

Format#	3F4082
Rev#	1.0

Ref: STPL/HRD/23-24/013

Date: 01.08.2023

Name: Rahul Sharma
Address: Shyam Sunder Sharma,
 Flat No.C 101, Plot No 3A,
 Mahima Iris 1, New Sanganer Road,
 Swage Farm, Jaipur,
 Rajasthan- 302019
Ph No: 9314972634

Appointment Letter

Dear Rahul,

We are pleased to inform you that you have been appointed as a Regional Sales Manager in the Sales Department of our company. Your appointment is effective from 01st August 2023.

We are happy to have you as part of Skanray family. We wish your professional & personal ambitions and dreams are fulfilled here at Skanray.

Terms of Employment:

1. Date of Joining: 01st Aug 2023

2. Remuneration: As per Annexure 1 or Annexure 2

3. Designation & Department: Regional Sales Manager- Sales

4. Reporting Manager:

You shall report initially to Manish Kumar Sharma and or any other person as decided by the company from time to time.

5. Place of Work:

You shall be based out of Jaipur. You may be required to perform duties at other locations from time to time and to travel for company business when the need arises, including overseas. You can be transferred to any other office of the company including group companies at any other place or city within India or overseas decided by the company from time to time.

Rahul



Strictly Confidential

Skanray Technologies Pvt. Ltd

ANNEXURE 1

Name	RAHUL SHARMA	
Designation	Regional Sales Manager	
Department	Sales	
Location	Jaipur-Rajasthan	
Particulars	Per month	Per annum
Salary Components:	(Amount in Rupees)	
Basic Salary	30,750	3,69,000
RA	12,300	1,47,600
Conveyance Allowance	1,600	19,200
Education Allowance	200	2,400
Medical Allowance	1,250	15,000
Special Pay	23,731	2,84,772
Gross Salary (A)	69,831	8,37,972
Employer Contributions:		
Retirement Benefits		
Provident Fund - 12%	3,690	44,280
Gratuity - 4.81%	1,479	17,749
Total Employer Contribution (B)	5,169	62,028
Cost to the Company (A+B)	75,000	9,00,000

Bhagya M G
Bhagya M G
Authorized Signatory



22/02/2023

Mr. Rahul Sharma
Flat no C 101 Mahima Iris 1
Swez Farm Sodala
Jaipur
Rajasthan- 302019

Dear Rahul,

Congratulations!

Manipal Health Enterprises Private Limited ("Company") is pleased to issue this appointment letter to you, as per the details given as under;

Designation	Executive
Department	Sales
Unit/Location	Manipal Hospital Jaipur
Grade/Level	M1
Date of Appointment	22/02/2023
Probation Period	6 Months
Reporting to	Manager - Sales & Marketing
Remuneration	Refer to Appendix 1
Terms of Appointment	Refer to Appendix 2
Medical Benefits	As per the policy of the Company
Superannuation Age	60 Years

We hope that your performance will demonstrate the highest level of dedication and sincerity at all times. We wish you success in your new role and look forward to your valuable contributions towards a long and mutually beneficial relationship.

You are requested to sign the copy of this letter enclosed herewith, along with Appendix 1 and 2, and return the same as token of your acceptance of the above stated.

Yours sincerely,
For Manipal Hospital Jaipur
(A Unit of Manipal Health Enterprises Private Limited)



Partha Das
Chief People Officer

Manipal Hospital Jaipur
Sector-5, Vidhyadhar Nagar, Main Sikar Road, Jaipur 302 039, Rajasthan
P +91 14 1516 4000 E infojaipur@manipalhospitals.com

Manipal Health Enterprises Private Limited
CIN: U85110KA2010PTC052540
Regd. Off. The Annexe, #98/2, Rustom Bagh, HAL Airport Road, Bengaluru 560 017, Karnataka
P +91 80 4936 0300 E info@manipalhospitals.com www.manipalhospitals.com

Date: 15/11/2021

To

Mr. Rahul Sharma
Flat No., G-1 D-24,
Roop Vihar Colony,
Opp Street of Hotel Raj Plaza,
New Sanganer Road,
Sodala, Jaipur - 302019

Dear Mr. Rahul Sharma,

I would like to personally thank you for your interest in Blue Neem Medical Devices Pvt Ltd (BLUENEEM).

We are pleased to offer you the role of Regional Manager – Sales with effect from the 15th of November 2021, Area of working is attached in annexure C.

REMUNERATION

The compensation for this position is Rs. 7,20,000/- annual gross, payable monthly, with a start from date of joining.

The gross compensation includes Basic+DA, Allowances and HRA. The details are shared in the annexure A.

Your income in India will be subject to tax deduction at source in accordance with obligations and rulings set out by the tax laws of India and other statutory dues as applicable.

CONDITIONS OF EMPLOYMENT

A. Roles and Responsibilities

1. The roles and responsibilities are elaborated in Annexure B of this agreement.
2. You are required to perform your job with complete accountability listed in annexure B.
3. Your performance will be assessed on a regular basis on the responsibilities assigned to you.
4. All future remuneration, increments and promotions will be based on the individual performance and company performance. Individual performance will be assessed every six months
5. PROBATIONARY PERIOD – Probationary period will be period of 6 months. On satisfactory completion of probationary period the employment will be made permanent.



BLUE NEEM MEDICAL DEVICES PVT. LTD.

ISO 13485 Certified

270 & 271, Road No.5, Harohalli Industrial Area, II Phase, Kanakapura Taluk, Ramanagara District, Karnataka, India - 562112

Phone :+91 - 080 - 29761335 / 29761336 E-mail: contact@blueneem.com Website: www.blueneem.com

CIN: U33110KA2008PTC045551

BLUENEEM MEDICAL DEVICES PRIVATE LIMITED

[ANNEXURE-A]

Name	: Rahul Sharma
Employment to commence from	: 15-Nov-2021
Position offered	: Reginal Manager - Sales
Reporting To	: Director - Sales & Marketing
Work Location	: Jaipur

Gross	60000
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SI No	Description	Amount/ Month (Rs)	Remarks
1	Basic + DA	30,000.00	
	HRA	12,000.00	
3	Conveyance Allowance	1,600.00	
4	Medical Allowance	-	
5	Special Allownce	16,400.00	
6	Gross Salary (1+2+3)	60,000.00	
7	PF	1,800.00	12% on Basic+VDA to max 15000 PM
8	ESI	-	0.75% on Gross salary to max 21000PM
9	PT	200.00	Will be deducted as per State Rules
10	Total deductions (7+8+9)	2,000.00	
11	Take home salary (6-10)	58,000.00	
12	Management PF	1,800.00	12% on Basic +VDA
13	Management PF	150.00	1.0% Admin Charges
14	Management ESI	-	3.25% on Gross salary to max 21000 PM
15	Cost to company per month[Sum 6+12to 16)	61,950.00	
16	TOTAL ANNUAL LIABILITY TO COMPANY	7,43,400.00	

1. INCOME TAX : Any tax liability arising out of the above package will be your account only.

Prepared By

Verified By

Approved By



COVIDIEN

SCHEDULE 2

Name : Rahul Sharma
Designation : Area Manager

Salary Break Up :

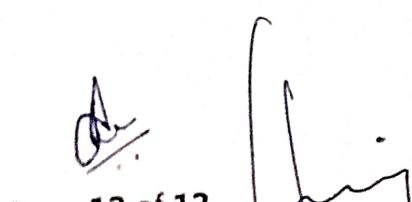
No.	Description	INR per month	INR per annum
1	Basic	40,000/-	4,80,000/-
2	HRA(50% of basic)	20,000/-	2,40,000/-
3	Conveyance	800/-	9,600/-
4	Medical Reimbursement	1,250/-	15,000/-
5	Special Allowance	15,450/-	1,85,400/-
6	LTA	2,500/-	30,000/-
	Annual Base Salary*	80,000/-	9,60,000/-
7	Variable Pay @ Target**		4,50,000/-
8	Company PF Contribution		57,600/-
9	Gratuity		23,088/-
	Total Cost to Company		14,90,688/-

* Income Tax will be deducted from your remuneration package in accordance with Income Tax Rules.

** Variable Pay-You will be governed by the Sales Incentive Plan (SIP) in force as per company policy.

*** In addition to the above, you are also covered in the Company's Group Personal Accident Policy, Group Term Life Insurance Policy and Group Medical Insurance Scheme as per the Schemes existing in the Company. The complete premium amount for the above schemes in vogue will be borne by the company.

Received & Accepted By:


12 of 12

Rahul Sharma

Johnson & Johnson LIMITED

TELEPHONE : 6664 6464 / 2386 1431
TELEGRAMS: JOHNSONIAN
FAX : 91-22-2380 1482

30, FORJETT STREET
POST BOX NO. 9301
MUMBAI - 400 036

HOJ/A/FS/101/2006

December 8, 2006

Mr. Rahul Sharma
Flat G-1, D/24, Roop Vihar Colony
New Sanganer Road
JAIPUR – 302 019

Dear Mr. Sharma,

We confirm having engaged you as a **TERRITORY MANAGER – Medical Products** Division, in our Organisation, on the following terms and conditions, subject to your references being found satisfactory.

1. Engagement commenced on December 8, 2006. You will be on probation in the first instance for a period of 12 months. After expiry of the said period of 12 months, the Company will let you know if it can offer you a permanent appointment. Your probationary period will be deemed to have been extended until such time as your services are terminated or the Company gives you a permanent appointment. Notwithstanding Clause 9 (a) during the period of probation your services will be subject to termination at 24 hours' notice without assigning any reason.
2. a) You will be paid during the period of probation :
 - i) Basic salary of Rs.9000/- per month.
 - ii) House Rent Allowance of Rs.4500/- per month.
 - iii) Education Allowance of Rs.1000/- per month.
 - iv) Fixed Dearness Allowance of Rs.960/- per month.
 - v) Variable Dearness Allowance at the rate of Rs.2.25 per month per point for rise or fall of every point of the All India Consumer Price Index Number (Base 1960=100) above the base index number 1193.
 - vi) Please note that as per our Safety Policy, you will be required to use a car for official purpose. You can use your personal car or avail of the Car Loan that J&J Medical provides to its employees, as per company car loan policy. The official travel expenses will be reimbursed as per the Car policy.

July 21, 2010

To

WWID: 85229838

Mr. Rahul Sharma

Territory Manager, Ethicon

Dear Rahul,

We are happy to inform you that effective 1st August 2010 you are being promoted as Assistant District Manager and your revised compensation will be as follows :

Details & Components of Pay	Current Salary (PA)	Revised Salary (PA)
Basic	161800	161800
Fixed Dearness Allowance	11520	11520
Variable Dearness Allowance**	69468	69468
Education Allowance	12000	12000
HRA	80900	121394
Conveyance Allowance****	72000	72000
Special Allowance	13807	16963
LTA	7500	7500
Medical	7500	7500
Annual Guaranteed Cash (AGC)	436495	480145
PF	29135	29135
Gratuity*	11654	11654
Statutory Bonus	10000	10000
Total Fixed Pay (Annual)***	487283	530933

* This is an indicative figure. The actual amount will be as per the scheme.

** VDA amount is as on 1st March, 2010.

*** This does not include perks like hospitalization, loans, telephone etc.

**** As per Car Scheme

We wish you continued success in your career.

Yours faithfully,



Swati Rustagi
Director – Human Resources
Johnson & Johnson Medical, India