

Date: September 05, 2022

To

Kothwal Srivani

H.No. 2-100,
Burugupalli (V), Gajwel (M),
Siddipet District,
Telangana - 502301.

Subject: Offer Letter

Dear **Kothwal Srivani**

With reference to your interview with us, it is our pleasure to offer you a position as "**Junior Process Associate**" as per the terms and conditions we discussed. If you agree to these terms, please sign this offer letter as acceptance on or before **September 05, 2022**.

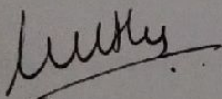
Salary Cost to Company (CTC) Rs. 302,748/- (per annum as per Annexure I)

Please submit the following documents at the time of your joining:

- Photocopy of your Aadhaar Card
- Photocopy of your PAN
- Photocopies of your Educational Qualifications
- Original SSLC Certificate (To verify Date of Birth)
- Four colour passport-size photographs
- Experience / Relieving Letters (If any)
- Latest salary slips from your previous organisation (If any)

We look forward to you joining our organisation.

Best Regards,



U. V. Narasimha Murthy
COO - Director

INFORMATION ON SALARY OFFER

Basic

This is a fixed monthly component of the employee salary and is taxable. This does not vary every month and is fixed for a particular period

Variable Pay

Incentives

Incentives are calculated as per the performance of the employee and is paid along with the salary in the succeeding month

Overtime

If an employee works over and above the stipulated working hours the hours are considered as overtime and equivalent amount is paid to the employee along with the regular salary. Saturday or a Sunday (Weekend) is considered as overtime and the amount as per the grade of the employee.

Transport Allowance

If the employee is not using the transport provided by the company but would like to travel to and from the office on their own, Travel allowance is paid to as per the company policy

Food Allowance

If the company is unable to provide food during working hours in a specific shift, Food allowance is paid as per the company policy.

Shift Allowance

The employee will be rostered in the shifts as per the requirement of the business.

Depending on the shift that the employee is rostered, monthly Shift Allowance shall be paid as per below

Shift Commencement Time	Allowance (INR)
2:30 AM	3,000
3:30 AM	1,250
After 5:00 PM	5,000

Statutory Bonus

All eligible employees shall be paid bonus at the end of completion of One year as per the prevailing laws.

This is payable on the below conditions:

- The employee should be in service of the company
- Employment is not terminated for poor performance
- Employee has not resigned voluntarily or abandoned the job

CIN: U72200KA2007FTC042522

Healio Pathology India Private Limited

(formerly known as Specialist Diagnostic Services Pathology (I) Pvt. Ltd)

Solitaire, Plot No. 40/A, Doddenikundi Industrial Area, Mahadevapura, Survey No. 27, 2nd Phase, K. R. Puram, Hobli, Bengaluru - 560 048. Phone: +91-80-41163455

No. 1-8-359 to 363, 7th Floor, Centre Point, Sardar Patel Road, Begumpet, Secunderabad - 500 003. Phone: +91-40-27903458 / 42023458

e-Mail: hr.india@healio.com.au Website: healio.com.au

Health Benefits

- Employee is provided a Medical Insurance Coverage up to Rs. 1 Lakhs per annum. On completion of Five (05) years of service with the company the coverage is enhanced to Rs. 3 Lakhs per annum
- All employees along with Parents/Spouse/Children will be covered under the ESI scheme
- Periodic Eye Testing camps are organised by the Company

Retirement Benefits

Provident Fund

Where basic is higher than Rs. 15,000, 12% of Basic towards Provident Fund. In case where basic is lower than Rs. 15,000, 12% of Basic + Others or Rs. 1800 per month

Gratuity

Employees will be eligible for payment of gratuity as per the policy of the company
Gratuity is calculated as 4.81% of the Basic.

Provides the employee a lump sum benefits up to a maximum of Rs. 20 Lakhs to be paid as per the applicable laws.

Note:

If the employee leaves the organisation within 18 months from the date of joining, payments processed during the first two months of employment (during the training) shall be recovered from the employee at the time of exit.

Acceptance of Appointment

I, Kothwal Souvani, have read, understood, and accept the employment as per the terms and conditions of the organisation and will join on 05/09/2022

K. Souvani

Signature

05/09/2022

Date

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Annexure I

SALARY OFFER SHEET

COMPONENT	AMOUNT (INR)
Basic	10,735
HRA	710
Total Fixed Salary	11445
Variable Pay	
Weekend Allowance	2,863
Total Gross Salary	14,308

Total Net Salary	12,713
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Other Benefits	
Incentives (Minimum)	400
ESI (3.75% Employer Contribution)	372
Health Insurance	150
Bonus	895
Breakfast	1,300
Lunch	2,600
Transport	3,400

Retirement Benefits	
PF (Employer Contribution)	1,288
Gratuity(4.81% of Basic)	516

Total Cost to Company Per month	25,229
Total Cost to Company per Annum	302,748

ESI deduction of 0.75% on the overall Gross as Employee contribution

Date: September 05, 2022

To

Tappetla Spandana

H.No. 1-85,
Wattipaly (V), Jagadevpur (M),
Siddipet District,
Telangana - 501312.

Subject: Offer Letter

Dear **Tappetla Spandana**

With reference to your interview with us, it is our pleasure to offer you a position as “**Junior Process Associate**” as per the terms and conditions we discussed. If you agree to these terms, please sign this offer letter as acceptance on or before **September 05, 2022**.

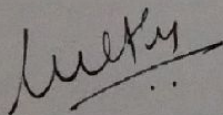
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- Four colour passport-size photographs
- Experience / Relieving Letters (If any)
- Latest salary slips from your previous organisation (If any)

We look forward to you joining our organisation.

Best Regards,

A handwritten signature in black ink, appearing to read 'U. V. Narasimha Murthy'.

U. V. Narasimha Murthy
COO - Director

CIN: U72200KA2007FTC042522

Healix Pathology India Private Limited

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e-Mail: hr.india@healix.com.au Website: healix.com.au

INFORMATION ON SALARY OFFER

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Note:

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Acceptance of Appointment

I, T. Spandana, have read, understood, and accept the employment as per the terms and conditions of the organisation and will join on 05-09-2022

T Spandana

Signature

05-09-2022

Date

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Total Cost to Company Per month	25,229
Total Cost to Company per Annum	302,748

ESI deduction of 0.75% on the overall Gross as Employee contribution

Date: September 05, 2022

To

Bonakolluri Mounika

H.No. 3-77,
Wattipaly (V), Jagadevpur (M),
Siddipet District,
Telangana - 501312.

Subject: Offer Letter

Dear Bonakolluri Mounika

With reference to your interview with us, it is our pleasure to offer you a position as "**Junior Process Associate**" as per the terms and conditions we discussed. If you agree to these terms, please sign this offer letter as acceptance on or before **September 05, 2022**.

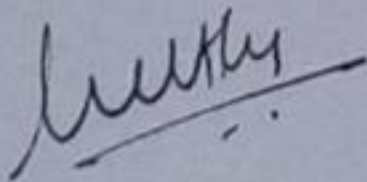
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Acceptance of Appointment

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Mounika

Signature

05/09/2022

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