix Technologies, it is likely that you will become knowledgeable about confidential, trade secret and/or proprietary information related to the operations, products and services of HealthPlix Technologies and its clients. To protect the interests of both HealthPlix Technologies and its clients, all employees are required to read and sign the “Confidential Information, Invention Assignment and Arbitration Agreement” as a condition of employment with HealthPlix Technologies. This Agreement, which provides for arbitration of all disputes arising out of your employment, will be provided for your review; you will be required to sign it on your first day of employment.
- **Company Information.** Employee agrees at all times during the Term and thereafter, to hold in strictest confidence, and not to use, except for the benefit of the Company, or to disclose to any person, firm or corporation without written authorization of the Board of Directors of the Company, any Confidential Information of the Company, except under a non-disclosure agreement duly authorized and executed by the Company. Employee understands that “Confidential Information” means any non-public information that relates to the actual or anticipated business or research and development of the Company, technical data, trade secrets or know-how, including, but not limited to, research, product plans or other information regarding Company’s products or services and markets therefore, customer lists and customers (including, but not limited to, customers of the Company on whom Employee called or with whom Employee became acquainted during his entire term of his employment with the Company), software, developments, inventions, processes, formulas, technology, designs, drawings, engineering, hardware configuration information, marketing, finances, business plans, strategy or other business information. Employee further understands that Confidential Information does not include any of the foregoing items, which have become publicly known and made generally available through no wrongful act of Employee’s or of others who were under confidentiality obligations as to the item or items involved or improvements or new versions thereof.

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

- **Assignment of Inventions.** Employee agrees that he will promptly make full written disclosure to the Company, will hold in trust for the sole right and benefit of the Company, and hereby assigns to the Company, or its designee, all of Employee’s right, title, and interest in and to any and all inventions, original works of authorship, developments, concepts, improvements, designs, discoveries, ideas, trademarks or trade secrets, whether or not patentable or registrable under copyright or similar laws, which Employee may solely or jointly conceive or develop or reduce to practice, or cause to be conceived or developed or reduced to practice, as a result of and within the scope of his duties as an Employee of the Company and during the period of time Employee is in the employment of the Company (collectively referred to as “Company Inventions”). Employee further acknowledges that all original works of authorship which are made by him (solely or jointly with others) within the scope of and during the period of his employment with the Company, and which are protectable by copyright, are “works made for hire,” as that term is defined in the Indian Copyright Act. Employee understands and agrees that the decision whether or not to commercialize or market any Company Inventions developed by Employee solely or jointly with others is within the Company’s sole discretion

HealthPlix Technologies Private Limited

Office: 1st Floor, 2gethr@ORR, Tower B, Mantri Commercio, near Sakra World Hospital, Bellandur, Bengaluru, 560103.



and for the Company's sole benefit and that no royalty will be due to Employee as a result of the Company's efforts to commercialize or market any such Inventions.

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

We hope that you will accept our offer to join the Company and look forward to an early acceptance of this offer. This offer, if not accepted, will expire at the close of 7 calendar days from the date of this letter and is contingent upon your starting by the Start Date. This offer is contingent upon satisfactory results from your background check.

Any falsification of an applicant's employment history or educational background will result in withdrawal of the offer and/or termination of employment, if hired. Finally, as one of our employees, you agree to abide at all times by the Company's policies and procedures as the same may be revised and updated from time to time. To indicate your acceptance of HealthPlix Technologies's offer, please sign and date the enclosed original and the "Confidential

HealthPlix Technologies Private Limited

Office: 1st Floor, 2gethr@ORR, Tower B, Mantri Commercio, near Sakra World Hospital, Bellandur, Bengaluru, 560103.



Information, Invention Assignment and Arbitration Agreement” and returning them to Human Resources. A duplicate original is enclosed for your records.

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

Sincerely,

A handwritten signature in black ink, appearing to read "Sandeep Gudibanda", is written over a horizontal line.

16/07/2018

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

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

Sunitha G

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

HealthPlix Technologies Private Limited

Office: 1st Floor, 2gethr@ORR, Tower B, Mantri Commercio, near Sakra World Hospital, Bellandur, Bengaluru, 560103.

ANNEXURE I
Compensation

Earnings	Monthly	Annually
Gross Salary	23,200	2,78,400
Basic + DA	11,600	1,39,200
HRA	9,280	1,11,360
Special Allowance	2,320	27,840
Variable Component		
Retention		25,000
Incentive Upto		0
PF Employee	1,800	21,600
ESIC Employee	0	0
PT Employee	200	2,400
Net Salary(in hand)	21,200	2,54,400
PF Employer	1,800	21,600
ESIC Employer	0	0
CTC	25,000	3,25,000



July 15th, 2018

PERSONAL & CONFIDENTIAL

Tapasya Kori

Re: Offer of Employment

Dear Tapasya Kori,

On behalf of **HealthPlix Technologies Private Limited (the “Company” or “HealthPlix Technologies”)**, we are pleased to offer you employment on the following terms in. Your start date will be July 19th, 2018 (“Start Date”).

- **Position.** Your title will be **Business Development Manager - Inside Sales. Grade A1.** You will render such business, design and technical services in the performance of your duties, consistent with your position within the company and such other duties as will be assigned to you by the company.
- **Cash Compensation.** Your annual CTC will be INR 3,25,000 (Rupees Three Lac Twenty-Five Thousand Only). The break-up is shared in the below annexure.
- **Exploratory Period.** The first 6 months of your employment will be subject to an exploratory period.
- **Other Engagements.** You are not allowed to work either full time, part time or in advisory, consultant, associate or any other role with any company, organization or any kind of freelance work till the time you are employed with the Company. You need to take specific approval in writing from your Director before being associated or contributing to any forums, groups, projects or non-profit seeking bodies. Any failure in this regard may be liable to dismissal by the Company without notice.
- **Termination.** Your employment may be terminated by either party by giving 60 days prior notice. In case you wish to resign there is a notice period of 60 days or in lieu thereof pay the company INR 75,000 or 2- months’ salary whichever is higher. During the exploratory period, the employee is required to give a (2) months’ notice for termination of employment. The company may terminate your employment by giving one (1) week notice. In case the employee resigns/ give notice for termination of employment, the Company at their sole discretion may relieve the employee before expiry of the notice period without any financial liability or commitment to allow them to continue in service till the end of notice period.

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

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

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

HealthPlix Technologies Private Limited

Office: 1st Floor, 2gethr@ORR, Tower B, Mantri Commercio, near Sakra World Hospital, Bellandur, Bengaluru, 560103.

- **Prior Obligations.** By placing your signature below, you acknowledge that neither commencing employment with the Company, nor performing your duties on behalf of the Company, will conflict with, constitute a breach under, or give any third-party rights to Company intellectual property pursuant to, any agreement, contract or other arrangement to which you are subject. You are being offered employment at HealthPlix Technologies based on your personal skills and experience, and not due to your knowledge of any confidential, proprietary or trade secret information of a prior or current employer. Should you accept this offer, we do not want you to make use of or disclose any such information or to retain or disclose any materials from a prior or current employer. Likewise, as an employee of HealthPlix Technologies, it is likely that you will become knowledgeable about confidential, trade secret and/or proprietary information related to the operations, products and services of HealthPlix Technologies and its clients. To protect the interests of both HealthPlix Technologies and its clients, all employees are required to read and sign the “Confidential Information, Invention Assignment and Arbitration Agreement” as a condition of employment with HealthPlix Technologies. This Agreement, which provides for arbitration of all disputes arising out of your employment, will be provided for your review; you will be required to sign it on your first day of employment.
- **Company Information.** Employee agrees at all times during the Term and thereafter, to hold in strictest confidence, and not to use, except for the benefit of the Company, or to disclose to any person, firm or corporation without written authorization of the Board of Directors of the Company, any Confidential Information of the Company, except under a non-disclosure agreement duly authorized and executed by the Company. Employee understands that “Confidential Information” means any non-public information that relates to the actual or anticipated business or research and development of the Company, technical data, trade secrets or know-how, including, but not limited to, research, product plans or other information regarding Company’s products or services and markets therefore, customer lists and customers (including, but not limited to, customers of the Company on whom Employee called or with whom Employee became acquainted during his entire term of his employment with the Company), software, developments, inventions, processes, formulas, technology, designs, drawings, engineering, hardware configuration information, marketing, finances, business plans, strategy or other business information. Employee further understands that Confidential Information does not include any of the foregoing items, which have become publicly known and made generally available through no wrongful act of Employee’s or of others who were under confidentiality obligations as to the item or items involved or improvements or new versions thereof.

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

- **Assignment of Inventions.** Employee agrees that he will promptly make full written disclosure to the Company, will hold in trust for the sole right and benefit of the Company, and hereby assigns to the Company, or its designee, all of Employee’s right, title, and interest in and to any and all inventions, original works of authorship, developments, concepts, improvements, designs, discoveries, ideas, trademarks or trade secrets, whether or not patentable or registrable under copyright or similar laws, which Employee may solely or jointly conceive or develop or reduce to practice, or cause to be conceived or developed or reduced to practice, as a result of and within the scope of his duties as an Employee of the Company and during the period of time Employee is in the employment of the Company (collectively referred to as “Company Inventions”). Employee further acknowledges that all original works of authorship which are made by him (solely or jointly with others) within the scope of and during the period of his employment with the Company, and which are protectable by copyright, are “works made for hire,” as that term is defined in the Indian Copyright Act. Employee understands and agrees that the decision whether or not to commercialize or market any Company Inventions developed by Employee solely or jointly with others is within the Company’s sole discretion

HealthPlix Technologies Private Limited

Office: 1st Floor, 2gethr@ORR, Tower B, Mantri Commercio, near Sakra World Hospital, Bellandur, Bengaluru, 560103.



and for the Company's sole benefit and that no royalty will be due to Employee as a result of the Company's efforts to commercialize or market any such Inventions.

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

We hope that you will accept our offer to join the Company and look forward to an early acceptance of this offer. This offer, if not accepted, will expire at the close of 7 calendar days from the date of this letter and is contingent upon your starting by the Start Date. This offer is contingent upon satisfactory results from your background check.

Any falsification of an applicant's employment history or educational background will result in withdrawal of the offer and/or termination of employment, if hired. Finally, as one of our employees, you agree to abide at all times by the Company's policies and procedures as the same may be revised and updated from time to time. To indicate your acceptance of HealthPlix Technologies's offer, please sign and date the enclosed original and the "Confidential

HealthPlix Technologies Private Limited

Office: 1st Floor, 2gethr@ORR, Tower B, Mantri Commercio, near Sakra World Hospital, Bellandur, Bengaluru, 560103.



Information, Invention Assignment and Arbitration Agreement” and returning them to Human Resources. A duplicate original is enclosed for your records.

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

Sincerely,

A handwritten signature in black ink, appearing to read "Sandeep Gudibanda", is written over a horizontal line.

16/07/2018

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

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

Tapasya Kori

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

HealthPlix Technologies Private Limited

Office: 1st Floor, 2gethr@ORR, Tower B, Mantri Commercio, near Sakra World Hospital, Bellandur, Bengaluru, 560103.

ANNEXURE I
Compensation

Earnings	Monthly	Annually
Gross Salary	23,200	2,78,400
Basic + DA	11,600	1,39,200
HRA	9,280	1,11,360
Special Allowance	2,320	27,840
Variable Component		
Retention		25,000
Incentive Upto		0
PF Employee	1,800	21,600
ESIC Employee	0	0
PT Employee	200	2,400
Net Salary(in hand)	21,200	2,54,400
PF Employer	1,800	21,600
ESIC Employer	0	0
CTC	25,000	3,25,000



July 15th, 2018

PERSONAL & CONFIDENTIAL

Tenzin Lhadon

Re: Offer of Employment

Dear Tenzin Lhadon,

On behalf of **HealthPlix Technologies Private Limited (the “Company” or “HealthPlix Technologies”)**, we are pleased to offer you employment on the following terms in. Your start date will be July 19th, 2018 (“Start Date”).

- **Position.** Your title will be **Business Development Manager - Inside Sales. Grade A1.** You will render such business, design and technical services in the performance of your duties, consistent with your position within the company and such other duties as will be assigned to you by the company.
- **Cash Compensation.** Your annual CTC will be INR 3,25,000 (Rupees Three Lac Twenty-Five Thousand Only). The break-up is shared in the below annexure.
- **Exploratory Period.** The first 6 months of your employment will be subject to an exploratory period.
- **Other Engagements.** You are not allowed to work either full time, part time or in advisory, consultant, associate or any other role with any company, organization or any kind of freelance work till the time you are employed with the Company. You need to take specific approval in writing from your Director before being associated or contributing to any forums, groups, projects or non-profit seeking bodies. Any failure in this regard may be liable to dismissal by the Company without notice.
- **Termination.** Your employment may be terminated by either party by giving 60 days prior notice. In case you wish to resign there is a notice period of 60 days or in lieu thereof pay the company INR 75,000 or 2- months’ salary whichever is higher. During the exploratory period, the employee is required to give a (2) months’ notice for termination of employment. The company may terminate your employment by giving one (1) week notice. In case the employee resigns/ give notice for termination of employment, the Company at their sole discretion may relieve the employee before expiry of the notice period without any financial liability or commitment to allow them to continue in service till the end of notice period.

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

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

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

HealthPlix Technologies Private Limited

Office: 1st Floor, 2gethr@ORR, Tower B, Mantri Commercio, near Sakra World Hospital, Bellandur, Bengaluru, 560103.

- **Prior Obligations.** By placing your signature below, you acknowledge that neither commencing employment with the Company, nor performing your duties on behalf of the Company, will conflict with, constitute a breach under, or give any third-party rights to Company intellectual property pursuant to, any agreement, contract or other arrangement to which you are subject. You are being offered employment at HealthPlix Technologies based on your personal skills and experience, and not due to your knowledge of any confidential, proprietary or trade secret information of a prior or current employer. Should you accept this offer, we do not want you to make use of or disclose any such information or to retain or disclose any materials from a prior or current employer. Likewise, as an employee of HealthPlix Technologies, it is likely that you will become knowledgeable about confidential, trade secret and/or proprietary information related to the operations, products and services of HealthPlix Technologies and its clients. To protect the interests of both HealthPlix Technologies and its clients, all employees are required to read and sign the “Confidential Information, Invention Assignment and Arbitration Agreement” as a condition of employment with HealthPlix Technologies. This Agreement, which provides for arbitration of all disputes arising out of your employment, will be provided for your review; you will be required to sign it on your first day of employment.
- **Company Information.** Employee agrees at all times during the Term and thereafter, to hold in strictest confidence, and not to use, except for the benefit of the Company, or to disclose to any person, firm or corporation without written authorization of the Board of Directors of the Company, any Confidential Information of the Company, except under a non-disclosure agreement duly authorized and executed by the Company. Employee understands that “Confidential Information” means any non-public information that relates to the actual or anticipated business or research and development of the Company, technical data, trade secrets or know-how, including, but not limited to, research, product plans or other information regarding Company’s products or services and markets therefore, customer lists and customers (including, but not limited to, customers of the Company on whom Employee called or with whom Employee became acquainted during his entire term of his employment with the Company), software, developments, inventions, processes, formulas, technology, designs, drawings, engineering, hardware configuration information, marketing, finances, business plans, strategy or other business information. Employee further understands that Confidential Information does not include any of the foregoing items, which have become publicly known and made generally available through no wrongful act of Employee’s or of others who were under confidentiality obligations as to the item or items involved or improvements or new versions thereof.

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

- **Assignment of Inventions.** Employee agrees that he will promptly make full written disclosure to the Company, will hold in trust for the sole right and benefit of the Company, and hereby assigns to the Company, or its designee, all of Employee’s right, title, and interest in and to any and all inventions, original works of authorship, developments, concepts, improvements, designs, discoveries, ideas, trademarks or trade secrets, whether or not patentable or registrable under copyright or similar laws, which Employee may solely or jointly conceive or develop or reduce to practice, or cause to be conceived or developed or reduced to practice, as a result of and within the scope of his duties as an Employee of the Company and during the period of time Employee is in the employment of the Company (collectively referred to as “Company Inventions”). Employee further acknowledges that all original works of authorship which are made by him (solely or jointly with others) within the scope of and during the period of his employment with the Company, and which are protectable by copyright, are “works made for hire,” as that term is defined in the Indian Copyright Act. Employee understands and agrees that the decision whether or not to commercialize or market any Company Inventions developed by Employee solely or jointly with others is within the Company’s sole discretion

HealthPlix Technologies Private Limited

Office: 1st Floor, 2gethr@ORR, Tower B, Mantri Commercio, near Sakra World Hospital, Bellandur, Bengaluru, 560103.



and for the Company's sole benefit and that no royalty will be due to Employee as a result of the Company's efforts to commercialize or market any such Inventions.

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

We hope that you will accept our offer to join the Company and look forward to an early acceptance of this offer. This offer, if not accepted, will expire at the close of 7 calendar days from the date of this letter and is contingent upon your starting by the Start Date. This offer is contingent upon satisfactory results from your background check.

Any falsification of an applicant's employment history or educational background will result in withdrawal of the offer and/or termination of employment, if hired. Finally, as one of our employees, you agree to abide at all times by the Company's policies and procedures as the same may be revised and updated from time to time. To indicate your acceptance of HealthPlix Technologies' offer, please sign and date the enclosed original and the "Confidential

HealthPlix Technologies Private Limited

Office: 1st Floor, 2gethr@ORR, Tower B, Mantri Commercio, near Sakra World Hospital, Bellandur, Bengaluru, 560103.



Information, Invention Assignment and Arbitration Agreement” and returning them to Human Resources. A duplicate original is enclosed for your records.

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

Sincerely,

A handwritten signature in black ink, appearing to read "Sandeep Gudibanda", is written over a horizontal line.

16/07/2018

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

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

Tenzin Lhadon

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

HealthPlix Technologies Private Limited

Office: 1st Floor, 2gethr@ORR, Tower B, Mantri Commercio, near Sakra World Hospital, Bellandur, Bengaluru, 560103.

ANNEXURE I
Compensation

Earnings	Monthly	Annually
Gross Salary	23,200	2,78,400
Basic + DA	11,600	1,39,200
HRA	9,280	1,11,360
Special Allowance	2,320	27,840
Variable Component		
Retention		25,000
Incentive Upto		0
PF Employee	1,800	21,600
ESIC Employee	0	0
PT Employee	200	2,400
Net Salary(in hand)	21,200	2,54,400
PF Employer	1,800	21,600
ESIC Employer	0	0
CTC	25,000	3,25,000

23-July-2018

**Chaitra Sumeet,
Bangalore**

Reg: Offer of employment

Dear Charitha Sumeet,

We are pleased to offer you the position of **Associate - Claims** at **Legato Health Technologies LLP** and your work location will be **Bangalore – RGA Tech Park**. We hope you are as excited about this opportunity as we are to have you on our team.

The annualized salary being offered to you is **INR. 230,000/- (Rupees Two Lakh Thirty Thousand only)** less applicable withholding taxes. The detailed compensation structure is given in Annexure - A.

This offer is contingent upon your acceptance within 3 business day and on confirmation that you are legally authorized to work in your position on your start date and at all times thereafter, the successful verification of your background information. Legato reserves the right to withdraw this offer at its sole discretion at any time prior to the Date of Joining with due communication to you.

At the time of reporting for duty, produce certified true copies of all your credentials as asked for. Your employment with Legato will commence from your effective date of joining i.e. **10th August 2020** and subject to completion of all joining formalities. You will be also be required to sign an employment agreement and confidentiality agreement with Legato on the Date of Joining. Until the employment agreement is fully executed by you, no relationship (employment, contractual or otherwise) will exist between the parties.

We look forward to you joining the Legato team!

Sincerely,

Mosur K Saisekar
Country Head
Legato Health Technologies LLP

Charitha Sumeet
Date:

Annexure – A

Associate Name: Charitha Sumeet		
Designation: Associate – Claims		
Component	Per Annum (INR)	Per Month (INR)
Basic Salary	186,000	15,500
HRA	15,140	1,262
LTA	-	-
Special Allowance	-	-
Gross Salary	201,140	16,762
Employer's contribution to PF	22,320	1,860
ESI	6,540	545
Target Variable pay	-	-
Total Fixed Pay	230,000	19,167
Cost to Company (CTC)	230,000	19,167

Note:

- *Employee's contribution to Provident Fund, Professional Tax and Income Tax will be deducted as applicable.*
- *As per Payment of Gratuity Act, 1972, you will be eligible for gratuity payment that will be over and above your CTC.*
- *Shift Allowance payable based on the shift timing (except general shift).*
- *Transport deduction is applicable only for associates working in general shifts.*
- *Medical Insurance cover for Associate including five dependents for a principal amount of INR 3,00,000 /-*
- *Coverage amount for Personal accident and Term Life Insurance would be 5 times of CTC each*
- *Notice period will be 3 months*
- *Employee State Insurance (ESI) deduction applicable as per ESI Act 1948.*

Sincerely,

Mosur K Saisekar
Country Head
Legato Health Technologies LLP

Charitha Sumeet
Date:



July 15th, 2018

PERSONAL & CONFIDENTIAL

Kavya S

Re: Offer of Employment

Dear Kavya S,

On behalf of **HealthPlix Technologies Private Limited (the “Company” or “HealthPlix Technologies”)**, we are pleased to offer you employment on the following terms in. Your start date will be July 19th, 2018 (“Start Date”).

- **Position.** Your title will be **Business Development Manager - Inside Sales. Grade A1.** You will render such business, design and technical services in the performance of your duties, consistent with your position within the company and such other duties as will be assigned to you by the company.
- **Cash Compensation.** Your annual CTC will be INR 3,25,000 (Rupees Three Lac Twenty-Five Thousand Only). The break-up is shared in the below annexure.
- **Exploratory Period.** The first 6 months of your employment will be subject to an exploratory period.
- **Other Engagements.** You are not allowed to work either full time, part time or in advisory, consultant, associate or any other role with any company, organization or any kind of freelance work till the time you are employed with the Company. You need to take specific approval in writing from your Director before being associated or contributing to any forums, groups, projects or non-profit seeking bodies. Any failure in this regard may be liable to dismissal by the Company without notice.
- **Termination.** Your employment may be terminated by either party by giving 60 days prior notice. In case you wish to resign there is a notice period of 60 days or in lieu thereof pay the company INR 75,000 or 2- months’ salary whichever is higher. During the exploratory period, the employee is required to give a (2) months’ notice for termination of employment. The company may terminate your employment by giving one (1) week notice. In case the employee resigns/ give notice for termination of employment, the Company at their sole discretion may relieve the employee before expiry of the notice period without any financial liability or commitment to allow them to continue in service till the end of notice period.

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

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

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

HealthPlix Technologies Private Limited

Office: 1st Floor, 2gethr@ORR, Tower B, Mantri Commercio, near Sakra World Hospital, Bellandur, Bengaluru, 560103.

- **Prior Obligations.** By placing your signature below, you acknowledge that neither commencing employment with the Company, nor performing your duties on behalf of the Company, will conflict with, constitute a breach under, or give any third-party rights to Company intellectual property pursuant to, any agreement, contract or other arrangement to which you are subject. You are being offered employment at HealthPlix Technologies based on your personal skills and experience, and not due to your knowledge of any confidential, proprietary or trade secret information of a prior or current employer. Should you accept this offer, we do not want you to make use of or disclose any such information or to retain or disclose any materials from a prior or current employer. Likewise, as an employee of HealthPlix Technologies, it is likely that you will become knowledgeable about confidential, trade secret and/or proprietary information related to the operations, products and services of HealthPlix Technologies and its clients. To protect the interests of both HealthPlix Technologies and its clients, all employees are required to read and sign the “Confidential Information, Invention Assignment and Arbitration Agreement” as a condition of employment with HealthPlix Technologies. This Agreement, which provides for arbitration of all disputes arising out of your employment, will be provided for your review; you will be required to sign it on your first day of employment.
- **Company Information.** Employee agrees at all times during the Term and thereafter, to hold in strictest confidence, and not to use, except for the benefit of the Company, or to disclose to any person, firm or corporation without written authorization of the Board of Directors of the Company, any Confidential Information of the Company, except under a non-disclosure agreement duly authorized and executed by the Company. Employee understands that “Confidential Information” means any non-public information that relates to the actual or anticipated business or research and development of the Company, technical data, trade secrets or know-how, including, but not limited to, research, product plans or other information regarding Company’s products or services and markets therefore, customer lists and customers (including, but not limited to, customers of the Company on whom Employee called or with whom Employee became acquainted during his entire term of his employment with the Company), software, developments, inventions, processes, formulas, technology, designs, drawings, engineering, hardware configuration information, marketing, finances, business plans, strategy or other business information. Employee further understands that Confidential Information does not include any of the foregoing items, which have become publicly known and made generally available through no wrongful act of Employee’s or of others who were under confidentiality obligations as to the item or items involved or improvements or new versions thereof.

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

- **Assignment of Inventions.** Employee agrees that he will promptly make full written disclosure to the Company, will hold in trust for the sole right and benefit of the Company, and hereby assigns to the Company, or its designee, all of Employee’s right, title, and interest in and to any and all inventions, original works of authorship, developments, concepts, improvements, designs, discoveries, ideas, trademarks or trade secrets, whether or not patentable or registrable under copyright or similar laws, which Employee may solely or jointly conceive or develop or reduce to practice, or cause to be conceived or developed or reduced to practice, as a result of and within the scope of his duties as an Employee of the Company and during the period of time Employee is in the employment of the Company (collectively referred to as “Company Inventions”). Employee further acknowledges that all original works of authorship which are made by him (solely or jointly with others) within the scope of and during the period of his employment with the Company, and which are protectable by copyright, are “works made for hire,” as that term is defined in the Indian Copyright Act. Employee understands and agrees that the decision whether or not to commercialize or market any Company Inventions developed by Employee solely or jointly with others is within the Company’s sole discretion

HealthPlix Technologies Private Limited

Office: 1st Floor, 2gethr@ORR, Tower B, Mantri Commercio, near Sakra World Hospital, Bellandur, Bengaluru, 560103.



and for the Company's sole benefit and that no royalty will be due to Employee as a result of the Company's efforts to commercialize or market any such Inventions.

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

We hope that you will accept our offer to join the Company and look forward to an early acceptance of this offer. This offer, if not accepted, will expire at the close of 7 calendar days from the date of this letter and is contingent upon your starting by the Start Date. This offer is contingent upon satisfactory results from your background check.

Any falsification of an applicant's employment history or educational background will result in withdrawal of the offer and/or termination of employment, if hired. Finally, as one of our employees, you agree to abide at all times by the Company's policies and procedures as the same may be revised and updated from time to time. To indicate your acceptance of HealthPlix Technologies's offer, please sign and date the enclosed original and the "Confidential

HealthPlix Technologies Private Limited

Office: 1st Floor, 2gethr@ORR, Tower B, Mantri Commercio, near Sakra World Hospital, Bellandur, Bengaluru, 560103.



Information, Invention Assignment and Arbitration Agreement” and returning them to Human Resources. A duplicate original is enclosed for your records.

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

Sincerely,

A handwritten signature in black ink, appearing to read "Sandeep Gudibanda", is written over a horizontal line.

16/07/2018

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

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

Kavya S

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

HealthPlix Technologies Private Limited

Office: 1st Floor, 2gethr@ORR, Tower B, Mantri Commercio, near Sakra World Hospital, Bellandur, Bengaluru, 560103.

ANNEXURE I
Compensation

Earnings	Monthly	Annually
Gross Salary	23,200	2,78,400
Basic + DA	11,600	1,39,200
HRA	9,280	1,11,360
Special Allowance	2,320	27,840
Variable Component		
Retention		25,000
Incentive Upto		0
PF Employee	1,800	21,600
ESIC Employee	0	0
PT Employee	200	2,400
Net Salary(in hand)	21,200	2,54,400
PF Employer	1,800	21,600
ESIC Employer	0	0
CTC	25,000	3,25,000

23-July-2018

Fatima Sardar Shaik,

Bangalore

Reg: Offer of employment

Dear Fatima Sardar Shaik,

We are pleased to offer you the position of **Associate - Claims** at **Legato Health Technologies LLP** and your work location will be **Bangalore – RGA Tech Park**. We hope you are as excited about this opportunity as we are to have you on our team.

The annualized salary being offered to you is **INR. 230,000/- (Rupees Two Lakh Thirty Thousand only)** less applicable withholding taxes. The detailed compensation structure is given in Annexure - A.

This offer is contingent upon your acceptance within 3 business day and on confirmation that you are legally authorized to work in your position on your start date and at all times thereafter, the successful verification of your background information. Legato reserves the right to withdraw this offer at its sole discretion at any time prior to the Date of Joining with due communication to you.

At the time of reporting for duty, produce certified true copies of all your credentials as asked for. Your employment with Legato will commence from your effective date of joining i.e. **10th August 2020** and subject to completion of all joining formalities. You will be also be required to sign an employment agreement and confidentiality agreement with Legato on the Date of Joining. Until the employment agreement is fully executed by you, no relationship (employment, contractual or otherwise) will exist between the parties.

We look forward to you joining the Legato team!

Sincerely,

Mosur K Saisekar
Country Head
Legato Health Technologies LLP

Fatima Sardar Shaik
Date:

Annexure – A

Associate Name: Fatima Sardar Shaik		
Designation: Associate – Claims		
Component	Per Annum (INR)	Per Month (INR)
Basic Salary	186,000	15,500
HRA	15,140	1,262
LTA	-	-
Special Allowance	-	-
Gross Salary	201,140	16,762
Employer's contribution to PF	22,320	1,860
ESI	6,540	545
Target Variable pay	-	-
Total Fixed Pay	230,000	19,167
Cost to Company (CTC)	230,000	19,167

Note:

- *Employee's contribution to Provident Fund, Professional Tax and Income Tax will be deducted as applicable.*
- *As per Payment of Gratuity Act, 1972, you will be eligible for gratuity payment that will be over and above your CTC.*
- *Shift Allowance payable based on the shift timing (except general shift).*
- *Transport deduction is applicable only for associates working in general shifts.*
- *Medical Insurance cover for Associate including five dependents for a principal amount of INR 3,00,000 /-*
- *Coverage amount for Personal accident and Term Life Insurance would be 5 times of CTC each*
- *Notice period will be 3 months*
- *Employee State Insurance (ESI) deduction applicable as per ESI Act 1948.*

Sincerely,

Mosur K Saisekar
Country Head
Legato Health Technologies LLP

Fatima Sardar Shaik
Date:

23-July-2018

**Makhecha Hinal Hiren,
Bangalore**

Reg: Offer of employment

Dear Makhecha Hinal Hiren,

We are pleased to offer you the position of **Associate - Claims** at **Legato Health Technologies LLP** and your work location will be **Bangalore – RGA Tech Park**. We hope you are as excited about this opportunity as we are to have you on our team.

The annualized salary being offered to you is **INR. 230,000/- (Rupees Two Lakh Thirty Thousand only)** less applicable withholding taxes. The detailed compensation structure is given in Annexure - A.

This offer is contingent upon your acceptance within 3 business day and on confirmation that you are legally authorized to work in your position on your start date and at all times thereafter, the successful verification of your background information. Legato reserves the right to withdraw this offer at its sole discretion at any time prior to the Date of Joining with due communication to you.

At the time of reporting for duty, produce certified true copies of all your credentials as asked for. Your employment with Legato will commence from your effective date of joining i.e. **10th August 2020** and subject to completion of all joining formalities. You will be also be required to sign an employment agreement and confidentiality agreement with Legato on the Date of Joining. Until the employment agreement is fully executed by you, no relationship (employment, contractual or otherwise) will exist between the parties.

We look forward to you joining the Legato team!

Sincerely,

Mosur K Saisekar
Country Head
Legato Health Technologies LLP

Makhecha Hinal Hiren
Date:

Annexure – A

Associate Name: Makhecha Hinal Hiren		
Designation: Associate – Claims		
Component	Per Annum (INR)	Per Month (INR)
Basic Salary	186,000	15,500
HRA	15,140	1,262
LTA	-	-
Special Allowance	-	-
Gross Salary	201,140	16,762
Employer's contribution to PF	22,320	1,860
ESI	6,540	545
Target Variable pay	-	-
Total Fixed Pay	230,000	19,167
Cost to Company (CTC)	230,000	19,167

Note:

- *Employee's contribution to Provident Fund, Professional Tax and Income Tax will be deducted as applicable.*
- *As per Payment of Gratuity Act, 1972, you will be eligible for gratuity payment that will be over and above your CTC.*
- *Shift Allowance payable based on the shift timing (except general shift).*
- *Transport deduction is applicable only for associates working in general shifts.*
- *Medical Insurance cover for Associate including five dependents for a principal amount of INR 3,00,000 /-*
- *Coverage amount for Personal accident and Term Life Insurance would be 5 times of CTC each*
- *Notice period will be 3 months*
- *Employee State Insurance (ESI) deduction applicable as per ESI Act 1948.*

Sincerely,

Mosur K Saisekar
Country Head
Legato Health Technologies LLP

Makhecha Hinal Hiren
Date:

23-July-2018

**Bajaj Mayur Manoj,
Bangalore**

Reg: Offer of employment

Dear **Bajaj Mayur Manoj,**

We are pleased to offer you the position of **Associate - Claims** at **Legato Health Technologies LLP** and your work location will be **Bangalore – RGA Tech Park**. We hope you are as excited about this opportunity as we are to have you on our team.

The annualized salary being offered to you is **INR. 230,000/- (Rupees Two Lakh Thirty Thousand only)** less applicable withholding taxes. The detailed compensation structure is given in Annexure - A.

This offer is contingent upon your acceptance within 3 business day and on confirmation that you are legally authorized to work in your position on your start date and at all times thereafter, the successful verification of your background information. Legato reserves the right to withdraw this offer at its sole discretion at any time prior to the Date of Joining with due communication to you.

At the time of reporting for duty, produce certified true copies of all your credentials as asked for. Your employment with Legato will commence from your effective date of joining i.e. **10th August 2020** and subject to completion of all joining formalities. You will be also be required to sign an employment agreement and confidentiality agreement with Legato on the Date of Joining. Until the employment agreement is fully executed by you, no relationship (employment, contractual or otherwise) will exist between the parties.

We look forward to you joining the Legato team!

Sincerely,

Mosur K Saisekar
Country Head
Legato Health Technologies LLP

Bajaj Mayur Manoj
Date:

Annexure – A

Associate Name: Bajaj Mayur Manoj		
Designation: Associate – Claims		
Component	Per Annum (INR)	Per Month (INR)
Basic Salary	186,000	15,500
HRA	15,140	1,262
LTA	-	-
Special Allowance	-	-
Gross Salary	201,140	16,762
Employer's contribution to PF	22,320	1,860
ESI	6,540	545
Target Variable pay	-	-
Total Fixed Pay	230,000	19,167
Cost to Company (CTC)	230,000	19,167

Note:

- *Employee's contribution to Provident Fund, Professional Tax and Income Tax will be deducted as applicable.*
- *As per Payment of Gratuity Act, 1972, you will be eligible for gratuity payment that will be over and above your CTC.*
- *Shift Allowance payable based on the shift timing (except general shift).*
- *Transport deduction is applicable only for associates working in general shifts.*
- *Medical Insurance cover for Associate including five dependents for a principal amount of INR 3,00,000 /-*
- *Coverage amount for Personal accident and Term Life Insurance would be 5 times of CTC each*
- *Notice period will be 3 months*
- *Employee State Insurance (ESI) deduction applicable as per ESI Act 1948.*

Sincerely,

Mosur K Saisekar
Country Head
Legato Health Technologies LLP

Bajaj Mayur Manoj
Date:

23-July-2018

**Melanie Sandra Benjamin,
Bangalore**

Reg: Offer of employment

Dear **Melanie Sandra Benjamin,**

We are pleased to offer you the position of **Associate - Claims** at **Legato Health Technologies LLP** and your work location will be **Bangalore – RGA Tech Park**. We hope you are as excited about this opportunity as we are to have you on our team.

The annualized salary being offered to you is **INR. 230,000/- (Rupees Two Lakh Thirty Thousand only)** less applicable withholding taxes. The detailed compensation structure is given in Annexure - A.

This offer is contingent upon your acceptance within 3 business day and on confirmation that you are legally authorized to work in your position on your start date and at all times thereafter, the successful verification of your background information. Legato reserves the right to withdraw this offer at its sole discretion at any time prior to the Date of Joining with due communication to you.

At the time of reporting for duty, produce certified true copies of all your credentials as asked for. Your employment with Legato will commence from your effective date of joining i.e. **10th August 2020** and subject to completion of all joining formalities. You will be also be required to sign an employment agreement and confidentiality agreement with Legato on the Date of Joining. Until the employment agreement is fully executed by you, no relationship (employment, contractual or otherwise) will exist between the parties.

We look forward to you joining the Legato team!

Sincerely,

Mosur K Saisekar
Country Head
Legato Health Technologies LLP

Melanie Sandra Benjamin
Date:

Annexure – A

Associate Name: Melanie Sandra Benjamin		
Designation: Associate – Claims		
Component	Per Annum (INR)	Per Month (INR)
Basic Salary	186,000	15,500
HRA	15,140	1,262
LTA	-	-
Special Allowance	-	-
Gross Salary	201,140	16,762
Employer's contribution to PF	22,320	1,860
ESI	6,540	545
Target Variable pay	-	-
Total Fixed Pay	230,000	19,167
Cost to Company (CTC)	230,000	19,167

Note:

- *Employee's contribution to Provident Fund, Professional Tax and Income Tax will be deducted as applicable.*
- *As per Payment of Gratuity Act, 1972, you will be eligible for gratuity payment that will be over and above your CTC.*
- *Shift Allowance payable based on the shift timing (except general shift).*
- *Transport deduction is applicable only for associates working in general shifts.*
- *Medical Insurance cover for Associate including five dependents for a principal amount of INR 3,00,000 /-*
- *Coverage amount for Personal accident and Term Life Insurance would be 5 times of CTC each*
- *Notice period will be 3 months*
- *Employee State Insurance (ESI) deduction applicable as per ESI Act 1948.*

Sincerely,

Mosur K Saisekar
Country Head
Legato Health Technologies LLP

Melanie Sandra Benjamin
Date:

NOVA TECHSET PRIVATE LIMITED

Regd Office: 36, South End Road,
Basavanagudi, Bengaluru - 560004, INDIA



CIN: U30007 KA1998PTC024374
GSTIN: 29AACCS9173 KI ZP

Ref: SRNP/HR/134
Date : 7th January 2018

Mr. Mithinga Mushahary
No. 7/1, 11th 'A' Main Road,
36th A Cross, 4th T Block, Jayanagar,
Bangalore-560 041.

Dear Manu,

Sub: Offer of appointment

- 1 With reference to the interview you had with us on 7th January 2018, we have pleasure in offering you an appointment as "COPY EDITOR **TRAINEE**" as per the terms discussed.
- 2 A detailed appointment order with details of your stipend and period of training will be issued to you on the day of your joining.
- 3 This offer letter is issued on the understanding that all the information furnished by you in your application is correct and true.
- 4 This offer is subject to you being found medically fit after examination by our Company's doctor.
- 5 You are requested to produce the following documents for our records at the time of reporting duty
 - a. Certificate of reference from two persons of repute, which can be a Gazetted Officer, an Bank Manager etc. on their letterhead with seat.
 - b. Attested copies of all certificates relating to your education, experience, etc.
 - c. Five passport and three stamp size copies of your latest photographs.

We expect you to report for duty on or before 1st August 2018. Please inform us of the date on which you will join us.

Yours Sincerely,
For Nova Techset Private Limited

A handwritten signature in blue ink, appearing to be 'ha', written over a vertical line.

Authorised Signatory

I accept my appointment as "COPY EDITOR **TRAINEE**" in Nova Techset Pvt. Ltd., as per the terms and conditions agreed upon. I will be reporting for duty on the above mentioned date.

Date

Signature :

NOVA TECHSET PRIVATE LIMITED

Regd Office: 36, South End Road,
Basavanagudi, Bengaluru - 560004, INDIA



Ref: SRNP/HR/134
Date : 7th January 2018

Mohana Krishna T
21st Main Rd, Banashankari Stage II,
Banashankari, Bengaluru,
Karnataka 560070

Dear Manu,

Sub: Offer of appointment

- 1 With reference to the interview you had with us on 7th January 2018, we have pleasure in offering you an appointment as “COPY EDITOR **TRAINEE**” as per the terms discussed.
- 2 A detailed appointment order with details of your stipend and period of training will be issued to you on the day of your joining.
- 3 This offer letter is issued on the understanding that all the information furnished by you in your application is correct and true.
- 4 This offer is subject to you being found medically fit after examination by our Company's doctor.
- 5 You are requested to produce the following documents for our records at the time of reporting duty
 - a. Certificate of reference from two persons of repute, which can be a Gazetted Officer, an Bank Manager etc. on their letterhead with seat.
 - b. Attested copies of all certificates relating to your education, experience, etc.
 - c. Five passport and three stamp size copies of your latest photographs.

We expect you to report for duty on or before 1st August 2018. Please inform us of the date on which you will join us.

Yours Sincerely,
For Nova Techset Private Limited

Authorised Signatory

I accept my appointment as “COPY EDITOR **TRAINEE**” in Nova Techset Pvt. Ltd., as per the terms and conditions agreed upon. I will be reporting for duty on the above mentioned date.

Date

Signature :

NOVA TECHSET PRIVATE LIMITED

Regd Office: 36, South End Road,
Basavanagudi, Bengaluru - 560004, INDIA



Ref: SRNP/HR/134
Date : 7th January 2018

Monica Roy
Appayanna St, Ganapathipura,
Konanakunte, Bengaluru,
Karnataka 560062

Dear Monica Roy,

Sub: Offer of appointment

- 1 With reference to the interview you had with us on 7th January 2018, we have pleasure in offering you an appointment as “COPY EDITOR **TRAINEE**” as per the terms discussed.
- 2 A detailed appointment order with details of your stipend and period of training will be issued to you on the day of your joining.
- 3 This offer letter is issued on the understanding that all the information furnished by you in your application is correct and true.
- 4 This offer is subject to you being found medically fit after examination by our Company's doctor.
- 5 You are requested to produce the following documents for our records at the time of reporting duty
 - a. Certificate of reference from two persons of repute, which can be a Gazetted Officer, an Bank Manager etc. on their letterhead with seat.
 - b. Attested copies of all certificates relating to your education, experience, etc.
 - c. Five passport and three stamp size copies of your latest photographs.

We expect you to report for duty on or before 1st August 2018. Please inform us of the date on which you will join us.

Yours Sincerely,
For Nova Techset Private Limited

Authorised Signatory

I accept my appointment as “COPY EDITOR **TRAINEE**” in Nova Techset Pvt. Ltd., as per the terms and conditions agreed upon. I will be reporting for duty on the above mentioned date.

Date

Signature :

NOVA TECHSET PRIVATE LIMITED

Regd Office: 36, South End Road,
Basavanagudi, Bengaluru - 560004, INDIA



Ref: SRNP/HR/134
Date : 7th January 2018

Mrittika Ghosh
Churchgatta Main Rd,
Ganapathipura, Konanakunte,
Bengaluru, Karnataka 560062

Dear Mrittika Ghosh,

Sub: Offer of appointment

- 1 With reference to the interview you had with us on 7th January 2018, we have pleasure in offering you an appointment as “COPY EDITOR **TRAINEE**” as per the terms discussed.
- 2 A detailed appointment order with details of your stipend and period of training will be issued to you on the day of your joining.
- 3 This offer letter is issued on the understanding that all the information furnished by you in your application is correct and true.
- 4 This offer is subject to you being found medically fit after examination by our Company's doctor.
- 5 You are requested to produce the following documents for our records at the time of reporting duty
 - a. Certificate of reference from two persons of repute, which can be a Gazetted Officer, an Bank Manager etc. on their letterhead with seat.
 - b. Attested copies of all certificates relating to your education, experience, etc.
 - c. Five passport and three stamp size copies of your latest photographs.

We expect you to report for duty on or before 1st August 2018. Please inform us of the date on which you will join us.

Yours Sincerely,
For Nova Techset Private Limited

Authorised Signatory

I accept my appointment as “COPY EDITOR **TRAINEE**” in Nova Techset Pvt. Ltd., as per the terms and conditions agreed upon. I will be reporting for duty on the above mentioned date.

Date

Signature :

NOVA TECHSET PRIVATE LIMITED

Regd Office: 36, South End Road,
Basavanagudi, Bengaluru - 560004, INDIA



Ref: SRNP/HR/134
Date : 7th January 2018

Nizu Rajbangshi
Beereshwara Nagar, Chunchgatta,
Phase 7, J. P. Nagar,
Bengaluru, Karnataka 560062

Dear Nizu Rajbangshi,

Sub: Offer of appointment

- 1 With reference to the interview you had with us on 7th January 2018, we have pleasure in offering you an appointment as “COPY EDITOR **TRAINEE**” as per the terms discussed.
- 2 A detailed appointment order with details of your stipend and period of training will be issued to you on the day of your joining.
- 3 This offer letter is issued on the understanding that all the information furnished by you in your application is correct and true.
- 4 This offer is subject to you being found medically fit after examination by our Company's doctor.
- 5 You are requested to produce the following documents for our records at the time of reporting duty
 - a. Certificate of reference from two persons of repute, which can be a Gazetted Officer, an Bank Manager etc. on their letterhead with seat.
 - b. Attested copies of all certificates relating to your education, experience, etc.
 - c. Five passport and three stamp size copies of your latest photographs.

We expect you to report for duty on or before 1st August 2018. Please inform us of the date on which you will join us.

Yours Sincerely,
For Nova Techset Private Limited

Authorised Signatory

I accept my appointment as “COPY EDITOR **TRAINEE**” in Nova Techset Pvt. Ltd., as per the terms and conditions agreed upon. I will be reporting for duty on the above mentioned date.

Date

Signature :

NOVA TECHSET PRIVATE LIMITED

Regd Office: 36, South End Road,
Basavanagudi, Bengaluru - 560004, INDIA



Ref: SRNP/HR/134
Date : 7th January 2018

Parismita Kalita
Anjanadri Layout, Konanakunte,
Bengaluru, Karnataka 560062

Dear Parismita Kalita,

Sub: Offer of appointment

- 1 With reference to the interview you had with us on 7th January 2018, we have pleasure in offering you an appointment as “COPY EDITOR **TRAINEE**” as per the terms discussed.
- 2 A detailed appointment order with details of your stipend and period of training will be issued to you on the day of your joining.
- 3 This offer letter is issued on the understanding that all the information furnished by you in your application is correct and true.
- 4 This offer is subject to you being found medically fit after examination by our Company's doctor.
- 5 You are requested to produce the following documents for our records at the time of reporting duty
 - a. Certificate of reference from two persons of repute, which can be a Gazetted Officer, an Bank Manager etc. on their letterhead with seat.
 - b. Attested copies of all certificates relating to your education, experience, etc.
 - c. Five passport and three stamp size copies of your latest photographs.

We expect you to report for duty on or before 1st August 2018. Please inform us of the date on which you will join us.

Yours Sincerely,
For Nova Techset Private Limited

Authorised Signatory

I accept my appointment as “COPY EDITOR **TRAINEE**” in Nova Techset Pvt. Ltd., as per the terms and conditions agreed upon. I will be reporting for duty on the above mentioned date.

Date

Signature :



June 25, 2018

PratikshaChhetri

behind samved school,
5th Phase, J. P. Nagar,
Bengaluru, Karnataka 560078

Dear PratikshaChhetri:

On behalf of Cerner Healthcare Solutions India Private Limited ("Cerner"), I am pleased to offer you the position of Revenue Cycle Specialist at Bangalore, India - North Gate in Bangalore East Taluk. We believe your skills, aptitude, and interests are consistent with the outstanding opportunities for growth in this group.

Your position at Cerner is subject to a minimum probationary period of six (6) months. Your continued employment may be confirmed at the end of the probationary period if your performance is satisfactory. Your probationary period will count towards your continuous employment.

COMPENSATION

We are offering an Annual Guaranteed Cash of Rs. 3,00,000.

Cerner will deduct taxes at source as required by law. You will be responsible for your tax liabilities under applicable tax laws and regulations. Your CTC opportunity is Rs. 3,63,956 per annum. You will enjoy benefits and perquisites as detailed in the attachment. Cerner reserves the right to vary, amend and modify any item of the salary package without adversely affecting the total compensation. Compensation is regarded as confidential information and should not be disclosed to other employees. Your position at Cerner is a professional position that requires a significant level of responsibility, discretion and independent judgment. In view of your position and office, you must effectively, diligently and to the best of your ability perform all responsibilities and ensure good results.

ASSOCIATE BENEFITS

Cerner offers a comprehensive program of benefits to address your physical, financial and emotional health. At Cerner, we believe the foundation for a successful career starts with a variety of options that meet your needs while supporting a healthy lifestyle.

A standard component of our benefits package is Personal Time Off. You will be entitled to 27 days of Personal Time Off each year to be used for vacation, illnesses and other personal reasons and 10 standard business holidays. Please access the [benefits brochure](#) for additional details.

EMPLOYMENT AGREEMENT

Cerner will spend a significant amount of time and money in training you as Cerner has established significant momentum in the development of client relationships, professional staff, systems development methodology, and proprietary software solutions. We regard these areas as the most important assets owned by Cerner. It is our intent to guard these assets closely. Therefore, every associate of Cerner is required to execute an Employment Agreement. This Agreement includes the terms of your employment relationship with Cerner, including without limitation, a covenant not to disclose confidential client and internal information, a covenant not to compete against Cerner during the term of the Agreement, a covenant not to solicit our associates, and establishes that, during the term of your employment, the benefits of your endeavors accrue to Cerner. A sample copy of this Employment Agreement has been made available for your review.

OFFER OF EMPLOYMENT

The purpose of this Invitation of Employment is to put in writing the specifics of our offer of employment to commence work with Cerner by July 6, 2020. This Invitation of Employment is contingent upon receipt of a satisfactory outcome of a background check and proceeds on the basis that information you provided is accurate.



Please acknowledge and electronically accept this Invitation of Employment by June 26, 2018, after which date, this offer will expire. If you need more time to consider your options, simply let us know, and we can decide upon a mutually acceptable date within which you could confirm your acceptance of this Invitation of Employment. Please note that you will be required to submit an original, signed hard copy of this Invitation of Employment to the HR Service Center on the date of joining. We look forward to hearing from you.

Sincerely,

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

Eby Mathai
Recruiter

ACCEPTANCE

By signing this Invitation of Employment and reviewing the sample Employment Agreement and benefits brochure, you agree to and accept the terms and conditions of employment with Cerner. Please electronically acknowledge, print, sign and return all pages of this Invitation of Employment in person or by uploading a scanned copy to your Cerner Careers account. You will receive an official copy of the Employment Agreement with your new hire paperwork, which must be signed on or before your first day with Cerner.

Signature: _____
PratikshaChhetri

Today's Date: _____



June 25, 2018

Savi Kulkarn

Kumaraswamy Layout,
Bengaluru, Karnataka 560078

Dear Savi Kulkarn:

On behalf of Cerner Healthcare Solutions India Private Limited ("Cerner"), I am pleased to offer you the position of Revenue Cycle Specialist at Bangalore, India - North Gate in Bangalore East Taluk. We believe your skills, aptitude, and interests are consistent with the outstanding opportunities for growth in this group.

Your position at Cerner is subject to a minimum probationary period of six (6) months. Your continued employment may be confirmed at the end of the probationary period if your performance is satisfactory. Your probationary period will count towards your continuous employment.

COMPENSATION

We are offering an Annual Guaranteed Cash of Rs. 3,00,000.

Cerner will deduct taxes at source as required by law. You will be responsible for your tax liabilities under applicable tax laws and regulations. Your CTC opportunity is Rs. 3,63,956 per annum. You will enjoy benefits and perquisites as detailed in the attachment. Cerner reserves the right to vary, amend and modify any item of the salary package without adversely affecting the total compensation. Compensation is regarded as confidential information and should not be disclosed to other employees. Your position at Cerner is a professional position that requires a significant level of responsibility, discretion and independent judgment. In view of your position and office, you must effectively, diligently and to the best of your ability perform all responsibilities and ensure good results.

ASSOCIATE BENEFITS

Cerner offers a comprehensive program of benefits to address your physical, financial and emotional health. At Cerner, we believe the foundation for a successful career starts with a variety of options that meet your needs while supporting a healthy lifestyle.

A standard component of our benefits package is Personal Time Off. You will be entitled to 27 days of Personal Time Off each year to be used for vacation, illnesses and other personal reasons and 10 standard business holidays. Please access the [benefits brochure](#) for additional details.

EMPLOYMENT AGREEMENT

Cerner will spend a significant amount of time and money in training you as Cerner has established significant momentum in the development of client relationships, professional staff, systems development methodology, and proprietary software solutions. We regard these areas as the most important assets owned by Cerner. It is our intent to guard these assets closely. Therefore, every associate of Cerner is required to execute an Employment Agreement. This Agreement includes the terms of your employment relationship with Cerner, including without limitation, a covenant not to disclose confidential client and internal information, a covenant not to compete against Cerner during the term of the Agreement, a covenant not to solicit our associates, and establishes that, during the term of your employment, the benefits of your endeavors accrue to Cerner. A sample copy of this Employment Agreement has been made available for your review.

OFFER OF EMPLOYMENT

The purpose of this Invitation of Employment is to put in writing the specifics of our offer of employment to commence work with Cerner by July 6, 2020. This Invitation of Employment is contingent upon receipt of a satisfactory outcome of a background check and proceeds on the basis that information you provided is accurate.



Please acknowledge and electronically accept this Invitation of Employment by June 26, 2018, after which date, this offer will expire. If you need more time to consider your options, simply let us know, and we can decide upon a mutually acceptable date within which you could confirm your acceptance of this Invitation of Employment. Please note that you will be required to submit an original, signed hard copy of this Invitation of Employment to the HR Service Center on the date of joining. We look forward to hearing from you.

Sincerely,

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

Eby Mathai
Recruiter

ACCEPTANCE

By signing this Invitation of Employment and reviewing the sample Employment Agreement and benefits brochure, you agree to and accept the terms and conditions of employment with Cerner. Please electronically acknowledge, print, sign and return all pages of this Invitation of Employment in person or by uploading a scanned copy to your Cerner Careers account. You will receive an official copy of the Employment Agreement with your new hire paperwork, which must be signed on or before your first day with Cerner.

Signature: _____
Savi Kulkarn

Today's Date: _____



June 25, 2018

Uppala Sumithchandra

Kumaraswamy Layout,
Bengaluru, Karnataka 560078

Dear Uppala Sumithchandra:

On behalf of Cerner Healthcare Solutions India Private Limited ("Cerner"), I am pleased to offer you the position of Revenue Cycle Specialist at Bangalore, India - North Gate in Bangalore East Taluk. We believe your skills, aptitude, and interests are consistent with the outstanding opportunities for growth in this group.

Your position at Cerner is subject to a minimum probationary period of six (6) months. Your continued employment may be confirmed at the end of the probationary period if your performance is satisfactory. Your probationary period will count towards your continuous employment.

COMPENSATION

We are offering an Annual Guaranteed Cash of Rs. 3,00,000.

Cerner will deduct taxes at source as required by law. You will be responsible for your tax liabilities under applicable tax laws and regulations. Your CTC opportunity is Rs. 3,63,956 per annum. You will enjoy benefits and perquisites as detailed in the attachment. Cerner reserves the right to vary, amend and modify any item of the salary package without adversely affecting the total compensation. Compensation is regarded as confidential information and should not be disclosed to other employees. Your position at Cerner is a professional position that requires a significant level of responsibility, discretion and independent judgment. In view of your position and office, you must effectively, diligently and to the best of your ability perform all responsibilities and ensure good results.

ASSOCIATE BENEFITS

Cerner offers a comprehensive program of benefits to address your physical, financial and emotional health. At Cerner, we believe the foundation for a successful career starts with a variety of options that meet your needs while supporting a healthy lifestyle.

A standard component of our benefits package is Personal Time Off. You will be entitled to 27 days of Personal Time Off each year to be used for vacation, illnesses and other personal reasons and 10 standard business holidays. Please access the [benefits brochure](#) for additional details.

EMPLOYMENT AGREEMENT

Cerner will spend a significant amount of time and money in training you as Cerner has established significant momentum in the development of client relationships, professional staff, systems development methodology, and proprietary software solutions. We regard these areas as the most important assets owned by Cerner. It is our intent to guard these assets closely. Therefore, every associate of Cerner is required to execute an Employment Agreement. This Agreement includes the terms of your employment relationship with Cerner, including without limitation, a covenant not to disclose confidential client and internal information, a covenant not to compete against Cerner during the term of the Agreement, a covenant not to solicit our associates, and establishes that, during the term of your employment, the benefits of your endeavors accrue to Cerner. A sample copy of this Employment Agreement has been made available for your review.

OFFER OF EMPLOYMENT

The purpose of this Invitation of Employment is to put in writing the specifics of our offer of employment to commence work with Cerner by July 6, 2020. This Invitation of Employment is contingent upon receipt of a satisfactory outcome of a background check and proceeds on the basis that information you provided is accurate.



Please acknowledge and electronically accept this Invitation of Employment by June 26, 2018, after which date, this offer will expire. If you need more time to consider your options, simply let us know, and we can decide upon a mutually acceptable date within which you could confirm your acceptance of this Invitation of Employment. Please note that you will be required to submit an original, signed hard copy of this Invitation of Employment to the HR Service Center on the date of joining. We look forward to hearing from you.

Sincerely,

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

Eby Mathai
Recruiter

ACCEPTANCE

By signing this Invitation of Employment and reviewing the sample Employment Agreement and benefits brochure, you agree to and accept the terms and conditions of employment with Cerner. Please electronically acknowledge, print, sign and return all pages of this Invitation of Employment in person or by uploading a scanned copy to your Cerner Careers account. You will receive an official copy of the Employment Agreement with your new hire paperwork, which must be signed on or before your first day with Cerner.

Signature: _____
Uppala Sumithchandra

Today's Date: _____



July 15th, 2018

PERSONAL & CONFIDENTIAL

Amar N

Re: Offer of Employment

Dear Amar N,

On behalf of **HealthPlix Technologies Private Limited (the "Company" or "HealthPlix Technologies")**, we are pleased to offer you employment on the following terms in. Your start date will be July 19th, 2018 ("Start Date").

- **Position.** Your title will be **Business Development Manager - Inside Sales. Grade A1.** You will render such business, design and technical services in the performance of your duties, consistent with your position within the company and such other duties as will be assigned to you by the company.
- **Cash Compensation.** Your annual CTC will be INR 3,25,000 (Rupees Three Lac Twenty-Five Thousand Only). The break-up is shared in the below annexure.
- **Exploratory Period.** The first 6 months of your employment will be subject to an exploratory period.
- **Other Engagements.** You are not allowed to work either full time, part time or in advisory, consultant, associate or any other role with any company, organization or any kind of freelance work till the time you are employed with the Company. You need to take specific approval in writing from your Director before being associated or contributing to any forums, groups, projects or non-profit seeking bodies. Any failure in this regard may be liable to dismissal by the Company without notice.
- **Termination.** Your employment may be terminated by either party by giving 60 days prior notice. In case you wish to resign there is a notice period of 60 days or in lieu thereof pay the company INR 75,000 or 2- months' salary whichever is higher. During the exploratory period, the employee is required to give a (2) months' notice for termination of employment. The company may terminate your employment by giving one (1) week notice. In case the employee resigns/ give notice for termination of employment, the Company at their sole discretion may relieve the employee before expiry of the notice period without any financial liability or commitment to allow them to continue in service till the end of notice period.

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

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

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

HealthPlix Technologies Private Limited

Office: 1st Floor, 2gethr@ORR, Tower B, Mantri Commercio, near Sakra World Hospital, Bellandur, Bengaluru, 560103.

- **Prior Obligations.** By placing your signature below, you acknowledge that neither commencing employment with the Company, nor performing your duties on behalf of the Company, will conflict with, constitute a breach under, or give any third-party rights to Company intellectual property pursuant to, any agreement, contract or other arrangement to which you are subject. You are being offered employment at HealthPlix Technologies based on your personal skills and experience, and not due to your knowledge of any confidential, proprietary or trade secret information of a prior or current employer. Should you accept this offer, we do not want you to make use of or disclose any such information or to retain or disclose any materials from a prior or current employer. Likewise, as an employee of HealthPlix Technologies, it is likely that you will become knowledgeable about confidential, trade secret and/or proprietary information related to the operations, products and services of HealthPlix Technologies and its clients. To protect the interests of both HealthPlix Technologies and its clients, all employees are required to read and sign the “Confidential Information, Invention Assignment and Arbitration Agreement” as a condition of employment with HealthPlix Technologies. This Agreement, which provides for arbitration of all disputes arising out of your employment, will be provided for your review; you will be required to sign it on your first day of employment.
- **Company Information.** Employee agrees at all times during the Term and thereafter, to hold in strictest confidence, and not to use, except for the benefit of the Company, or to disclose to any person, firm or corporation without written authorization of the Board of Directors of the Company, any Confidential Information of the Company, except under a non-disclosure agreement duly authorized and executed by the Company. Employee understands that “Confidential Information” means any non-public information that relates to the actual or anticipated business or research and development of the Company, technical data, trade secrets or know-how, including, but not limited to, research, product plans or other information regarding Company’s products or services and markets therefore, customer lists and customers (including, but not limited to, customers of the Company on whom Employee called or with whom Employee became acquainted during his entire term of his employment with the Company), software, developments, inventions, processes, formulas, technology, designs, drawings, engineering, hardware configuration information, marketing, finances, business plans, strategy or other business information. Employee further understands that Confidential Information does not include any of the foregoing items, which have become publicly known and made generally available through no wrongful act of Employee’s or of others who were under confidentiality obligations as to the item or items involved or improvements or new versions thereof.

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

- **Assignment of Inventions.** Employee agrees that he will promptly make full written disclosure to the Company, will hold in trust for the sole right and benefit of the Company, and hereby assigns to the Company, or its designee, all of Employee’s right, title, and interest in and to any and all inventions, original works of authorship, developments, concepts, improvements, designs, discoveries, ideas, trademarks or trade secrets, whether or not patentable or registrable under copyright or similar laws, which Employee may solely or jointly conceive or develop or reduce to practice, or cause to be conceived or developed or reduced to practice, as a result of and within the scope of his duties as an Employee of the Company and during the period of time Employee is in the employment of the Company (collectively referred to as “Company Inventions”). Employee further acknowledges that all original works of authorship which are made by him (solely or jointly with others) within the scope of and during the period of his employment with the Company, and which are protectable by copyright, are “works made for hire,” as that term is defined in the Indian Copyright Act. Employee understands and agrees that the decision whether or not to commercialize or market any Company Inventions developed by Employee solely or jointly with others is within the Company’s sole discretion.

HealthPlix Technologies Private Limited

Office: 1st Floor, 2gethr@ORR, Tower B, Mantri Commercio, near Sakra World Hospital, Bellandur, Bengaluru, 560103.



and for the Company's sole benefit and that no royalty will be due to Employee as a result of the Company's efforts to commercialize or market any such Inventions.

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

We hope that you will accept our offer to join the Company and look forward to an early acceptance of this offer. This offer, if not accepted, will expire at the close of 7 calendar days from the date of this letter and is contingent upon your starting by the Start Date. This offer is contingent upon satisfactory results from your background check.

Any falsification of an applicant's employment history or educational background will result in withdrawal of the offer and/or termination of employment, if hired. Finally, as one of our employees, you agree to abide at all times by the Company's policies and procedures as the same may be revised and updated from time to time. To indicate your acceptance of HealthPlix Technologies's offer, please sign and date the enclosed original and the "Confidential

HealthPlix Technologies Private Limited

Office: 1st Floor, 2gethr@ORR, Tower B, Mantri Commercio, near Sakra World Hospital, Bellandur, Bengaluru, 560103.



Information, Invention Assignment and Arbitration Agreement” and returning them to Human Resources. A duplicate original is enclosed for your records.

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

Sincerely,

A handwritten signature in black ink, appearing to read "Sandeep Gudibanda", is written over a horizontal line.

16/07/2018

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

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

Amar N

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

HealthPlix Technologies Private Limited

Office: 1st Floor, 2gethr@ORR, Tower B, Mantri Commercio, near Sakra World Hospital, Bellandur, Bengaluru, 560103.

ANNEXURE I
Compensation

Earnings	Monthly	Annually
Gross Salary	23,200	2,78,400
Basic + DA	11,600	1,39,200
HRA	9,280	1,11,360
Special Allowance	2,320	27,840
Variable Component		
Retention		25,000
Incentive Upto		0
PF Employee	1,800	21,600
ESIC Employee	0	0
PT Employee	200	2,400
Net Salary(in hand)	21,200	2,54,400
PF Employer	1,800	21,600
ESIC Employer	0	0
CTC	25,000	3,25,000

23-July-2018

**Prabal Bose,
Bangalore**

Req: Offer of employment

Dear Prabal Bose,

We are pleased to offer you the position of **Associate - Claims** at **Legato Health Technologies LLP** and your work location will be **Bangalore – RGA Tech Park**. We hope you are as excited about this opportunity as we are to have you on our team.

The annualized salary being offered to you is **INR. 230,000/- (Rupees Two Lakh Thirty Thousand only)** less applicable withholding taxes. The detailed compensation structure is given in Annexure - A.

This offer is contingent upon your acceptance within 3 business day and on confirmation that you are legally authorized to work in your position on your start date and at all times thereafter, the successful verification of your background information. Legato reserves the right to withdraw this offer at its sole discretion at any time prior to the Date of Joining with due communication to you.

At the time of reporting for duty, produce certified true copies of all your credentials as asked for. Your employment with Legato will commence from your effective date of joining i.e. **10th August 2020** and subject to completion of all joining formalities. You will be also be required to sign an employment agreement and confidentiality agreement with Legato on the Date of Joining. Until the employment agreement is fully executed by you, no relationship (employment, contractual or otherwise) will exist between the parties.

We look forward to you joining the Legato team!

Sincerely,

Mosur K Saisekar
Country Head
Legato Health Technologies LLP

Prabal Bose
Date:

Annexure – A

Associate Name: Prabal Bose		
Designation: Associate – Claims		
Component	Per Annum (INR)	Per Month (INR)
Basic Salary	186,000	15,500
HRA	15,140	1,262
LTA	-	-
Special Allowance	-	-
Gross Salary	201,140	16,762
Employer's contribution to PF	22,320	1,860
ESI	6,540	545
Target Variable pay	-	-
Total Fixed Pay	230,000	19,167
Cost to Company (CTC)	230,000	19,167

Note:

- *Employee's contribution to Provident Fund, Professional Tax and Income Tax will be deducted as applicable.*
- *As per Payment of Gratuity Act, 1972, you will be eligible for gratuity payment that will be over and above your CTC.*
- *Shift Allowance payable based on the shift timing (except general shift).*
- *Transport deduction is applicable only for associates working in general shifts.*
- *Medical Insurance cover for Associate including five dependents for a principal amount of INR 3,00,000 /-*
- *Coverage amount for Personal accident and Term Life Insurance would be 5 times of CTC each*
- *Notice period will be 3 months*
- *Employee State Insurance (ESI) deduction applicable as per ESI Act 1948.*

Sincerely,

Mosur K Saisekar
Country Head
Legato Health Technologies LLP

Makhecha Hinal Hiren
Date:

23-July-2018

**Thripureshwari V,
Bangalore**

Reg: Offer of employment

Dear Thripureshwari V,

We are pleased to offer you the position of **Associate - Claims** at **Legato Health Technologies LLP** and your work location will be **Bangalore – RGA Tech Park**. We hope you are as excited about this opportunity as we are to have you on our team.

The annualized salary being offered to you is **INR. 230,000/- (Rupees Two Lakh Thirty Thousand only)** less applicable withholding taxes. The detailed compensation structure is given in Annexure - A.

This offer is contingent upon your acceptance within 3 business day and on confirmation that you are legally authorized to work in your position on your start date and at all times thereafter, the successful verification of your background information. Legato reserves the right to withdraw this offer at its sole discretion at any time prior to the Date of Joining with due communication to you.

At the time of reporting for duty, produce certified true copies of all your credentials as asked for. Your employment with Legato will commence from your effective date of joining i.e. **10th August 2020** and subject to completion of all joining formalities. You will be also be required to sign an employment agreement and confidentiality agreement with Legato on the Date of Joining. Until the employment agreement is fully executed by you, no relationship (employment, contractual or otherwise) will exist between the parties.

We look forward to you joining the Legato team!

Sincerely,

Mosur K Saisekar
Country Head
Legato Health Technologies LLP

Thripureshwari V
Date:

Annexure – A

Associate Name: Thripureshwari V		
Designation: Associate – Claims		
Component	Per Annum (INR)	Per Month (INR)
Basic Salary	186,000	15,500
HRA	15,140	1,262
LTA	-	-
Special Allowance	-	-
Gross Salary	201,140	16,762
Employer's contribution to PF	22,320	1,860
ESI	6,540	545
Target Variable pay	-	-
Total Fixed Pay	230,000	19,167
Cost to Company (CTC)	230,000	19,167

Note:

- *Employee's contribution to Provident Fund, Professional Tax and Income Tax will be deducted as applicable.*
- *As per Payment of Gratuity Act, 1972, you will be eligible for gratuity payment that will be over and above your CTC.*
- *Shift Allowance payable based on the shift timing (except general shift).*
- *Transport deduction is applicable only for associates working in general shifts.*
- *Medical Insurance cover for Associate including five dependents for a principal amount of INR 3,00,000 /-*
- *Coverage amount for Personal accident and Term Life Insurance would be 5 times of CTC each*
- *Notice period will be 3 months*
- *Employee State Insurance (ESI) deduction applicable as per ESI Act 1948.*

Sincerely,

Mosur K Saisekar
Country Head
Legato Health Technologies LLP

Thripureshwari V
Date:

23-July-2018

Tiasha Dasgupta,

Bangalore

Req: Offer of employment

Dear Tiasha Dasgupta,

We are pleased to offer you the position of **Associate - Claims** at **Legato Health Technologies LLP** and your work location will be **Bangalore – RGA Tech Park**. We hope you are as excited about this opportunity as we are to have you on our team.

The annualized salary being offered to you is **INR. 230,000/- (Rupees Two Lakh Thirty Thousand only)** less applicable withholding taxes. The detailed compensation structure is given in Annexure - A.

This offer is contingent upon your acceptance within 3 business day and on confirmation that you are legally authorized to work in your position on your start date and at all times thereafter, the successful verification of your background information. Legato reserves the right to withdraw this offer at its sole discretion at any time prior to the Date of Joining with due communication to you.

At the time of reporting for duty, produce certified true copies of all your credentials as asked for. Your employment with Legato will commence from your effective date of joining i.e. **10th August 2020** and subject to completion of all joining formalities. You will be also be required to sign an employment agreement and confidentiality agreement with Legato on the Date of Joining. Until the employment agreement is fully executed by you, no relationship (employment, contractual or otherwise) will exist between the parties.

We look forward to you joining the Legato team!

Sincerely,

Mosur K Saisekar
Country Head
Legato Health Technologies LLP

Tiasha Dasgupta
Date:

Annexure – A

Associate Name: Tiasha Dasgupta		
Designation: Associate – Claims		
Component	Per Annum (INR)	Per Month (INR)
Basic Salary	186,000	15,500
HRA	15,140	1,262
LTA	-	-
Special Allowance	-	-
Gross Salary	201,140	16,762
Employer's contribution to PF	22,320	1,860
ESI	6,540	545
Target Variable pay	-	-
Total Fixed Pay	230,000	19,167
Cost to Company (CTC)	230,000	19,167

Note:

- *Employee's contribution to Provident Fund, Professional Tax and Income Tax will be deducted as applicable.*
- *As per Payment of Gratuity Act, 1972, you will be eligible for gratuity payment that will be over and above your CTC.*
- *Shift Allowance payable based on the shift timing (except general shift).*
- *Transport deduction is applicable only for associates working in general shifts.*
- *Medical Insurance cover for Associate including five dependents for a principal amount of INR 3,00,000 /-*
- *Coverage amount for Personal accident and Term Life Insurance would be 5 times of CTC each*
- *Notice period will be 3 months*
- *Employee State Insurance (ESI) deduction applicable as per ESI Act 1948.*

Sincerely,

Mosur K Saisekar
Country Head
Legato Health Technologies LLP

Tiasha Dasgupta
Date:

23-July-2018

Debarupa Banerjee,

Bangalore

Req: Offer of employment

Dear Debarupa Banerjee,

We are pleased to offer you the position of **Associate - Claims** at **Legato Health Technologies LLP** and your work location will be **Bangalore – RGA Tech Park**. We hope you are as excited about this opportunity as we are to have you on our team.

The annualized salary being offered to you is **INR. 230,000/- (Rupees Two Lakh Thirty Thousand only)** less applicable withholding taxes. The detailed compensation structure is given in Annexure - A.

This offer is contingent upon your acceptance within 3 business day and on confirmation that you are legally authorized to work in your position on your start date and at all times thereafter, the successful verification of your background information. Legato reserves the right to withdraw this offer at its sole discretion at any time prior to the Date of Joining with due communication to you.

At the time of reporting for duty, produce certified true copies of all your credentials as asked for. Your employment with Legato will commence from your effective date of joining i.e. **10th August 2020** and subject to completion of all joining formalities. You will be also be required to sign an employment agreement and confidentiality agreement with Legato on the Date of Joining. Until the employment agreement is fully executed by you, no relationship (employment, contractual or otherwise) will exist between the parties.

We look forward to you joining the Legato team!

Sincerely,

Mosur K Saisekar
Country Head
Legato Health Technologies LLP

Debarupa Banerjee
Date:

Annexure – A

Associate Name: Debarupa Banerjee		
Designation: Associate – Claims		
Component	Per Annum (INR)	Per Month (INR)
Basic Salary	186,000	15,500
HRA	15,140	1,262
LTA	-	-
Special Allowance	-	-
Gross Salary	201,140	16,762
Employer's contribution to PF	22,320	1,860
ESI	6,540	545
Target Variable pay	-	-
Total Fixed Pay	230,000	19,167
Cost to Company (CTC)	230,000	19,167

Note:

- *Employee's contribution to Provident Fund, Professional Tax and Income Tax will be deducted as applicable.*
- *As per Payment of Gratuity Act, 1972, you will be eligible for gratuity payment that will be over and above your CTC.*
- *Shift Allowance payable based on the shift timing (except general shift).*
- *Transport deduction is applicable only for associates working in general shifts.*
- *Medical Insurance cover for Associate including five dependents for a principal amount of INR 3,00,000 /-*
- *Coverage amount for Personal accident and Term Life Insurance would be 5 times of CTC each*
- *Notice period will be 3 months*
- *Employee State Insurance (ESI) deduction applicable as per ESI Act 1948.*

Sincerely,

Mosur K Saisekar
Country Head
Legato Health Technologies LLP

Debarupa Banerjee
Date:



July 15th, 2018

PERSONAL & CONFIDENTIAL

Saokar Shivangi Vilas

Re: Offer of Employment

Dear Saokar Shivangi Vilas,

On behalf of **HealthPlix Technologies Private Limited (the "Company" or "HealthPlix Technologies")**, we are pleased to offer you employment on the following terms in. Your start date will be July 19th, 2018 ("Start Date").

- **Position.** Your title will be **Business Development Manager - Inside Sales. Grade A1.** You will render such business, design and technical services in the performance of your duties, consistent with your position within the company and such other duties as will be assigned to you by the company.
- **Cash Compensation.** Your annual CTC will be INR 3,25,000 (Rupees Three Lac Twenty-Five Thousand Only). The break-up is shared in the below annexure.
- **Exploratory Period.** The first 6 months of your employment will be subject to an exploratory period.
- **Other Engagements.** You are not allowed to work either full time, part time or in advisory, consultant, associate or any other role with any company, organization or any kind of freelance work till the time you are employed with the Company. You need to take specific approval in writing from your Director before being associated or contributing to any forums, groups, projects or non-profit seeking bodies. Any failure in this regard may be liable to dismissal by the Company without notice.
- **Termination.** Your employment may be terminated by either party by giving 60 days prior notice. In case you wish to resign there is a notice period of 60 days or in lieu thereof pay the company INR 75,000 or 2- months' salary whichever is higher. During the exploratory period, the employee is required to give a (2) months' notice for termination of employment. The company may terminate your employment by giving one (1) week notice. In case the employee resigns/ give notice for termination of employment, the Company at their sole discretion may relieve the employee before expiry of the notice period without any financial liability or commitment to allow them to continue in service till the end of notice period.

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

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

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

HealthPlix Technologies Private Limited

Office: 1st Floor, 2gethr@ORR, Tower B, Mantri Commercio, near Sakra World Hospital, Bellandur, Bengaluru, 560103.

- **Prior Obligations.** By placing your signature below, you acknowledge that neither commencing employment with the Company, nor performing your duties on behalf of the Company, will conflict with, constitute a breach under, or give any third-party rights to Company intellectual property pursuant to, any agreement, contract or other arrangement to which you are subject. You are being offered employment at HealthPlix Technologies based on your personal skills and experience, and not due to your knowledge of any confidential, proprietary or trade secret information of a prior or current employer. Should you accept this offer, we do not want you to make use of or disclose any such information or to retain or disclose any materials from a prior or current employer. Likewise, as an employee of HealthPlix Technologies, it is likely that you will become knowledgeable about confidential, trade secret and/or proprietary information related to the operations, products and services of HealthPlix Technologies and its clients. To protect the interests of both HealthPlix Technologies and its clients, all employees are required to read and sign the “Confidential Information, Invention Assignment and Arbitration Agreement” as a condition of employment with HealthPlix Technologies. This Agreement, which provides for arbitration of all disputes arising out of your employment, will be provided for your review; you will be required to sign it on your first day of employment.
- **Company Information.** Employee agrees at all times during the Term and thereafter, to hold in strictest confidence, and not to use, except for the benefit of the Company, or to disclose to any person, firm or corporation without written authorization of the Board of Directors of the Company, any Confidential Information of the Company, except under a non-disclosure agreement duly authorized and executed by the Company. Employee understands that “Confidential Information” means any non-public information that relates to the actual or anticipated business or research and development of the Company, technical data, trade secrets or know-how, including, but not limited to, research, product plans or other information regarding Company’s products or services and markets therefore, customer lists and customers (including, but not limited to, customers of the Company on whom Employee called or with whom Employee became acquainted during his entire term of his employment with the Company), software, developments, inventions, processes, formulas, technology, designs, drawings, engineering, hardware configuration information, marketing, finances, business plans, strategy or other business information. Employee further understands that Confidential Information does not include any of the foregoing items, which have become publicly known and made generally available through no wrongful act of Employee’s or of others who were under confidentiality obligations as to the item or items involved or improvements or new versions thereof.

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

- **Assignment of Inventions.** Employee agrees that he will promptly make full written disclosure to the Company, will hold in trust for the sole right and benefit of the Company, and hereby assigns to the Company, or its designee, all of Employee’s right, title, and interest in and to any and all inventions, original works of authorship, developments, concepts, improvements, designs, discoveries, ideas, trademarks or trade secrets, whether or not patentable or registrable under copyright or similar laws, which Employee may solely or jointly conceive or develop or reduce to practice, or cause to be conceived or developed or reduced to practice, as a result of and within the scope of his duties as an Employee of the Company and during the period of time Employee is in the employment of the Company (collectively referred to as “Company Inventions”). Employee further acknowledges that all original works of authorship which are made by him (solely or jointly with others) within the scope of and during the period of his employment with the Company, and which are protectable by copyright, are “works made for hire,” as that term is defined in the Indian Copyright Act. Employee understands and agrees that the decision whether or not to commercialize or market any Company Inventions developed by Employee solely or jointly with others is within the Company’s sole discretion.

HealthPlix Technologies Private Limited

Office: 1st Floor, 2gethr@ORR, Tower B, Mantri Commercio, near Sakra World Hospital, Bellandur, Bengaluru, 560103.



and for the Company's sole benefit and that no royalty will be due to Employee as a result of the Company's efforts to commercialize or market any such Inventions.

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

We hope that you will accept our offer to join the Company and look forward to an early acceptance of this offer. This offer, if not accepted, will expire at the close of 7 calendar days from the date of this letter and is contingent upon your starting by the Start Date. This offer is contingent upon satisfactory results from your background check.

Any falsification of an applicant's employment history or educational background will result in withdrawal of the offer and/or termination of employment, if hired. Finally, as one of our employees, you agree to abide at all times by the Company's policies and procedures as the same may be revised and updated from time to time. To indicate your acceptance of HealthPlix Technologies's offer, please sign and date the enclosed original and the "Confidential

HealthPlix Technologies Private Limited

Office: 1st Floor, 2gethr@ORR, Tower B, Mantri Commercio, near Sakra World Hospital, Bellandur, Bengaluru, 560103.



Information, Invention Assignment and Arbitration Agreement” and returning them to Human Resources. A duplicate original is enclosed for your records.

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

Sincerely,

A handwritten signature in black ink, appearing to read "Sandeep Gudibanda", is written over a horizontal line.

16/07/2018

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

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

Saokar Shivangi Vilas

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

HealthPlix Technologies Private Limited

Office: 1st Floor, 2gethr@ORR, Tower B, Mantri Commercio, near Sakra World Hospital, Bellandur, Bengaluru, 560103.

ANNEXURE I
Compensation

Earnings	Monthly	Annually
Gross Salary	23,200	2,78,400
Basic + DA	11,600	1,39,200
HRA	9,280	1,11,360
Special Allowance	2,320	27,840
Variable Component		
Retention		25,000
Incentive Upto		0
PF Employee	1,800	21,600
ESIC Employee	0	0
PT Employee	200	2,400
Net Salary(in hand)	21,200	2,54,400
PF Employer	1,800	21,600
ESIC Employer	0	0
CTC	25,000	3,25,000



July 15th, 2018

PERSONAL & CONFIDENTIAL

Pravat Ray

Re: Offer of Employment

Dear Pravat Ray,

On behalf of **HealthPlix Technologies Private Limited (the "Company" or "HealthPlix Technologies")**, we are pleased to offer you employment on the following terms in. Your start date will be July 19th, 2018 ("Start Date").

- **Position.** Your title will be **Business Development Manager - Inside Sales. Grade A1.** You will render such business, design and technical services in the performance of your duties, consistent with your position within the company and such other duties as will be assigned to you by the company.
- **Cash Compensation.** Your annual CTC will be INR 3,25,000 (Rupees Three Lac Twenty-Five Thousand Only). The break-up is shared in the below annexure.
- **Exploratory Period.** The first 6 months of your employment will be subject to an exploratory period.
- **Other Engagements.** You are not allowed to work either full time, part time or in advisory, consultant, associate or any other role with any company, organization or any kind of freelance work till the time you are employed with the Company. You need to take specific approval in writing from your Director before being associated or contributing to any forums, groups, projects or non-profit seeking bodies. Any failure in this regard may be liable to dismissal by the Company without notice.
- **Termination.** Your employment may be terminated by either party by giving 60 days prior notice. In case you wish to resign there is a notice period of 60 days or in lieu thereof pay the company INR 75,000 or 2- months' salary whichever is higher. During the exploratory period, the employee is required to give a (2) months' notice for termination of employment. The company may terminate your employment by giving one (1) week notice. In case the employee resigns/ give notice for termination of employment, the Company at their sole discretion may relieve the employee before expiry of the notice period without any financial liability or commitment to allow them to continue in service till the end of notice period.

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

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

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

HealthPlix Technologies Private Limited

Office: 1st Floor, 2gethr@ORR, Tower B, Mantri Commercio, near Sakra World Hospital, Bellandur, Bengaluru, 560103.

- **Prior Obligations.** By placing your signature below, you acknowledge that neither commencing employment with the Company, nor performing your duties on behalf of the Company, will conflict with, constitute a breach under, or give any third-party rights to Company intellectual property pursuant to, any agreement, contract or other arrangement to which you are subject. You are being offered employment at HealthPlix Technologies based on your personal skills and experience, and not due to your knowledge of any confidential, proprietary or trade secret information of a prior or current employer. Should you accept this offer, we do not want you to make use of or disclose any such information or to retain or disclose any materials from a prior or current employer. Likewise, as an employee of HealthPlix Technologies, it is likely that you will become knowledgeable about confidential, trade secret and/or proprietary information related to the operations, products and services of HealthPlix Technologies and its clients. To protect the interests of both HealthPlix Technologies and its clients, all employees are required to read and sign the “Confidential Information, Invention Assignment and Arbitration Agreement” as a condition of employment with HealthPlix Technologies. This Agreement, which provides for arbitration of all disputes arising out of your employment, will be provided for your review; you will be required to sign it on your first day of employment.
- **Company Information.** Employee agrees at all times during the Term and thereafter, to hold in strictest confidence, and not to use, except for the benefit of the Company, or to disclose to any person, firm or corporation without written authorization of the Board of Directors of the Company, any Confidential Information of the Company, except under a non-disclosure agreement duly authorized and executed by the Company. Employee understands that “Confidential Information” means any non-public information that relates to the actual or anticipated business or research and development of the Company, technical data, trade secrets or know-how, including, but not limited to, research, product plans or other information regarding Company’s products or services and markets therefore, customer lists and customers (including, but not limited to, customers of the Company on whom Employee called or with whom Employee became acquainted during his entire term of his employment with the Company), software, developments, inventions, processes, formulas, technology, designs, drawings, engineering, hardware configuration information, marketing, finances, business plans, strategy or other business information. Employee further understands that Confidential Information does not include any of the foregoing items, which have become publicly known and made generally available through no wrongful act of Employee’s or of others who were under confidentiality obligations as to the item or items involved or improvements or new versions thereof.

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

- **Assignment of Inventions.** Employee agrees that he will promptly make full written disclosure to the Company, will hold in trust for the sole right and benefit of the Company, and hereby assigns to the Company, or its designee, all of Employee’s right, title, and interest in and to any and all inventions, original works of authorship, developments, concepts, improvements, designs, discoveries, ideas, trademarks or trade secrets, whether or not patentable or registrable under copyright or similar laws, which Employee may solely or jointly conceive or develop or reduce to practice, or cause to be conceived or developed or reduced to practice, as a result of and within the scope of his duties as an Employee of the Company and during the period of time Employee is in the employment of the Company (collectively referred to as “Company Inventions”). Employee further acknowledges that all original works of authorship which are made by him (solely or jointly with others) within the scope of and during the period of his employment with the Company, and which are protectable by copyright, are “works made for hire,” as that term is defined in the Indian Copyright Act. Employee understands and agrees that the decision whether or not to commercialize or market any Company Inventions developed by Employee solely or jointly with others is within the Company’s sole discretion.

HealthPlix Technologies Private Limited

Office: 1st Floor, 2gethr@ORR, Tower B, Mantri Commercio, near Sakra World Hospital, Bellandur, Bengaluru, 560103.



and for the Company's sole benefit and that no royalty will be due to Employee as a result of the Company's efforts to commercialize or market any such Inventions.

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

We hope that you will accept our offer to join the Company and look forward to an early acceptance of this offer. This offer, if not accepted, will expire at the close of 7 calendar days from the date of this letter and is contingent upon your starting by the Start Date. This offer is contingent upon satisfactory results from your background check.

Any falsification of an applicant's employment history or educational background will result in withdrawal of the offer and/or termination of employment, if hired. Finally, as one of our employees, you agree to abide at all times by the Company's policies and procedures as the same may be revised and updated from time to time. To indicate your acceptance of HealthPlix Technologies's offer, please sign and date the enclosed original and the "Confidential

HealthPlix Technologies Private Limited

Office: 1st Floor, 2gethr@ORR, Tower B, Mantri Commercio, near Sakra World Hospital, Bellandur, Bengaluru, 560103.



Information, Invention Assignment and Arbitration Agreement” and returning them to Human Resources. A duplicate original is enclosed for your records.

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

Sincerely,

A handwritten signature in black ink, appearing to read "Sandeep Gudibanda", is written over a horizontal line.

16/07/2018

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

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

Pravat Ray

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

HealthPlix Technologies Private Limited

Office: 1st Floor, 2gethr@ORR, Tower B, Mantri Commercio, near Sakra World Hospital, Bellandur, Bengaluru, 560103.

ANNEXURE I
Compensation

Earnings	Monthly	Annually
Gross Salary	23,200	2,78,400
Basic + DA	11,600	1,39,200
HRA	9,280	1,11,360
Special Allowance	2,320	27,840
Variable Component		
Retention		25,000
Incentive Upto		0
PF Employee	1,800	21,600
ESIC Employee	0	0
PT Employee	200	2,400
Net Salary(in hand)	21,200	2,54,400
PF Employer	1,800	21,600
ESIC Employer	0	0
CTC	25,000	3,25,000



July 15th, 2018

PERSONAL & CONFIDENTIAL

Pooja N

Re: Offer of Employment

Dear Pooja N,

On behalf of **HealthPlix Technologies Private Limited (the "Company" or "HealthPlix Technologies")**, we are pleased to offer you employment on the following terms in. Your start date will be July 19th, 2018 ("Start Date").

- **Position.** Your title will be **Business Development Manager - Inside Sales. Grade A1.** You will render such business, design and technical services in the performance of your duties, consistent with your position within the company and such other duties as will be assigned to you by the company.
- **Cash Compensation.** Your annual CTC will be INR 3,25,000 (Rupees Three Lac Twenty-Five Thousand Only). The break-up is shared in the below annexure.
- **Exploratory Period.** The first 6 months of your employment will be subject to an exploratory period.
- **Other Engagements.** You are not allowed to work either full time, part time or in advisory, consultant, associate or any other role with any company, organization or any kind of freelance work till the time you are employed with the Company. You need to take specific approval in writing from your Director before being associated or contributing to any forums, groups, projects or non-profit seeking bodies. Any failure in this regard may be liable to dismissal by the Company without notice.
- **Termination.** Your employment may be terminated by either party by giving 60 days prior notice. In case you wish to resign there is a notice period of 60 days or in lieu thereof pay the company INR 75,000 or 2- months' salary whichever is higher. During the exploratory period, the employee is required to give a (2) months' notice for termination of employment. The company may terminate your employment by giving one (1) week notice. In case the employee resigns/ give notice for termination of employment, the Company at their sole discretion may relieve the employee before expiry of the notice period without any financial liability or commitment to allow them to continue in service till the end of notice period.

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

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

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

HealthPlix Technologies Private Limited

Office: 1st Floor, 2gethr@ORR, Tower B, Mantri Commercio, near Sakra World Hospital, Bellandur, Bengaluru, 560103.

- **Prior Obligations.** By placing your signature below, you acknowledge that neither commencing employment with the Company, nor performing your duties on behalf of the Company, will conflict with, constitute a breach under, or give any third-party rights to Company intellectual property pursuant to, any agreement, contract or other arrangement to which you are subject. You are being offered employment at HealthPlix Technologies based on your personal skills and experience, and not due to your knowledge of any confidential, proprietary or trade secret information of a prior or current employer. Should you accept this offer, we do not want you to make use of or disclose any such information or to retain or disclose any materials from a prior or current employer. Likewise, as an employee of HealthPlix Technologies, it is likely that you will become knowledgeable about confidential, trade secret and/or proprietary information related to the operations, products and services of HealthPlix Technologies and its clients. To protect the interests of both HealthPlix Technologies and its clients, all employees are required to read and sign the “Confidential Information, Invention Assignment and Arbitration Agreement” as a condition of employment with HealthPlix Technologies. This Agreement, which provides for arbitration of all disputes arising out of your employment, will be provided for your review; you will be required to sign it on your first day of employment.
- **Company Information.** Employee agrees at all times during the Term and thereafter, to hold in strictest confidence, and not to use, except for the benefit of the Company, or to disclose to any person, firm or corporation without written authorization of the Board of Directors of the Company, any Confidential Information of the Company, except under a non-disclosure agreement duly authorized and executed by the Company. Employee understands that “Confidential Information” means any non-public information that relates to the actual or anticipated business or research and development of the Company, technical data, trade secrets or know-how, including, but not limited to, research, product plans or other information regarding Company’s products or services and markets therefore, customer lists and customers (including, but not limited to, customers of the Company on whom Employee called or with whom Employee became acquainted during his entire term of his employment with the Company), software, developments, inventions, processes, formulas, technology, designs, drawings, engineering, hardware configuration information, marketing, finances, business plans, strategy or other business information. Employee further understands that Confidential Information does not include any of the foregoing items, which have become publicly known and made generally available through no wrongful act of Employee’s or of others who were under confidentiality obligations as to the item or items involved or improvements or new versions thereof.

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

- **Assignment of Inventions.** Employee agrees that he will promptly make full written disclosure to the Company, will hold in trust for the sole right and benefit of the Company, and hereby assigns to the Company, or its designee, all of Employee’s right, title, and interest in and to any and all inventions, original works of authorship, developments, concepts, improvements, designs, discoveries, ideas, trademarks or trade secrets, whether or not patentable or registrable under copyright or similar laws, which Employee may solely or jointly conceive or develop or reduce to practice, or cause to be conceived or developed or reduced to practice, as a result of and within the scope of his duties as an Employee of the Company and during the period of time Employee is in the employment of the Company (collectively referred to as “Company Inventions”). Employee further acknowledges that all original works of authorship which are made by him (solely or jointly with others) within the scope of and during the period of his employment with the Company, and which are protectable by copyright, are “works made for hire,” as that term is defined in the Indian Copyright Act. Employee understands and agrees that the decision whether or not to commercialize or market any Company Inventions developed by Employee solely or jointly with others is within the Company’s sole discretion.

HealthPlix Technologies Private Limited

Office: 1st Floor, 2gethr@ORR, Tower B, Mantri Commercio, near Sakra World Hospital, Bellandur, Bengaluru, 560103.



and for the Company's sole benefit and that no royalty will be due to Employee as a result of the Company's efforts to commercialize or market any such Inventions.

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

We hope that you will accept our offer to join the Company and look forward to an early acceptance of this offer. This offer, if not accepted, will expire at the close of 7 calendar days from the date of this letter and is contingent upon your starting by the Start Date. This offer is contingent upon satisfactory results from your background check.

Any falsification of an applicant's employment history or educational background will result in withdrawal of the offer and/or termination of employment, if hired. Finally, as one of our employees, you agree to abide at all times by the Company's policies and procedures as the same may be revised and updated from time to time. To indicate your acceptance of HealthPlix Technologies's offer, please sign and date the enclosed original and the "Confidential

HealthPlix Technologies Private Limited

Office: 1st Floor, 2gethr@ORR, Tower B, Mantri Commercio, near Sakra World Hospital, Bellandur, Bengaluru, 560103.



Information, Invention Assignment and Arbitration Agreement” and returning them to Human Resources. A duplicate original is enclosed for your records.

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

Sincerely,

A handwritten signature in black ink, appearing to read "Sandeep Gudibanda", written over a horizontal line.

16/07/2018

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

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

Pooja N

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

HealthPlix Technologies Private Limited

Office: 1st Floor, 2gethr@ORR, Tower B, Mantri Commercio, near Sakra World Hospital, Bellandur, Bengaluru, 560103.

ANNEXURE I
Compensation

Earnings	Monthly	Annually
Gross Salary	23,200	2,78,400
Basic + DA	11,600	1,39,200
HRA	9,280	1,11,360
Special Allowance	2,320	27,840
Variable Component		
Retention		25,000
Incentive Upto		0
PF Employee	1,800	21,600
ESIC Employee	0	0
PT Employee	200	2,400
Net Salary(in hand)	21,200	2,54,400
PF Employer	1,800	21,600
ESIC Employer	0	0
CTC	25,000	3,25,000



July 15th, 2018

PERSONAL & CONFIDENTIAL

Claeri Louis

Re: Offer of Employment

Dear Claeri Louis,

On behalf of **HealthPlix Technologies Private Limited (the "Company" or "HealthPlix Technologies")**, we are pleased to offer you employment on the following terms in. Your start date will be July 19th, 2018 ("Start Date").

- **Position.** Your title will be **Business Development Manager - Inside Sales. Grade A1.** You will render such business, design and technical services in the performance of your duties, consistent with your position within the company and such other duties as will be assigned to you by the company.
- **Cash Compensation.** Your annual CTC will be INR 3,25,000 (Rupees Three Lac Twenty-Five Thousand Only). The break-up is shared in the below annexure.
- **Exploratory Period.** The first 6 months of your employment will be subject to an exploratory period.
- **Other Engagements.** You are not allowed to work either full time, part time or in advisory, consultant, associate or any other role with any company, organization or any kind of freelance work till the time you are employed with the Company. You need to take specific approval in writing from your Director before being associated or contributing to any forums, groups, projects or non-profit seeking bodies. Any failure in this regard may be liable to dismissal by the Company without notice.
- **Termination.** Your employment may be terminated by either party by giving 60 days prior notice. In case you wish to resign there is a notice period of 60 days or in lieu thereof pay the company INR 75,000 or 2- months' salary whichever is higher. During the exploratory period, the employee is required to give a (2) months' notice for termination of employment. The company may terminate your employment by giving one (1) week notice. In case the employee resigns/ give notice for termination of employment, the Company at their sole discretion may relieve the employee before expiry of the notice period without any financial liability or commitment to allow them to continue in service till the end of notice period.

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

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

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

HealthPlix Technologies Private Limited

Office: 1st Floor, 2gethr@ORR, Tower B, Mantri Commercio, near Sakra World Hospital, Bellandur, Bengaluru, 560103.

- **Prior Obligations.** By placing your signature below, you acknowledge that neither commencing employment with the Company, nor performing your duties on behalf of the Company, will conflict with, constitute a breach under, or give any third-party rights to Company intellectual property pursuant to, any agreement, contract or other arrangement to which you are subject. You are being offered employment at HealthPlix Technologies based on your personal skills and experience, and not due to your knowledge of any confidential, proprietary or trade secret information of a prior or current employer. Should you accept this offer, we do not want you to make use of or disclose any such information or to retain or disclose any materials from a prior or current employer. Likewise, as an employee of HealthPlix Technologies, it is likely that you will become knowledgeable about confidential, trade secret and/or proprietary information related to the operations, products and services of HealthPlix Technologies and its clients. To protect the interests of both HealthPlix Technologies and its clients, all employees are required to read and sign the “Confidential Information, Invention Assignment and Arbitration Agreement” as a condition of employment with HealthPlix Technologies. This Agreement, which provides for arbitration of all disputes arising out of your employment, will be provided for your review; you will be required to sign it on your first day of employment.
- **Company Information.** Employee agrees at all times during the Term and thereafter, to hold in strictest confidence, and not to use, except for the benefit of the Company, or to disclose to any person, firm or corporation without written authorization of the Board of Directors of the Company, any Confidential Information of the Company, except under a non-disclosure agreement duly authorized and executed by the Company. Employee understands that “Confidential Information” means any non-public information that relates to the actual or anticipated business or research and development of the Company, technical data, trade secrets or know-how, including, but not limited to, research, product plans or other information regarding Company’s products or services and markets therefore, customer lists and customers (including, but not limited to, customers of the Company on whom Employee called or with whom Employee became acquainted during his entire term of his employment with the Company), software, developments, inventions, processes, formulas, technology, designs, drawings, engineering, hardware configuration information, marketing, finances, business plans, strategy or other business information. Employee further understands that Confidential Information does not include any of the foregoing items, which have become publicly known and made generally available through no wrongful act of Employee’s or of others who were under confidentiality obligations as to the item or items involved or improvements or new versions thereof.

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

- **Assignment of Inventions.** Employee agrees that he will promptly make full written disclosure to the Company, will hold in trust for the sole right and benefit of the Company, and hereby assigns to the Company, or its designee, all of Employee’s right, title, and interest in and to any and all inventions, original works of authorship, developments, concepts, improvements, designs, discoveries, ideas, trademarks or trade secrets, whether or not patentable or registrable under copyright or similar laws, which Employee may solely or jointly conceive or develop or reduce to practice, or cause to be conceived or developed or reduced to practice, as a result of and within the scope of his duties as an Employee of the Company and during the period of time Employee is in the employment of the Company (collectively referred to as “Company Inventions”). Employee further acknowledges that all original works of authorship which are made by him (solely or jointly with others) within the scope of and during the period of his employment with the Company, and which are protectable by copyright, are “works made for hire,” as that term is defined in the Indian Copyright Act. Employee understands and agrees that the decision whether or not to commercialize or market any Company Inventions developed by Employee solely or jointly with others is within the Company’s sole discretion.

HealthPlix Technologies Private Limited

Office: 1st Floor, 2gethr@ORR, Tower B, Mantri Commercio, near Sakra World Hospital, Bellandur, Bengaluru, 560103.



and for the Company's sole benefit and that no royalty will be due to Employee as a result of the Company's efforts to commercialize or market any such Inventions.

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

We hope that you will accept our offer to join the Company and look forward to an early acceptance of this offer. This offer, if not accepted, will expire at the close of 7 calendar days from the date of this letter and is contingent upon your starting by the Start Date. This offer is contingent upon satisfactory results from your background check.

Any falsification of an applicant's employment history or educational background will result in withdrawal of the offer and/or termination of employment, if hired. Finally, as one of our employees, you agree to abide at all times by the Company's policies and procedures as the same may be revised and updated from time to time. To indicate your acceptance of HealthPlix Technologies's offer, please sign and date the enclosed original and the "Confidential

HealthPlix Technologies Private Limited

Office: 1st Floor, 2gethr@ORR, Tower B, Mantri Commercio, near Sakra World Hospital, Bellandur, Bengaluru, 560103.



Information, Invention Assignment and Arbitration Agreement” and returning them to Human Resources. A duplicate original is enclosed for your records.

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

Sincerely,

A handwritten signature in black ink, appearing to read "Sandeep Gudibanda".

16/07/2018

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

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

Claeri Louis

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

HealthPlix Technologies Private Limited

Office: 1st Floor, 2gethr@ORR, Tower B, Mantri Commercio, near Sakra World Hospital, Bellandur, Bengaluru, 560103.

ANNEXURE I
Compensation

Earnings	Monthly	Annually
Gross Salary	23,200	2,78,400
Basic + DA	11,600	1,39,200
HRA	9,280	1,11,360
Special Allowance	2,320	27,840
Variable Component		
Retention		25,000
Incentive Upto		0
PF Employee	1,800	21,600
ESIC Employee	0	0
PT Employee	200	2,400
Net Salary(in hand)	21,200	2,54,400
PF Employer	1,800	21,600
ESIC Employer	0	0
CTC	25,000	3,25,000

8
CHS164BA008

19th March, 2018

To,
Mr. Kishore.K.R,
#129/A, Anjan Medical Centre,
Kathriguppe Main Road,
Vivekananda Nagar,
BSK 3rd Stage,
Bangalore-560085.
Tel.No:9591949458

Dear Kishore,

This has reference to the interview and discussions you had with us. We are pleased to appoint you as "Management Trainee". You would be on probation for a period of one year. On successful completion of probation period your services would be confirmed and you would be re-designated as "Career Development Executive".

Find below your compensation details.

		(Amount in Rupees.)	
		Per Month	Per Annum
Basic Salary	:	22,900	2,74,800
House Rent Allowance	:	2,290	27,480
Transport Allowance	:	1,600	19,200
Telephone Allowance	:	500	6,000
Special Allowance	:	2,710	32,520
Daily Travel Reimbursement (Only for the days of field work @ Rs.150/-)	:	3,000	36,000
Performance Incentive (Payable based on the achievement of Monthly targets)	:	15,000	1,80,000
Performance cum Continuity Bonus (Annual) (Payable based on the achievement of targets for the year and continuity in the organization for at least 1 year)	:	2,500	30,000
Total: Rs. Six Lakh Six Thousand only p.a.	:	50,500	6,06,000

Regards,
Jaro Education

Sushant Mallya
Sr. Manager – Human Resources

I agree to the above and attached terms & conditions _____ Dated _____

CONSISTENT

7



MERAQI

SYNERGICALLY IN SYNERGY

July 20, 2018

To,
Anil Kumar M
Bangalore.

Dear Anil Kumar,

Sub: Offer of Appointment.

With reference to your application and subsequent interview with us, we are pleased to offer you the position of Associate -HHE. You shall report to **Mr. Abilash Sudharsanan, Senior Manager.**

Your Cost to Company (CTC) will be ₹ **4,16,667** (Four lakh Sixteen Thousand Six hundred and Sixty seven only) of which breakup is as below (Detailed breakup is given in a separate Annexure):-

- ML**
- a) Fixed Component : ₹ 3,75,000 P.A (Three lakh Seventy Five thousand only per annum)
 - b) Incentive Variable (Payable at the end of the financial year based on MPMS policy on fulfillment of listed criteria): ₹ 41,667 (Forty One thousand Six hundred and Sixty Seven Only)
 - c) Bonus (Variable) -Would be payable at the end of the financial year on the fulfillment of the criteria mentioned under MPMS.

You will be on probation for a period of six (6) months from the date of joining. You will be absorbed as Permanent staff member upon satisfactory completion of probation which would be subject to Performance appraisal.

We will look forward to your joining on Wednesday, August 1st, 2018.

The Management of the Company welcomes you to the team at Meraqi. The Company offers you a Congenial work atmosphere and looks forward to a mutually beneficial association.

With best wishes,

For Meraqi Advisors Private Limited

Gorakh Jhunjhunwala
Managing Director



ANNEXURE:

Annual Compensation Structure effective April 1, 2018		
Components	Yearly	Monthly
Basic	1,12,500	9,375
HRA	45,000	3,750
LTA Allowance	24,996	2,083
Telephone Reimbursement	6,000	500
Special Allowance	1,86,504	15,542
Fixed Component	3,75,000	31,250
Performance Incentive Variable**	41,667	-
Total Compensation	4,16,667	31,250

** Payable as per guidelines provided in MPMS policy and on achieving the required criteria

Note: Fuel reimbursement of Rs 2000/-included in Fixed CTC. No additional reimbursement will be allowed.



Razorpay Software Private Limited
1st Floor, SJR Cyber, No 22, Laskar Hosur
Road, Adugodi, Bangalore - 560030

<https://razorpay.com>
contact@razorpay.com
1800 2700 323

OFFER PROPOSAL - CONFIDENTIAL

15th May 2018

Dear Aishwarya,

We are pleased to extend you an offer to join Razorpay Software Private Limited ('Razorpay') as an **Executive, Talent Acquisition**, to be based in Bangalore. We assure you a great career at Razorpay & wish you success in this journey with us!

The total cost to company (CTC) of your compensation package is **INR 350,000 (Three Lakhs and Fifty Thousand Only)**. Below is the break up for the proposed numbers. Please note that your variable pay subject to review based on individual performance.

Compensation Structure	Annual Numbers
Basic	109664
House rent allowance (HRA)	43866
Leave Travel Allowance (LTA)	9139
Conveyance allowance	36000
Gift	5000
Food Coupons	26400
Special Allowances	44092
Performance Bonus	27416
Total Cash	301576
Employer's contribution to PF	21600
Gratuity	5264
Medical and Accident Insurance Premium	30000
Total CTC	350000

Start Date and Formalities: We propose a start date as 11th June 2018 contingent on your current employment arrangement. We are excited about the possibility of you starting your Razorpay career in this position. Please indicate your acceptance of our employment offer by e-signing this letter in the space provided below.

Sincerely,

DocuSigned by:

Anuradha Bharat

Anuradha Bharat

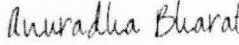
Head, People Operations

Employee Name: Aishwarya P T

Employee Signature:

Accepted and Agreed to by:
Razorpay Software Private Limited

By: **Anuradha Bharat**
Title: Head, People Operations

DocuSigned by:

0B165102798547E

Accepted and Agreed to by:

By: **Aishwarya P T**
Title: Executive, Talent Acquisition

Non-Disclosure Agreement

This Non-Disclosure Agreement (the "Agreement") entered into on 15th May 2018 by and between

Aishwarya P T, D/O P S Thilak Kumar, aged about 23 years, currently residing at No. E-303, SLV Splendour, Harinagar Cross, Kothanur Main Road, Konanakunte, Bangalore-560062 and having his/her permanent residence at #2, Ashirwaad, 1st cross, Anjanadri layout, Konanakunte, Bangalore-560062, herein after referred to as ("Employee") which includes its successors and assigns and legal representatives.

and

Razorpay Software Private Limited a company incorporated under the Companies Act, 1956 and having its registered office address at No. 22, SJR Cyber, 1st Floor, Laskar-Hosur Road, Adugodi, Bangalore – 560030 hereinafter referred to as ("**Razorpay**") which includes its successors and assigns and legal representatives.

The Employee and Razorpay shall hereinafter individually be referred to as "Party" and collectively as "Parties".

WHEREAS, Razorpay is an application service provider providing payment processing service enabling secure payments through multiple channels like mobile and internet. The Employee has been employed with **Razorpay** as an **Executive, Talent Acquisition** with effect from 15th May 2018.

Whereas, the Employee may in the course of his/her employment with Razorpay shall have access to sensitive, confidential data of Razorpay and shall also be required to disclose confidential, important and/or Razorpay's business trade secret information concerning Razorpay's business and activities;

Therefore, the parties hereto agree to enter into a confidential relationship with respect to the disclosure by each of them of certain information as follows:

1. **Definitions:** For purposes of this Agreement, "Confidential Information" shall include all information or material that has or could have Razorpay's client/merchant /partner confidential data including business plan, business process, business trade secrets, commercial values offered to Razorpay's merchants/clients/partners or other business information including prospective business of Razorpay or its subsidiaries or affiliates. It is the responsibility of the Disclosing Party/Employee to strictly restrain from disclosing Confidential Information to any third party or Receiving Party.

For purposes of this Agreement, the term "the Disclosing Party" shall be the party that discloses Confidential Information to the Receiving Party.

For purposes of this Agreement, the term "the Receiving Party" shall be the party that receives Confidential Information from the Disclosing Party and shall include Razorpay's competitors, the company he or she represents, and all affiliates, subsidiaries, and related companies of the Receiving Party.

For purposes of this Agreement, the term "Representative" shall include each party's directors, officers, employees, agents, consultants, and financial, legal, and other advisors.

2. **Exclusions:** Confidential Information does not include information that the Receiving Party can demonstrate: (a) was in the Receiving Party's possession prior to its being furnished to the Receiving Party under the terms of this Agreement, provided the source of that information was not known by the Receiving Party to be bound by a confidentiality agreement with or other obligation of confidentiality to the Disclosing Party; (b) is now, or hereafter becomes, through no act or failure to act on the part of the Receiving Party, generally known to the public; (c) is rightfully obtained by the Receiving Party from a third party, without breach of any obligation to the Disclosing Party; or (d) is independently developed by the Receiving Party without use of or reference to the Confidential Information.
3. **Confidentiality:** The Receiving Party and its Representatives shall not disclose any of the Confidential Information in any manner whatsoever, except as provided in paragraphs 4 and 5 of this Agreement, and shall hold and maintain the Confidential Information in strictest confidence.

4. **Permitted Disclosures:** The Receiving Party may disclose the Disclosing Party's Confidential Information to the Receiving Party's responsible Representatives with a bona fide need to know such Confidential Information, but only to the extent necessary to evaluate or carry out the proposed transaction or relationship with the Disclosing Party and only if such employees are advised of the confidential nature of such Confidential Information and the terms of this Agreement and are bound to protect the confidentiality of such Confidential Information.
5. **Required Disclosures:** The Receiving Party may disclose the Disclosing Party's Confidential Information if and to the extent that such disclosure is required by court order, provided that the Receiving Party provides the Disclosing Party a reasonable opportunity to review the disclosure before it is made and to interpose its own objection to the disclosure.
6. **Use:** The Receiving Party and its Representatives shall use the Confidential Information solely for the purpose of growth of Razorpay's business during the term of their employment only and not in any way use the Confidential Information to the detriment of the Disclosing Party. Nothing in this Agreement shall be construed as granting any rights to the Receiving Party, by license or otherwise, to any of the Disclosing Party's Confidential Information.
7. **No Objection:** Holding of discussions or exchange of material or information with the Employee's manager or its team during the course of his/her employment for the purpose of developing Razorpay's business shall not be construed as prohibited, subject to such discussion is for consummation of the transaction discussed therein or for completion of the transaction for which the material or information was exchanged under this Agreement.
8. **Irreparable Harm:** The Receiving Party understands and acknowledges that any disclosure or misappropriation of any of the Confidential Information in violation of this Agreement may cause the Disclosing Party irreparable harm, the amount of which may be difficult to ascertain and therefore agrees that the Disclosing Party shall have the right to apply to a court of competent jurisdiction for specific performance and/or an order restraining and enjoining any such further disclosure or breach and for such other relief as the Disclosing Party shall deem appropriate.
9. **Consequential Damages:** No warranties of any kind are given with respect to the Confidential Information disclosed under this Agreement or any use thereof, except as may be otherwise agreed to in writing. Employee agrees that he/she shall be liable to loss of profits, loss of business or indirect, consequential or punitive damages of Razorpay in the event the said Employee discloses any Confidential Information to any third party and such disclosure shall constitute a breach of this Agreement.
10. **Survival:** The secrecy and non-use obligations under the terms of this Agreement shall, for a period of twelve (12) months, from the date of termination or resignation of his/her employment from Razorpay, whichever is later.
11. **Successors and Assigns:** This Agreement and each party's obligations hereunder shall be binding on the representatives, assigns, and successors of such party and shall inure to the benefit of the assigns and successors of such party, provided, however, that the rights and obligations of the parties hereunder are not assignable.
12. **Governing Jurisdiction:** This jurisdiction for this agreement shall be governed by courts in Bangalore, India.
13. **Counterparts and Right:** This Agreement may be signed in counterparts, which together shall constitute one agreement.
14. **Entire Agreement:** This Agreement expresses the full and complete understanding of the parties with respect to the subject matter hereof and supercedes all prior or contemporaneous proposals, agreements, representations and understandings, whether written or oral, with respect to the subject matter. This Agreement is not, however, to limit any rights that either party may have under trade secret, copyright, patent or other laws. This Agreement may not be amended or modified except in writing signed by each of the parties to the Agreement. This Agreement shall be construed as to its fair meaning and not strictly for or against either party. The headings hereof are descriptive only and are not to be construed in interpreting the provisions hereof.

CMS16MBA014

4

PAYAL DSI PLACEMENT <placement1@dayanandasagar.edu>

16MB3459

Fwd: S&P Global Results | List of Offered Candidates | Bengaluru

Nagesh P <placement@dayanandasagar.edu>

Sat, Mar 31, 2018 at 9:17 AM

To: DSI Placement <placement1@dayanandasagar.edu>

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

From: Raunak Kakarya < >

Date: Fri, Mar 30, 2018 at 12:45 PM

Subject: S&P Global Results | List of Offered Candidates | Bengaluru

To:

Cc: Vyshak Nair < >

Dear All,

Greetings from Firstnaukri.com!!

Please find below the list of candidates shortlisted for offer at S&P Global Ahmedbad location. Request you all to kindly block these candidates from the further placement processes.

Please share the examination schedule of these candidates with me at the earliest.

Name	College	Department
S.G. Akhileshwar	Alliance University	Fundamentals
Dheeraj Prakash	Alliance University	Fundamentals
Shalini Khandelwal	Alliance University	Product Operations
Himanshu Shekhar	Alliance University	Transactions
Nitish Gupta	Alliance University	Transactions
Sudeshna Panda	Dayananda Sagar University	Company Profile
Praveen Kumar R	Dayananda Sagar University	People Data
Sanajana Jadhav	JGI Mats Business School (Final round interview pending)	Product Operations
Baishakhi Pal	KIMS	Company Profile

LETTER OF INTERNSHIP & CONDITIONAL EMPLOYMENT OFFER6th April 2018

Dear Sandika Sharma,

Congratulations!

We would like to extend an offer of Internship, for a period of 3 months. At Simplilearn we believe that your knowledge, skills and experience will help us cover new ground and are committed to helping you build a great career with us.

On your acceptance, the internship will begin with us from **9th April 2018** & end on **8th July 2018**.

You will be entitled for a stipend amount of **INR 15,000/- per month** during this period with applicable taxes & upon fulfilment of conditions stated herein you will be offered full time employment by Simplilearn with a remuneration of **INR 4,50,000 per annum**, breakup of which is provided under Annexure-A starting from the date specified by Simplilearn upon you submit proof that you have met below contingency.

Your employment with Simplilearn is contingent upon: I.

Completion of your course passing requirements &

II. Satisfactory performance during the period of your internship with us.

During the period of your internship you will not be entitled to any employee benefits like paid leaves, insurance etc.

By accepting this offer you agree that throughout your internship & employment, you will observe all policies and practices governing your conduct in Simplilearn.

You are required email us copies of documents specified below or bring them along on your first day at Simplilearn.

Documents required (Mandatory) -

Aadhaar Card

PAN Card

Passport Size Photograph (3 Nos)

We hope your association with Simplilearn will be rewarding and successful.

For **SIMPLILEARN SOLUTIONS PRIVATE LIMITED,**

Archana Kumari, Senior Director
Manoj Arcade, #53/1c, 24th Main,
Harikunte, 2nd Sector, HSR Layout,
Bangalore - 560102
Ph: +91 80 4245 1111

Annexure-A

Cost To Company Breakup			
Name	Sandika		
Designation	Inside Sales Manager		
Grade	A1		
S.No	Particulars	Monthly	Annual
1	Basic	14,167	170,000
2	House Rent Allowance	5,667	68,000
3	Conveyance Allowance	1,600	19,200
4	Interim Statutory Bonus	708	8,500
5	Special Allowance	3,811	45,728
	Total (A) Gross Salary		25,953
		311,428	
	Company Contribution		
1	Gratuity	681	8,172
2	Provident Fund (Employer)	1,700	20,400
	Total (B)	2,381	28,572
	TOTAL A + B (Fixed Cost to Company)	28,334	340,000
	Variable Pay * (C)		110,000
	Total CTC (A+B+C)	28,334	450,000

*Variable pay (performance linked pay) is payable based on your performance against specific goals set by your business head.

Following will be deducted from the Gross Salary as Employee Contribution
 PF Employee Contribution (12% of Gross Salary Excluding HRA or INR 1800/- Per Month whichever is lower)
 Income Tax (As per IT Act)
 Professional Tax (As per Professional Tax Act slab)

For SIMPLILEARN SOLUTIONS PRIVATE LIMITED,

Archana Kumari, Senior Director
 Manoj Arcade, #53/1c, 24th Main,
 Harlunte, 2nd Sector, HSR Layout,
 Bangalore - 560102
 Ph: +91 80 4245 1111

Dear Naveen V. (15)

CHS16 HBA012 (S)

Congratulations!!

With reference to your application and subsequent interviews with us, we are pleased to offer you the position of **Business Development Manager** in our Company. Your beginning annual remuneration will be **INR 300,000/- (Enclosed: CTC break-up).**

In addition you will be eligible to participate in:

- **Variable Incentive Structure** based on the revenue generated by you. (Or your team including yourself on per month basis)

Your joining location will be **Bangalore**

Reporting Date & Time: **18-Jun-2018, 9:30 AM**

Venue Detail: **16/3, Adarsh Crystal, 2nd Floor, Cambridge Layout Road, Ulsoor Bangalore- 560008**

Contact Person: **Swarna Krishna Murthy**

This offer and your employment are conditional upon the Company receiving satisfactory background check results. Please note if the Company is not satisfied with background verification report, the Company reserves the right to withdraw or delay this offer of employment. So Kindly provide 2 references for background verification.

Mandatory Documents to be emailed before or produced on the day of Joining: (1 set of Photocopies as well as Originals)

1. Highest Education Certificate and Mark sheets (10th, 12th, Graduation, PG)
2. Photo Id Proof - Passport / Driving License / Voter's ID
3. PAN card
4. Aadhar Card
5. 4 Passport size Photographs (in White Background)
6. Cancelled Cheque
7. CV (Resume)
8. Resignation Acceptance from your previous organization
9. EPF Number or UAN No.
10. Bank Statement

We look forward to a mutually rewarding partnership.

Please accept the offer by clicking on the button below. This shall however direct you to pre-joining process further. You are requested to revert positively within 2 days.

Accept

Regards,

Human Resources
Square Yards Consulting Pvt. Ltd.

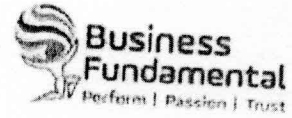
Note: You will be eligible for the above said scheme only in case you have performed according to the unified incentive and reimbursement structure as appraised by Company from time to time. The incentives and reimbursement are discretionary and may vary from time to time and are only to facilitate and motivate the employee. The Company reserves the right to alter/revise the terms and condition of this scheme or may completely revoke the scheme at any time without any notice.

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

From: Swarna Murthy <swarna.krishna@squareyards.in>
To: <naveenveddy31@outlook.com>
Cc: <sanjay.sareen@squareyards.in>, <streeja.nair@squareyards.in>, <swarna.krishna@squareyards.in>
Bcc:
Date: Mon, 4 Jun 2018 13:23:45 +0530
Subject: Offer Letter for Naveen V Reddy

CHS16M/BA009

6



Dated:- 04-Aug-2018

To,
Ms. Krithika Mohan,

OFFER LETTER

Dear Ms. Krithika,

This has reference to your application and the subsequent discussions you had with us the below are the following terms and conditions:

1. **Position:** You are being appointed as "Staffing Specialist - Trainee"
2. Your Date of Joining will be on 16-Aug-2018.
3. You will be initially be working at JP Nagar Bangalore.
4. **Compensation and Benefits:** You will receive compensation of Rs. 2,22,000/- per annum. Income Tax or any other statutory deductions will be done at source. You will be eligible for leave and other such benefits in accordance with the Company's rules and regulations. The perquisites applicable to your grade are subject to alteration and amendment, and you will be entitled to the same as per the rules of the company.
5. **Probation:** You will be on probation for a period of 3 months. You will be confirmed in your appointment in writing on successful completion of the said probationary period. If no confirmation is made in writing at the end of the probationary period, it will be deemed to have been extended until the company confirms you in writing.
6. **Notice period:** After confirmation, either party, by stating their intention to do so, in writing may terminate this employment at any time, provided that at least 1 months' notice or salary in lieu thereof is given.
7. However, in the event of your being guilty of misconduct or inattention or negligence in the discharge of your duties or in the conduct of the Company's business, or such misdemeanour which is likely to affect, or affects the reputation of the Company's working or of any breach of the terms and conditions herein, the Company reserves its right to terminate your services at any given point of time, with immediate effect, without any compensation or notice.

8. You will treat matters pertaining to the Company's business interests with utmost confidentiality and such confidentiality has to be maintained during your employment with the Company and thereafter.
9. During your services with the company, you will be governed by the rules and regulations in respect to conduct & discipline and other matters as may be framed by the company from time to time.
10. You will undertake, that while in the employment of the Company, and for a period of 18 months after separation from the Company, for any reason whatsoever, you will:
 - I. Keep confidential and not disclose to any unauthorized persons
 - (a) Company intelligence, consisting of sensitive research, either acquired or in the process of being carried out.
 - (b) Technical capability and
 - (c) Commercial intelligence disclosed to you and/ or acquired by you in the course of your employment.
 - II. Not employ, use and/ or engage the confidential information for any purposes other than the business of the Company and only during the course of your employment with the Company.
 - III. Solicit or endeavour to entice any employee or person involved, directly or indirectly, from any of the Company's operations.

Wish you all the very best in your new assignment.

Thanking You.

For **Business Fundamental Consulting India Private Limited**

Feel free to call me on my mobile if you have queries or concerns.

Babu SK

Babu.fakruddin@businessfundamental.co.in

Cell: +91 9742131375

"Chithaary House, #130, 8th Main Road, JP Nagar 3rd Phase, Bangalore Karnataka – 560078.

PC
CHS16UMBA025

ALLEGIS GROUP

2

July 02nd, 2018

Ms. S Varuni

House no. 27, Main Road,
Cowl Bazar, Bellary,
Karnataka-583102

Dear Varuni,

Further to our meetings and discussions, we are extremely pleased to offer you the position of a "Recruiter - Level 1" with Allegis Services (India) Pvt. Ltd ("Allegis India"). Your employment will commence on or before July 05th, 2018 or such other date as may be mutually agreed. Your principle place of appointment and base location, at all points of time during your employment with Allegis India, shall be Commerce @ Mantri, Level 3, No. 12/1 & 12/2, NS Palya, Bannerghatta Road, Bangalore – 560076.

You will be paid an annual compensation of Rs.2,92,788/- (INR Two Lakh(s) Ninety Two Thousand Seven Hundred Eighty Eight Only). The break-up of the compensation structure will be as per the attached salary sheet.

Your offer of employment will be subject to the terms and conditions (the "Terms and Conditions") of employment and to satisfactory completion of reference and background checks. This offer letter and the Terms and Conditions together constitute the employment contract between Allegis India and you.

Notwithstanding your principle place of appointment and base location being the Allegis Office, you may be deputed or seconded from time to time, to client locations or premises of Allegis India affiliates across the country where you will be required to work on specific assignments. During the entirety of the Deputation you will always continue to be governed by the Terms and Conditions and the Company's Employee Handbook, in addition to any other condition that the client may propose in conjunction with the Company. You will report back to the base office on completion of your deputation or sooner, if the management of the Company decides so at its own sole discretion.

We extend a very warm welcome into the Allegis family, and look forward to a long and mutually rewarding association.

Wishing you all the best,

For Allegis Services (India) Pvt. Ltd.,

Sd/-

Panini Balaji
Head - Human Resources

Acknowledged and accepted:

Salary Annexure

Name : S Varuni

Designation : Recruiter - Level I

Gross Fixed Pay	Monthly	Annual
Basic		
HRA	13,500	162,000
Statutory Bonus	5,400	64,800
Flexi Plan Benefit / Other Allowance	2,700	32,400
Gross Fixed Pay (A)	530	6,360
	22,130	265,560

Employer's Contribution (B)	Monthly	Annual
Provident Fund (Employer's Contribution)	1,620	19,440
Total Employer's Contribution	1,620	19,440

Retiral Benefits (C)	Monthly	Annual
Gratuity**	649	7,788

CTC (A+B+C)	24,399	292,788
-------------	--------	---------

Additional Benefits	Monthly	Annual
Mediclaime Insurance for Self plus 5 dependents		12,246
Personal Accident Insurance		500
Total Additional Benefits (D)		12,746

Grand Total CTC (A+B+C+D)		305,534
---------------------------	--	---------

NOTES

(**) Gratuity is payable as per the provisions of Payment of Gratuity Act, 1972.

Date: 02nd July, 2018

TERMS AND CONDITIONS OF EMPLOYMENT

The terms and conditions of your employment with **Allegis Services (India) Pvt. Ltd.** ("the **COMPANY**") as at the date given below including those terms and conditions required to be given to you in writing in accordance with applicable laws in India. These terms and conditions are in addition to the letter of appointment and any applicable internal policy of the Company and are the basis of your engagement with the Company.

1.0 **Assignment of Duties:**

1.1 You are employed in the position of a "Recruiter - Level 1" in accordance with the terms of the job description to be given to you on the Commencement Date (defined in **Clause 2.1** below). You are required to perform such duties for the COMPANY as may be designated by the COMPANY and which are reasonable consistent with your position, and to devote your whole working time and attention to your duties.

1.2 You shall perform such duties and exercise such powers in relation to the business of the COMPANY and any Group COMPANY, at such locations, as may from time to time be assigned or vested in you by the COMPANY and shall at all times and in all respects well and faithfully serve the COMPANY and conform with the reasonable directions of and regulations made by the COMPANY.

2.0 **Date of Commencement of Employment:**

2.1 Your employment will commence on or before "July 05th, 2018" or such other date as may be mutually agreed.

3.0 **Probation and Confirmation:**

3.1 You will be on probation for a period of 2 months from the date of commencement of your employment with the COMPANY. There will be a performance review at the end of the probation period, based on which your employment with COMPANY will be confirmed or the probation period will be extended. You shall be treated as confirmed only if you are intimated in writing to that effect from the company.

4.0 **Remuneration:**

4.1 **Salary:** Your gross annual salary will be as mentioned in the appointment letter and the compensation details are as provided on **Annexure-I** for the first year of your Employment. Your salary, subject to such deductions as are required by law and/or agreed between you and the COMPANY, is payable as per the structure shown in the annexure to this agreement.

4.2 **Mediclaime Insurance:** Employee, spouse and children less than 21 years of age and parents will be entitled to participate in the Hospitalization insurance scheme subject to the rules of such scheme as laid out in the current existing policy. Details of the benefits provided by this scheme are available on request. The company reserves the right to change or modify the scheme. Hospitalization insurance scheme subject to the

rules of such scheme as laid out in the current existing policy. Details of the benefits

4.3 You will be entitled to participate in the COMPANY's personal accident scheme subject to the rules of such scheme at the COMPANY's expenses. The company reserves the right to Change or modify the scheme.

4.4 **Discretionary performance bonus** (if applicable), would be based on your individual performance, your group performance and the company's performance. Bonuses are due and payable annually following the finalization of the Company's annual results. No entitlement to a bonus exists, and no bonus will be paid in the event of separation from the company for whatsoever reason and manner prior to the end of a bonus payable date. Bonuses are payable at the sole discretion of the company, and the company reserves the right to take into account all relevant factors in determining final approved payments.

4.5 **Incentives** (if applicable): All incentives will be paid according to the performance and company incentive policy. No Incentive will be paid in the event of separation from the company for whatsoever reason and manner after last working day. The company reserves the right to take into account all relevant factors in determining final approved payments.

4.6 **Night Shift Allowance:** Applicable for the employees working at night shift (between 8pm and 6am) payable for number days' work in night shift.

4.7 **Provident Fund Scheme:**

4.7.1 You will be entitled to the COMPANY's Provident Fund Scheme (As per the EPF Act, 1952) subject to its rules and on the under noted basis:

4.7.2 The COMPANY will contribute an amount equal to twelve percent of your basic salary towards the Provident Fund matched by a similar contribution from you.

4.7.3 Your normal retirement age for the purposes of your employment and the Provident Fund Scheme is 60 years. Subject to **clause 9**, your employment shall accordingly terminate automatically on the last working day of the month in which your 60th Birthday falls and the COMPANY's final contribution to the plan will also be made in the same month.

5.0 **Location of work:**

5.1 Your base location shall be the **Registered Office of the Company at Commerce @ Mantri, Level 3, No. 12/1 & 12/2, NS Palya, Bannerghatta Road, Bangalore - 560076**, but the COMPANY reserves the right to require you to work at any other Company premises or the premises of any other client or Group Company, from time to time as it may consider necessary. You shall also be required, with due authorization, to make business visits, overseas and in-land, as would be warranted in order to effectively carry out your

- responsibilities. Please refer to your offer documents for details on location.
- 5.2 You will be issued a deputation letter every time you are required to work at any location other than the Company Location for any specific assignment. Your base office and principal place of employment however shall, at all times, continue to remain the Company Location.
- 5.3 You will report back to the base office on completion of your deputation or sooner, if the management of the Company decides so at its own sole discretion. You will continue to be governed by the Company's Employee Handbook and the terms of employment with the Company during the entirety of your deputation, in addition to any other condition that the client may propose in conjunction with the Company'.
- 6.0 **Holidays and Leave:**
- 6.1 The COMPANY will declare certain number of holidays for festivals and certain nationally important days, the guiding principles being the laws of the land and local practice.
- 6.2 **Leave:** Leave entitlements will be as per COMPANY rules as would form part of the Employee Handbook or be separately notified.
- 6.3 You will continue to be governed by the terms of holiday and leave as contained in the Employee Handbook even during the periods while you are deputed to a Client's premises, unless expressly told otherwise by the Company.
- 7.0 **Conflicts of Interest and Confidentiality:**
- 7.1 Information pertaining to the COMPANY's operations shall be kept confidential and safeguarded by you. On joining the COMPANY, a formal agreement to effect non-disclosure of confidential information and intellectual property etc. shall be executed by you. Any Intellectual Property or Patents developed by you during your service will be the property of the COMPANY and the Group Companies. You will also keep us duly informed if you are bound by any confidentiality agreement with any of your previous employers, in which case you shall keep us indemnified against any breach thereof by you. Similarly, after leaving the services of the COMPANY, you shall keep confidential any proprietary information and technologies, which you were involved with during your service with the COMPANY and shall render yourself liable to damages and costs arising out of breach of such confidentiality.
- 7.2 During the tenure of your employment with the COMPANY, you are debarred from undertaking any other employment either on full or part time basis and shall not engage in any trade or business or contract or avocation, or honorary work anywhere, (whether or not such employment is paid), directly or indirectly without prior permission of the COMPANY. Contravention of this condition will entail termination of your services with the COMPANY without any notice.
- 7.3 You must not at any time during (except so far as is required for the proper performance of your duties) nor at any time after the termination of your employment with the COMPANY communicate or divulge to any person ("person" shall include a firm or COMPANY or any other undertaking) or make use of or permit any other person to make use of for your own or any other person's benefit any Confidential Information.
- 7.4 You shall hand over all proprietary material, whether given to you during the course of employment, by the Company or any Group Company or a Client immediately on the termination of your employment or at such time when called upon to do so. Proprietary material includes both tangible material such as laptops, desktops, phones, electronic equipment, documents, etc and intangible material such as software, data in desktops, phones, and electronic equipment given to you for the purpose of carrying out your obligations during the course of employment.
- 7.5 You hereby agree that the restrictions contained in this Clause 7 are necessary for the protection of the Company, its Group Companies and its Clients and that there will irreparable damage caused to the Company, its Group Companies or its Clients if these terms are breached.
- 8.0 **Deductions from Salary:**
- 8.1 You agree that the COMPANY may at any time deduct, from your salary or any other benefit payable to you, any sum including any over-payment of salary, which in the reasonable opinion of the COMPANY you owe to it whether by reason of any default on your part or otherwise at the time such deduction is made.
- 9.0 **Termination of Employment:**
- 9.1 This agreement of employment may be terminated by One Months' written notice on either side in case of confirmed employees. The Notice Period during the first 2 months of the probationary period stands at 1 week.
- 9.1.1 Notice Period has to be served in full and no leaves can be adjusted against the notice period.
- 9.1.2 Either party will have an option of Notice Period buyout by paying the 'GROSS SALARY' for the buyout period computed based on the monthly gross salary. In case of employee opting for Notice period buyout, it is COMPANY's sole discretion to accept or reject such notice period buyout option with or without assigning reason.
- 9.1.3 The company holds the right to with-hold the full and final settlement as well as the relieving documents if the notice period policy is not adhered to.
- 9.1.4 Exceptions to this policy require written authorization from the respective BU head.
- 9.2 However, in case of discharge due to misconduct, the notice period and remuneration in lieu of notice will not be applicable. Notwithstanding any other provision of this Agreement, your

- employment will automatically come to an end without notice when you attain the normal retiring age, as set out in **Clause 4.4.3** above.
- 9.3 Your employment may be terminated by the COMPANY without notice under any of the following clauses:
- 9.3.1 If you become of unsound mind
- 9.3.2 If at any time you are prevented by illness or accident or other incapacity from properly performing your duties for a period of six consecutive months or for more than 120 working days in any 12 consecutive months.
- 9.3.3 If you either commit any serious breach or (after warning) repeat or continue any material breach of your obligations under this Agreement or any other internal policy of the COMPANY.
- 9.3.4 If you persistently fail or neglect to carry out your duties under this Agreement or fail to maintain a satisfactory standard of conduct or performance within a reasonable time after receiving written warning from the COMPANY relating to your conduct and/or performance.
- 9.3.5 If you commit any act of fraud, dishonesty or conduct (whether or not in the course of your employment) tending to bring yourself, the COMPANY or any Group COMPANY or the Client into disrepute or otherwise to affect prejudicially the interests of the COMPANY or any Group COMPANY.
- 9.3.6 If you are declared bankrupt, compound with your creditors or enter into a voluntary agreement with your creditors or otherwise become unable to meet your debts and liabilities as and when they fall due.
- 9.3.7 If you are convicted of any criminal offence.
- 9.3.8 If you commit an offence relating to insider dealing or are in breach of the rules of any authority or regulatory organization, which apply to you.
- 9.4 The termination of your employment will not invalidate or affect any claim, which the COMPANY may have against you, nor will it invalidate or affect any terms or conditions of your employment, which are expressed to have continuing effect after the termination of your employment, even if the COMPANY has breached any other terms of your employment.
- 9.5 On communication of the termination / resignation of your employment with the COMPANY, you will immediately give up to the COMPANY before you are relieved all documents of the COMPANY including, correspondence, specifications, formulae, books, documents, etc. and any other items.
- 9.6 On termination of your employment you shall resign without compensation for loss of office from such offices held by you in the COMPANY and any of the Group Companies and from any other offices you may hold as nominee or representative of the COMPANY or any Group COMPANY.
- 10.0 **Restrictions following termination:**
- 10.1 **Protection of Interest:** If you conceive any new or advanced methods of improving process / formulae / systems in relation to the operations of the COMPANY, such development will be fully communicated to the COMPANY and will be and remain sole right / property of the COMPANY.
- 10.2 You acknowledge that during the course of your employment under this Agreement you will be privy to Confidential Information and you will make, maintain and develop personal knowledge of, influence over and valuable personal contacts with clients, staff and third parties. Accordingly, you covenant with the Company that save with the previous express written consent of the Company you will not in the period of twelve calendar months following the date on which your employment terminates under this Agreement ("the Termination Date"), directly or indirectly whether as principal, agent, majority shareholder or investor, director, consultant, employee or otherwise on your own behalf or on behalf of any other person, concern, undertaking, firm or body corporate
- 10.2.1 Deal with, seek employment or engagement with, be employed or engaged by or engage in business with or be in any way interested in or connected with, whether as principal, agent, majority shareholder or investor, director, consultant, employee or otherwise, any Competitor
- 10.2.2 Solicit business from any client for the purpose of providing to that client services which are the same as or similar to those you have been involved in providing to that client at any time in the six months preceding the Termination Date.
- 10.2.3 Deal with, seek employment or engagement with, be employed or engaged by or engage in business with any client or work on any account or business of any client of the Company or any Group Company for the purpose of providing to that client services which are the same as or similar to any services which you have been involved in providing to that client at any time in the 6 months preceding the Termination Date.
- 10.2.4 Solicit or endeavour to entice away from the Company or any Group Company any appointee, officer, consultant or senior or managerial employee of the Company or any Group Company (whether or not) and

- 10.2.5 Communicate to any person, concern, undertaking, firm or body corporate anything, which is intended to or which will or may damage the reputation or good standing of the Company or any Group Company.
- 10.3 In the event the COMPANY is of the reasonable opinion that you are terminating your employment with the COMPANY to pursue an occupation in violation of this Clause, then the COMPANY reserves the rights to, at its sole discretion, refuse to accept any letter of termination, by whatever name called, of your employment with the COMPANY.
- 10.4 You will not communicate to any person, concern, undertaking, firm or body corporate anything, which is intended to or which will or may damage the reputation or good standing of the COMPANY or any Group COMPANY.
- 10.5 You will not at any time following the Termination Date, save with the previous express written consent of the COMPANY, represent yourself as being in any way connected with our interested in the business of the COMPANY or any Group COMPANY.
- 10.6 If the COMPANY transfers all or any part of its business to a third party ("the transferee") the restrictions contained in this clause 11 shall apply to you with effect from you becoming an employee of the transferee as if references to the COMPANY include the transferee and references to any Group COMPANY were construed accordingly and as if references to clients were to clients of the COMPANY and/or the transferee and their respective Group Companies.
- 10.7 You hereby agree that at the request and cost of the COMPANY, you will enter into a direct agreement or undertaking with any Group COMPANY whereby you will accept restrictions and provisions corresponding to the restrictions and provisions contained in this Clause 10 (or such of them as may be appropriate in the circumstances) in relation to such services and such area and for such period as such COMPANY or companies may reasonably require for the protection of its or their legitimate interests.
- The restrictions set out in this Clause 10 are without prejudice to your other express, implied duties whether fiduciary, or otherwise owed to the COMPANY or any Group COMPANY.
- The COMPANY reserves its rights to add, in future, any further clauses to protect its business interests after giving you a reasonable notice.
- 11.0 Representations and warranties**
- 11.1 You represent that you have no commitments to former employers or other entities which would restrict you joining the COMPANY and/or fulfilling any duties and obligations set out herein. You also represent and warrant that you have not taken or otherwise misappropriated and do not have in your possession or control any confidential and proprietary information belonging to any of your prior employers or connected with or derived from your services to prior employers. You shall indemnify and hold harmless the COMPANY from any and all claims arising from any breach of the representations and warranties in this Agreement.
- 11.2 You have furnished to the COMPANY certain documents of qualification and have made various other representations based on which the COMPANY has employed you. You represent that all documents furnished to the COMPANY and all facts disclosed are true and accurate. You further represent that in addition to the disclosures already made, you have disclosed all material and relevant information which may either affect your employment with the COMPANY currently or in the future or may be in conflict with the terms of your employment with the COMPANY, either directly or indirectly. You acknowledge and agree that in the event any of the information provided by you is found to be inaccurate, misleading or false in any manner whatsoever, you shall be subject to appropriate disciplinary action, including but not limited to immediate termination from the services of the COMPANY.
- 11.3 During the term of this Agreement, you shall not directly or indirectly engage yourself in any other business, occupation or employment, whether or not such activity is pursued for profit, gain or other advantage without the COMPANY'S prior express approval and you shall not render any other commercial or professional services or participate in any other commercial activity.
- 11.4 You acknowledge and agree that notwithstanding the disclosure of any Confidential Information by the COMPANY to you, the COMPANY shall retain title and all intellectual property and any and all other proprietary rights in the Confidential Information and any developments, modifications or improvements made to the Confidential Information by you. Nothing in this Agreement shall be construed as granting or conferring any rights by license or otherwise, expressly, impliedly or otherwise in favour of you over any of the Confidential Information you may have access to.
- 12. Definitions:**
- 12.1 In this Agreement the following words and expressions shall have the following meanings:
- 12.1.1 "COMPANY" shall mean the COMPANY or Directors of the COMPANY and, where the context so admits, the person to whom you directly report.
- 12.1.2 "Competitor" shall mean any person, firm or body corporate which competes with any business of the COMPANY of a kind carried on by the COMPANY or any other Group COMPANY at the Termination Date in which you have been involved on behalf of the COMPANY at any time in the 12 months immediately preceding the Termination Date.

- 12.1.3 "Confidential Information" shall mean all information not in the public domain concerning the business and/or finances of the COMPANY or any Group COMPANY or any other customers, clients or suppliers of the COMPANY or any Group COMPANY, which you shall have received or obtained at any time by reason of or in connection with your service with the COMPANY or any Group COMPANY including, without limitation: trade secrets; customer/client lists, contact details of clients, customers and suppliers and individuals within those organizations; technical information, know-how, research and development, financial projections, target details and accounts; fee levels, pricing policies, commissions and commission charges; budgets, forecasts, reports, interpretations, records and corporate and business plans; planned products and services; marketing and advertising plans, requirements and materials, marketing surveys and research reports and market share and pricing statistics; and computer software and passwords;
- 12.1.4 "Group COMPANY" shall mean any COMPANY, which is from time to time a holding COMPANY (as defined by The Companies Act, 1956) of the COMPANY, a subsidiary (as so defined) of the COMPANY or a subsidiary (as so defined) of a holding COMPANY (as so defined) of the COMPANY;
- 12.1.5 "Group" shall mean the COMPANY and the Group Companies and any of their Branches or affiliates.
- 13.0 **Changes:**
- 13.1 Please note that you are governed by all Rules and Regulations of the COMPANY, which are in force at any given time and the COMPANY reserves the right to modify any of the terms and conditions of service from time to time, which shall be binding on you.
- 14.0 **General:**
- 14.1 This Agreement is in replacement for all previous contracts of service or other arrangements relating to your employment by the COMPANY or any Group COMPANY.

14.2 In the event of one or more of the provisions of these Terms and Conditions being invalid, illegal or unenforceable in any respect, the validity, legality and enforceability of the remaining provisions shall not in any way be affected or impaired thereby.

15.0 **Laws of Agreement:**

15.1 This Agreement shall be governed by and construed in accordance with Laws of India subject to the exclusive jurisdiction of the courts of Bangalore.

16.0 **Arbitration:**

16.1 Any dispute between the parties hereto shall be referred to arbitration to be held in accordance with the terms of the Arbitration and Conciliation Act, 1996. The arbitral tribunal shall consist of one (1) arbitrator jointly appointed by the Company and You. The seat of arbitration shall be Bangalore, India.

We take pleasure in welcoming you to our Organization and look forward to a mutually beneficial association.

We wish you all the best in your career.

Panini Balaji
Head - Human Resources

Declaration

I confirm that I have read and understood the above terms and conditions of employment and am accepting the same. Also, I acknowledge that I have retained a copy of the Terms and Conditions supplied to me. I will be reporting for duty on or before theday of.....2018.

Date:

Signature:

S Varuni