

7.3.1 Institutional Distinctiveness Year: 2023-24

ANNUAL REPORT OF PLACEMENT CELL (Year-2023-24)

The Placement Cell plays a crucial role in locating job opportunities for Under Graduates and Post Graduates passing out from the college by keeping in touch with reputed firms and industrial establishments.

The Placement Cell operates round the year to facilitate contacts between companies and graduates.

At I.T.S Dental College, we have facilities for both on campus and off campus placement of students.

Our on campus placement process offers job recruitment for meritorious and skilled undergraduate students within our own institute.

For off campus placement, we have tie up with several reputed companies like Clove dental, Leixir, Medvantage, other private and government dental institutes, who offer our students with job opportunities from time to time.

Placement of students for year 2023-24

Number of students placed	Number of students self-employed	Programme
20	4	BDS
9	6	MDS
29	10	Total 39 (BDS/MDS)

The placement process is driven by Dean Placements and her team.

This year, the Medi assist company visited our institute, and conducted an on campus placement drive for out undergraduate students, for a non clinical profile. We also conducted 2 placement drives in association with Clove Dental, one on campus and one on online mode.

Our institute also absorbs students within the campus, from time to time, giving them the much needed start to their career from within their alma mater. There have been many successful placements, both on and off campus from our college in the past and present, and we strive to continue the same.

S. No	Name	Program Graduated From
1.	Dr. Nimisha Aggarwal	BDS
2.	Dr. Rupali	BDS
3.	Dr. Sakshi	BDS
4.	Dr. Sushma	BDS

I.T.S Dental College, Hospital and Research Centre
 47, Knowledge Park-III, Greater Noida

5.	Dr. Divya	BDS
6.	Dr. Saman	BDS
7.	Dr. Saima	BDS
8.	Dr. Prachi	BDS
9.	Dr. Aqsa	BDS
10.	Dr. Ria Bansal	BDS
11.	Dr. Abhishek	BDS
12.	Dr. AshiTripathi	BDS
13.	Dr. Victor	BDS
14.	Dr. Nimisha	BDS
15.	Dr. Dimpal Sharma	BDS
16.	Dr. Shaeba	BDS
17.	Dr. Shreya Rai	BDS
18.	Dr. ChetnaSehrawat	BDS
19.	Dr. Tarun	BDS
20.	Dr. Isha Singh	BDS

S. No	Name	Program Graduated From
1.	Dr. Anindya	MDS
2.	Dr. Anam	MDS
3.	Dr. Yuvika	MDS
4.	Dr. Prachi	MDS
5.	Dr. Shivani	MDS
6.	Dr. Dhwanit	MDS
7.	Dr. Tanisha	MDS
8.	Dr. Mathew K. Vaidyan	MDS
9.	Dr. Ayushi Nagar	MDS

STUDENTS SELF EMPLOYED (2023-24)

S. No	Name	Program Graduated From
1.	Dr. Wasim	BDS
2.	Dr. Abhishek Tripathi	BDS
3.	Dr. Rahul Sharma	BDS
4.	Dr. Rahul Nishad	BDS

S. No	Name	Program Graduated From
1.	Dr. Srishti Surekha	MDS
2.	Dr. Neel Maurya	MDS
3.	Dr. Milandeep Singh	MDS
4.	Dr. Prachi Rajput	MDS
5.	Dr. Kamal Kishore	MDS
6.	Dr. Saksham Arora	MDS

MEDVANTAGE ON CAMPUS PLACEMENT DRIVE REPORT

OBJECTIVES

Campus placement drive was conducted by **MEDVANTAGE** company for the role of **Academic Counsellor**.

About MEDVANTAGE

Medvantage is fastest growing MedTech organization which caters to the learning needs of the budding healthcare professionals. A team of reputed healthcare professionals, seasoned academicians and international accreditations at Medvantage makes it the most trusted education partner for Healthcare Professionals. Medvantage aims at addressing the learning needs across MBBS/Dental/Nursing/Allied streams of healthcare. Our courses range from 4 weeks to 52 weeks and gives a comprehensive insights to address the evolving needs of high class patient care. The courses are designed by global scholars in the medical world who have immense clinical experience. They have infused all their practical & theoretical knowledge to develop exhaustive course content for new generation of healthcare professionals. These blended courses offer, evidence based online academic learning alongside bedside clinical training at hospital of repute.

About the session

The session was held on 22/03/2024 in vidya hall at 2.00 pm to 3.00 pm. The campus placement drive conducted by MedVantage for the role of Academic Advisor commenced with an informative session introducing the company and its various offerings.

Company Overview:

MedVantage offers a comprehensive range of courses designed to meet the evolving needs of the healthcare industry. During the presentation, the company representatives elaborated on the various courses available, including specialized programs for healthcare professionals such as nurses.

They also emphasized their strategic partnerships with global knowledge partners, ensuring that their curriculum remains up-to-date and aligned with international standards.

Fellowship Program and Certificate Courses:

One of the key highlights of the presentation was MedVantage's fellowship program, aimed at providing advanced training and professional development opportunities to individuals seeking to specialize in specific areas of healthcare. Additionally, the company offers certificate courses tailored to the needs of nurses, enabling them to enhance their skills and advance their careers in the field.

Interview Session:

Following the introductory session, the interview session commenced with the shortlisted candidates. The interview panel, comprised of representatives from MedVantage, assessed the candidates based on various criteria such as communication skills, domain knowledge, and their ability to provide effective academic guidance to students.

Shortlisted candidates:

1. SonalKumari
2. Shreya Rai
3. Victor Pathak
4. SaumyaPriya
5. ChetnaSehrawat
6. Sana Naaz

Result

Candidate	Qualification	Speciality	Result
1. Shreya rai 2. ChetnaSherawat	BDS	NA	Selected

Conclusion and summary

The campus placement drive by MedVantage for the role of Academic Advisor was a resounding success, providing aspiring candidates with an opportunity to join a leading

organization in the healthcare education sector. The session not only offered valuable insights into the company's offerings but also provided a platform for candidates to showcase their skills and expertise. After detailed discussion and multiple rounds of interview, SHERYA RAI and CHETNA SHERAWAT were selected for the post of academic Counsellor.



Clove Dental Placement Drive Report

General

Clove Dental conducted a placement drive for Alumni and passing out batch of BDS and MDS, at I.T.S Dental College and Hospital, Greater Noida on Thursday, 06 July 2023. An email announcing the placement drive was sent on 19th June 2023.

Objective

The initiative was orchestrated to facilitate the placement of Post Graduate, Interns, and our Alumni in the professional clinic, paving the way for numerous career opportunities to unfold and jump-start their professional journey.

About the Clove Dental

Clove Dental is a well-known and reputable dental clinic chain in India. With a widespread presence across the country, Clove Dental has become one of the largest dental care providers, offering comprehensive oral healthcare services to patients of all ages. Clove

Dental had an extensive network of dental clinics across India. They operated over 350 clinics in various cities and towns, making them one of the largest dental clinic chains in the country.

The clinic prides itself on its commitment to providing high-quality dental treatments and services. Their team of experienced and skilled dentists, dental specialists, and support staff ensure that patients receive personalized care and attention.

Clove Dental is equipped with state-of-the-art dental technology and follows stringent hygiene and safety protocols, ensuring a comfortable and safe environment for patients. They offer a wide range of dental services, including preventive care, general dentistry, cosmetic dentistry, orthodontics, dental implants, and oral surgeries.

Attendees

Name	Education	Branch (In case of MDS)	Year of Passing	Interested in
Dr.Namrata Bhadwal	MDS	Prosthodontics	2023	Clinical role
Dr.Vandana Yadav	MDS	Periodontics	2023	Clinical role
Dr.Ashi Tripathi	BDS		2022	Non-clinical role
Dr.Saima Almas	BDS		2023	Non-clinical role
Dr.Prachi	BDS		2022	Non-clinical role
Dr.Jameela	BDS		2022	Non-clinical role
Dr.Yuvika Yadav	MDS	Endodontics and conservative dentistry	2023	Clinical role
Dr.Aqsa	BDS		2022	Non-clinical role
Dr.Madhurjya Jyoti Deka	BDS		2022	Non-clinical role
Dr. Ayushi Singh	MDS	Periodontology	2022	Clinical role
Dr.Shivani Seth	MDS	Department of Prosthodontics	2023	Clinical role
Dr. Ayushi Nagar	MDS	Orthodontics	2023	Clinical role
Dr.ARSHI TALAT	MDS	Orthodontics	2023	Clinical role
Dr.Alpana Singh	MDS	Orthodontics	2018	Clinical role
Dr Tanisha Singh	MDS	Conservative dentistry and endodontics	2023	Clinical role
Dr.Shubhra Tripathi	MDS	Prosthodontics	2023	Clinical role
Dr Mathew Koshy Vaidyan	MDS	Orthodontics and Dentofacial Orthopaedics	2023	Clinical role
Dr.Dhwani Widhani	MDS	Prosthodontics JR-III	2023	Clinical role
Dr.Neha manral	BDS		2023	Clinical role
Dr.Abhishek Tomar	BDS		2018	Clinical role
Dr, Ria Bansal	BDS		2022	Clinical role
Dr.Manisha kumari	BDS		2022	Clinical role
Dr.Aishwarya	MDS	Oral and maxillofacial surgery	2023	Clinical role
Dr. Prachi Rajput	MDS	Prosthodontics and Oral Implantology	2023	Clinical role
Dr. Niranjana B	MDS	Oral and maxillofacial surgery	2023	Clinical role
Dr Jameela	BDS		2022	Non-clinical role

Placement Drive Overview

A team of six representatives from Clove Dental visited ITS Dental College to conduct candidate interviews. The interview process comprised three rounds for clinical roles and one round for non-clinical positions. Below is the list of Clove Dental associates who participated in the selection process.

1. Dr. Ashwani - SCM, Head
2. Dr. Yashika – Manager, HR
3. Dr. Alina – Associate manager, HR
4. Dr. Anamika - Clinic head, Noida
5. Dr. Ritika – Zonal clinical head, East Delhi
6. Dr. Ruchi – Consultant Orthodontist, South India

Results

Candidate	Qualification	Speciality	Dept	Interviewer	Result
Dr Prachi	BDS	NA	CAD-DHC	Vikram	Shortlisted
Dr Aqsa	BDS	NA	CAD-DHC	Dr Rishi	Shortlisted
Dr Ashi	BDS	NA	CAD-DHC	Dr Rishi	Shortlisted
Dr Shivani Seth	MDS	Prosthodontist	Clinical Dentist	Dr Ashwini	1st Round Clear
Dr Dhwanit	MDS	Prosthodontist	Clinical Dentist	Dr Anamika	1st Round Clear
Dr Arshi Talat	MDS	Orthodontist	Clinical Dentist	Dr Ruchi	1st Round Clear
Dr Niranjana	MDS	Oral Surgeon	Clinical Dentist	Dr Ritika	1st Round Clear
Dr Mathew	MDS	Orthodontist	Clinical Dentist	Dr Ruchi	1st Round Clear
Dr Ayushi	MDS	Orthodontist	Clinical Dentist	Dr Ruchi	1st Round Clear
Dr Shazia Zafar	MDS	OMDR	Clinical Dentist	Dr Ritika	1st Round Clear
Dr Saima	BDS	NA	Aligner Consultant	Dr Ruchi	Rejected
Dr Neha	BDS	NA	Clinical Dentist	Dr Ritika	1st Round Clear
Dr Vandana	MDS	Periodontist	Clinical Dentist	Dr Ritika	1st Round Clear
Dr Yuvika	MDS	Endodontist	Clinical Dentist	Dr Ritika	1st Round Clear
Dr Prachi Rajput	MDS	Prosthodontist	Clinical Dentist	Dr Ritika	1st Round Clear
Dr Shubra	MDS	Prosthodontist	Clinical Dentist	Dr Ashwini	1st Round Clear
Dr Aishwarya	MDS	Oral Surgeon	Clinical Dentist	Dr Ashwini	1st Round Clear
Dr Abhishek	BDS	NA	Aligner	Dr Ruchi	Shortlisted

Tomar			Consultant		
Dr Ria Bansal	BDS	NA	Clinical Dentist	Dr Anamika	Shortlisted
Dr Madhurjya Jyoti Deka	BDS	NA	Aligner Consultant	Dr Ruchi	To be aligned
Dr Tanisha	MDS	Endodontist	Clinical Dentist	Dr Ashwini	1st Round Clear
Dr Manisha	BDS	NA	Clinical Dentist	Dr Anamika	Rejected

Summary and Conclusion

- 3 were successfully selected for non-clinical roles, 1 for clinical and 1 candidate joined as an aligner consultant for Clove.
- All MDS students cleared the first round of interview and is currently undergoing their second round.



MEDIASSIST ON CAMPUS PLACEMENT

An online mode of introductory session was conducted. In concern to the placement drive, following candidates i.e. Prerna, Harshika and Saima were called for interview



Dear Candidates,

With reference to the interview you had with us, kindly share below mentioned documents for further action. Also please find Candidate Information & Declaration form, kindly fill the details correctly & revert. Please mention emergency contact number & source of hire correctly.

Pis Note: Kindly mention comments Yes/No in Declaration part as applicable.

TITLE	MANDATE DOCUMENTS
DATE BASE	Pan & Aahar Card. if name differ on any document then following document is required to be shared- 1. Affidavit 2. Marriage Certificate 3. Gazette from Govt. Authority
PREVIOUS EMPLOYMENT CERTIFICATE	All Experience letters- Previous & Current Employer. Note: Exp letters of latest 3 company is mandatory. Last 3months of Salary Slip Increment/Offer letter- Current employer whichever mentions latest CTC
Qualification Certificate	SSC, HSC, Graduation, PG, Highest Qualification. All semester marks sheet / consolidated marks sheet + Degree Certificate (Highest Qualification) *For Medico- Registration Certificate
Photo	Passport size photo with white background
Bank Account Detail	Cancel Cheque or Bank Passbook Leaflet
<p>NOTE: All documents shared needs to be legible and should be a clear scan copy, not cropped at any end. Please note:</p> <p>A. Immediate Relative of the Employee: If any immediate relative of the candidate / prospective employee is working in Medi Assist they have to mention the Name, Emp id and relation status with the employee else they can mention NA</p> <p>B. Employee Disclosure: If any immediate relative of the candidate / prospective employee is working in any of the 4 organisations mentioned in the form they have to mention the Name, Emp id and relation status with the employee else they can mention NA</p>	



LEIXIR OFF CAMPUS PLACEMENT DRIVE

Leixir Resources Private Limited is a leading provider of dental prosthetics and laboratory services, renowned for its commitment to precision, quality, and innovation



[Dr. Amrita Puri]

Professor, Dept. Of Orthodontics

Coordinator – Placement Cell



July 17, 2023

Star Dental Centre Pvt Ltd

Registered Office
RK Khanna Tennis Stadium,
DLTA Complex 1 Africa Avenue,
New Delhi-110029, India

To,
Dr Abhishek Tomar
QTR No 581, N T P C Township, Gautam Buddha Nagar, Uttar Pradesh
201008

Employment Letter

Dear **Dr Abhishek Tomar**,

We welcome you to the office of Star Dental Centre Private Limited (Company) to join us as **Aligner Consultant-Clinical Dentist** at the Company's office located at **Delhi**, India, with effect from **July 18, 2023**. Your employment shall be subject to the terms and conditions as mentioned herein.

1. DEFINITIONS

In this Letter unless the context otherwise requires:

Company shall mean Star Dental Centre Private Limited;

Confidential Information shall mean all information disclosed by the Company to you (whether orally, in writing or in any other form) prior to or pursuant to the execution of this Letter or to which you gain access to during the course of your employment with the Company, including but without limitation: (a) matters of a technical nature; (b) research and development information; (c) business records, business processes, business plans (including for current and anticipated business), information, notes, products, know-how, trade secrets, engineering or other data, information gathered through observation of any of the other party's business processes; (d) accounting procedures and/or financial information; (e) specifications, processes or formulae; (f) planning or marketing procedures, techniques or information, including information relating to sales figures, the identity of customers, suppliers and/or agents; (g) pricing details; (h) information in respect of the business of the Company including but not limited to cost information, quantum of profits, sales information and strategies, accounting and unpublished financial information, business plans and strategies, markets and marketing methods, client lists and client information, advertising strategies employee details, suppliers, supplier lists, customers, customer lists; (i) information received by the Company from its clients, employees, consultants whether or not used or evaluated by the Company; (j) secret information and anything else that is marked "confidential", "proprietary" or which is otherwise indicated expressly or impliedly to be subject to an obligation of confidence, or which is not information available in the public domain; (k) details and particulars of all Intellectual Property owned and/or to be owned by, and, licensed or to be licensed to, the Company; and (l) any other information, which is not in the public domain and which if misused or disclosed to any Person by you will adversely affect the Company in the opinion of the Company;

Dues has the meaning as ascribed to it under Clause 14.3;



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Full and Final Amount has meaning as ascribed to it under Clause 14.2;

Intellectual Property Rights means all intellectual property rights recognized under applicable laws, whether registered or unregistered, including patents, patent applications, designs, moral rights, trademarks, trade names, service marks, service names, brand names, internet domain names, sub-domains, and rights in trade secrets and know-how, and includes all applications and registrations in respect thereof;

Law means any statute, law, regulation, ordinance, rule, judgment, notification, rule of common law, order, decree, bye-law, government approval, directive, guideline, requirement or other governmental restriction, or any similar form of decision of, or determination by, or any interpretation, policy or administration, having the force of law of any of the foregoing, by any judicial, governmental, supervisory or regulatory body or authority having jurisdiction over the matter in question, whether in effect as of the date of this Letter or thereafter;

Letter shall mean this Employment Letter as amended from time to time and includes any annexure attached hereto;

Person means a natural or juristic entity and wherever necessary (by implication or otherwise) includes firms and/ or associations and any authority, statutory, administrative, regulatory or otherwise;

Probation Period has the meaning as ascribed to it under Clause 3.5.1;

Remuneration has the meaning as ascribed to it under Clause 9.1;

Senior in relation to an employee of the Company shall mean the immediate supervising officer or the reporting officer of such employee;

Work Product means all work product created by you, either individually or along with other persons, including all inventions, discoveries, processes, formulae, works of authorship, business and product names, logos, slogans, industrial models, formulations, database, methodologies, computer programs (including all source codes), technical information, manufacturing, engineering and technical drawings; and

Working Regulations shall mean the working regulations of the Company approved and adopted by the management, and applicable to all the employees of the Company.

2. REPRESENTATION AND WARRANTY

You represent and warrant to the Company that:

- (a) You are legally competent to accept the employment and have the full right, power and authority to perform your obligations hereunder and that the obligations imposed on you are legally binding, valid and enforceable against you in accordance with the terms of employment;
- (b) Your employment with the Company does not constitute a breach of any contract, agreement, covenant or understanding with any other party, including your previous employers;
- (c) All the information and documents submitted by you to the Company are correct and authentic; and
- (d) You shall execute any proper oath or verify any proper document requested by the Company to carry out the terms of this Letter.



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3. PROBATION AND APPOINTMENT

- 3.1 The Company will appoint you in the Company's **Delhi** office subject to your successful "Observership Period". You will undergo "Observership" for a period of 7-15 days. During this period you will be under "Observership". You will be working in the Clove clinic under supervision of a Senior Dentist or Zonal Clinical Head. During the Observership, Company will assess your clinical competence. After 15 days, an assessment will be conducted, basis which Company/Management reserves all rights to decide further employment basis on performance. In case of un-satisfactory performance, the observership period may be extended or services may not be used by the company, as deemed fit by Management. For details regarding Observership, kindly refer Clause No. 5.
- 3.2 The position or title is merely descriptive and does not limit your duties or functions towards the Company. Your duties and functions may be modified from time to time at the discretion of the Company. In addition to the terms and conditions set-out in this Letter, your employment with the Company will be governed by the 'Working Regulations' of the Company, as specified, amended or altered from time to time at the sole discretion of the Company during the course of your employment.
- 3.3 The Company has a right to deputed or transfer you at any time to any of the Company's offices/divisions (whether in existence or to be set up) anywhere in India. If however, in the event the Company decides to sell, transfer, or otherwise divest or demerge any of its whole or part of its business/ undertaking to any new entity, as a part of re-organization of its business, you shall have no objection for transfer of your services to any such new entity.
- 3.4 The company may at its sole discretion, terminate your services at any time without notice if (a) any of the information provided by you prior to the Company making this offer is found to be false; or (b) any information is discovered by the Company, which would have rendered the background check and the reference check unsatisfactory.
- 3.5 **Probation**
- 3.5.1 You shall be required to be on probation for a period of first 180 days from the date of commencement of your employment (Including Observership Period) with the Company (Probation Period).
- 3.5.2 During the Probation Period, your performance will be reviewed and at the end of the **180** days, you may:
- (a) If your performance against the goals is found satisfactory, be confirmed as a permanent employee and be inducted on permanent rolls of the Company. The confirmation shall be communicated to you by the Company. Confirmation as a permanent employee is not automatic it is dependent on performance.
 - (b) If your performance against goals is not found satisfactory, be required to serve probation of another few months as decided by the management of the Company. The extension of probation shall be communicated to you by the manager of the HR department. In case of extension of probation, your performance improvement plan will be prepared. Your performance will be re-evaluated thereafter and if your performance is found to be unsatisfactory, your employment shall be terminated in accordance with the terms of this Letter.



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3.5.3 You shall not be entitled to any bonuses or increment during the Observership or Probation Period.

3.6 During the term of employment, you shall:

- (a) Observe and comply with the 'Working Regulations' and other rules, policies and procedures (if any) of the Company;
- (b) Serve the Company faithfully, diligently and competently to the best of your ability;
- (c) Report to the respective Head of Department of the Company or as directed by the organization from time to time.
- (d) Need to inform the HR in advance, if you are planning to leave the organization.

3.7 During observership you shall be:

- (a) Entitled for regular salary without any bonus or increments subject to
 - (i) No Leaves
 - (ii) Successful Completion of observership
 - (iii) In disciplinary behaviour

4. TERM OF EMPLOYMENT

Your employment shall be valid unless terminated at any time in accordance with the terms of this Letter.

5. TRAINING

5.1 You acknowledge that out of your free will, you authorize the Company to impart necessary and specialized training to you on-the-job-skill enhancement under expert guidance through internal or external resources, in practice of Dentistry, highly specialized fields and related areas as may be necessary and relevant (the said training and on-the job-skill enhancement hereinafter collectively referred to as Training).

5.2 You will also be given "On-the-job" training at the time of joining. During this period you will be trained on

- Behavioral Standards at Clove.
 - a. Behavior reflecting the dignity, responsibility and service orientation, respect and confidence
 - b. Grooming guidelines
 - c. Patients' Rights and Responsibilities
 - d. Confidentiality of records
 - e. Violation of rights – Resources & Consequences
 - f. General and informed consent
 - g. Patient education
 - h. Billing and refund
 - i. Lab tests
- Clinical Guidelines
 - a. Team concept in patient management



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- b. Working hours and attendance policy
 - c. Late arrivals
 - d. Appointment scheduling
 - e. Follow ups
 - f. Missed appointments
 - g. Consent and withdrawal
 - h. Treatments offered
 - i. Doctors rights and responsibilities
 - j. Pain management regime
 - k. Laboratory protocol
 - l. Post-operative protocol
 - m. Patient referral
 - n. Release of patient records
- Health, Environment and Safety guidelines
 - a. Personal protection equipment (PPE)
 - b. Infection control guidelines
 - c. Role of a dental surgeon
 - d. Prevention from occupational exposure
 - e. Post exposure prophylaxis (PEP)
 - Sterilization and Disinfection Protocol
 - a. Four step sterilization protocol
 - b. Decontamination and cleaning of equipment and instruments
 - c. BMW guidelines
 - d. Spill management
 - e. Disinfection guidelines
 - f. Sterilization of instruments
 - g. Injury management
 - Clove Emergency and Safety Protocol
 - a. Child Safety
 - b. Radiation safety protocol
 - c. TLD Badges
 - d. Patient protection protocol
 - e. Fire Safety protocol
 - f. Electrical and chemical safety protocol
 - Checklist
 - a. Emergency drug checklist
 - b. Janitor checklist



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- c. Ortho consent
- d. Implant consent
- e. Informed consent for dental treatment
- f. Pest control log
- g. Registration form
- h. RO Log
- i. Sterilization room checklist
- j. Weekly Log- DA

- All post-Operative Instructions
- Cash flow (Dues collections and record of daily earnings)
- One Ivory (Demands of consumable and expense management)
- Ethics and practice of Dentistry
- Security training (also being covered by Clinic Ops)
- Equipment Management
- Patient Relationship Management Software (Overview of use and clinical work)
- Medical Emergencies

5.3 You acknowledge and agree that senior officials/specialized consultants of the Company will spend significant time in enhancing your skills and shall guide and supervise you throughout the Training period, the time spent by the senior officials/specialized consultants / external consultants on you shall be counted towards the expenditure incurred by the Company for the training and further benefits provided to you.

5.4 You shall, during the Training, study and learn with all due care and diligence and to the best of your ability and obey and abide by all the rules and regulations, service conditions and standing orders of the Company as may be in force at any time during your employment with the Company. You, during the period of training:

- a) Shall abide by the instructions of the officers and authorities under whom you may from time to time be placed;
- b) Shall not engage yourself in any work/assignment other than that arranged by the Company even while off duty, except with the prior permission of the Company;
- c) Shall not indulge in any activity which is forbidden by the law or commit any act or offence against the law of that country where you are sent for training.

5.5 In case the Training has to be terminated in between due to any act or omission on your part, you shall indemnify the Company towards the expenditure incurred by the Company for Training and other expenses in connection with such Training.

6. MINIMUM SERVICE PERIOD

You agree to provide her services to the Company for a minimum period of Twelve (12) months (Engagement Period) from the start of engagement with the Company. Without prejudice to the generality of the foregoing, you shall pay to the Company, on demand, an amount of INR 1,00,000/- (Rupees One Lac Only)(Engagement Amount) towards the practice management and specialized skill enhancement training as liquidated damages, in case you leave the organization



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on or before 06 months of joining and you shall pay to the Company, on demand, an amount of INR 50,000/- in case you leave the organization in between 06 months to 12 months of joining. The Engagement Amount shall be recoverable from you immediately upon you terminating this agreement. Notwithstanding anything to the contrary herein, you agree that the Company may deduct the Engagement Amount from any amount payable by the Company to you, including your Fees.

6.1 Further, the company may allow You to terminate this agreement without paying the amount for the engagement period under the following conditions as enumerated below:

- (a) You have completed a minimum period of 12 months with the company.
- (b) You are relocating to other city subsequent to marriage.
- (c) You are going for a degree course or higher studies whereby the doctor can enhance their skills.
- (d) Any other pressing circumstances beyond the control of the employee which will be considered on its merit by the management on case to case basis.

You will have to submit the necessary proof to the company in support of the above.

The Engagement Amount shall be recoverable from you immediately upon you resigning from the Company during the Engagement Period. Notwithstanding anything to the contrary herein, you agree that the Company may deduct the Engagement Amount from any amount payable by the Company to you, including your Remuneration (as defined in the Employment Letter).

7. DUTIES

- 7.1 You shall be responsible for the duties and responsibilities as assigned to you by the organization. The Company may delegate additional responsibilities to you from time to time as it may deemed fit and can assign other roles as the Company may deem fit at its sole discretion.
- 7.2 You shall perform your duties hereunder with reasonable care and skill, to the best of your abilities, information and knowledge with respect to the business being carried or proposed to be carried on by the Company during the course of your employment.
- 7.3 You shall comply with all SOPs of the Company.
- 7.4 You shall not engage yourself, directly or indirectly, in any other work, consultancy, advisory or employment (including self-employment) outside the company.
- 7.5 You shall not receive any direct or indirect benefit through any connections on contractual letters, dealings, or transactions which are likely to be prejudicial to the interests of the Company.
- 7.6 You shall make true and full disclosure in writing to the Company of any intellectual property developed, created or owned by you during the course of your employment.
- 7.7 You shall also be performing Case Reviews as assigned to you by the organization.

8. WORKING HOURS

- 8.1 Your working days and working hours shall be governed by the company rules.
- 8.2 The Employee hereby accepts and acknowledges that in addition to working hours as set out under Clause 6.1, he shall be expected to devote additional hours as and when required by the Company. The Employee accepts and acknowledges that the Employee is expected to manage his own time and workload, and he shall not receive any further Remuneration in respect of any additional hours of work. The working hour culture at no time jeopardizes effective treatment to the patient as per the ethics of the dental profession.



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9. REMUNERATION

- 9.1 The Company shall, subject to Laws, pay you the salary and other benefits (**Remuneration**) as set out in **Annexure A** of this Letter. The Remuneration is subject to review in accordance with the Company's practice and policies from time to time. However, there shall be no obligation on the Company to increase such Remuneration at any point of time save and except at its sole discretion.
- 9.2 Remuneration shall be paid to you on the last day of the same month or before the seventh (7th) day of next month via a bank account, wire transfer or cheque for all work performed through the end of the previous payroll period. Should payday fall on a holiday, the Working Day immediately preceding will automatically become the payday.
- 9.3 The Remuneration paid to you shall be subject to the usual statutory and other deductions, including tax and social security contributions normally required to be withheld by the Company in India which are generally as follows:
(a) Employees Provident Fund and Miscellaneous Provisions Act, 1952, The Employees' Pension Scheme, 1995, The Employees' Deposit Linked Insurance Scheme, 1976; and (b) Income Tax in the form of Tax Deduction at Source.
You, however, shall be responsible for all tax liabilities. The Company assumes no responsibility for your personal tax liability and compliance, including but not limited to the responsibility of filing your income-tax returns.
- 9.4 **Gratuity:** You shall also be entitled for gratuity in accordance with the provisions of the Gratuity Act 1972.

10. LEAVES AND HOLIDAYS

- 10.1 You shall be entitled to holidays and leaves in terms of the 'Working Regulations' of the Company post Observership period, **however** the Company reserves the right to change the number or manner of leaves from time to time subject to the applicable laws.
- 10.2 In the first year of employment, you shall be entitled to the leaves calculated on a 'pro rata' basis, in accordance with your annual entitlement.

11. CONFIDENTIALITY AND ANNOUNCEMENT

11.1 Obligation of confidentiality

11.1.1 You shall during the course of your employment with the Company:

- (a) Hold the Confidential Information in strict confidence, use it only for services under this Letter, and shall take or cause to be taken all such precautions as may be necessary to maintain the secrecy and confidentiality of the Confidential Information at all times;
- (b) Immediately notify the Company if you suspect or become aware of any unauthorized copying, use or disclosure in any form of the Confidential Information; and
- (c) At the request, at any time, of Company and at the Company's election, either return all the Confidential Information which is capable of being transferred by delivery and all copies, extracts or summaries of Confidential Information made by you, or destroy the same (including deleting all Confidential Information stored on electronic devices) and provide confirmation of such destruction in a form reasonably required by Company.



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11.1.2 You further undertake that you shall not:

- (a) Without the prior written consent of the Company, disclose, provide or in any other way, communicate or make available any Confidential Information to any Person;
- (b) Use or attempt to use the Confidential Information for your own or any other Person's direct or indirect advantage or gain or in any manner which causes or may cause injury or loss to Company or competes with the business of the Company;
- (c) Sell, license, assign or in any manner transfer/alienate to any third party, any part or whole of the Confidential Information or any other asset which is confidential and proprietary to the Company;
- (d) Without the Company's prior written consent, reveal to any person, or otherwise announce the execution of this Letter, the existence of the terms and conditions of this Letter, that any discussions or negotiations are being held with the Company, or that the Confidential Information has been provided by the Company under this Letter;
- (e) Use the Confidential Information for any purpose other than for the provision of services under this Letter; or
- (f) Copy or duplicate the Confidential Information or any part of it other than as strictly necessary for providing the services under this Letter, and at the request of the Company, deliver to the Company or destroy all copies or duplicates.

11.1.3 You further acknowledge that:

- (a) The Confidential Information given to you prior to entering into the employment was given to it on the condition that it be kept in strict confidence;
- (b) Any unauthorized disclosure or misuse of any Confidential Information could have a material adverse effect on and irreparably harm the Company and that damages may be inadequate compensation for breach of terms of employment and, subject to the court's discretion, the Company may restrain, by an injunction, specific performance or other equitable relief/ remedy, your conduct or threatened conduct which is or will be a breach of terms of employment; and
- (c) The Confidential Information is not regarded as being in the public domain by reason only of the fact that some portion of it is public or that information is publicly available which, together with other information, could be used to produce the Confidential Information.

11.2 Protection of Interest

During the course of your employment, if you conceive any new or advanced method of improving any process/formulae/systems in relation to the operations of the Company, such development shall be required to be fully communicated to the Company and shall remain the exclusive property of the Company. You shall be required to execute separate non-disclosure, non-circumvention, and assignment agreements in this regard as may be required by the Company.

All Work Product made or conceived of by you (i) in the course of the your employment with the Company; or (ii) previously during your association with the Company, and/ or during the course of your association with the Company and related Intellectual Property Rights shall vest solely and exclusively with the Company. To the extent that ownership of any Work Products and related Intellectual Property Rights do not vest with the Company under applicable laws, you hereby irrevocably assign to the Company, in perpetuity and whole of the world, all your rights, title and interest in the Work Product and related Intellectual Property Rights.



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You agree and understand that any and all copyrightable works that are or were created by you, within the scope of your employment, are “works for hire” under applicable Laws and the Company will be considered the first owner of such copyrightable works. To the extent that the Company is not considered the first owner of the copyrightable works created by you, the copyright and all related rights, title and interest in all such copyrightable works is hereby irrevocably assigned, in perpetuity for the whole world by you to the Company.

You represent and warrant that: (a) you have not violated the intellectual property rights of any third party, and (b) the Work Product and use thereof shall not infringe any third party Intellectual Property Rights. You covenant that you shall not violate the Intellectual Property Rights of any third party in the course of your service with the Company.

You hereby waive any right to and agree that you shall not raise any objection or claims with respect to the ownership of the Work Product and related Intellectual Property Rights. It is further agreed between the parties that notwithstanding the provisions of Section 19(4) of the Copyright Act, 1957, the assignment under this Agreement shall not lapse nor the rights transferred therein revert to you, even if the Company does not exercise the rights assigned to the Company under this Agreement within a period of one (1) year from the date the assignment becomes effective.

Any assignment of copyright hereunder (and any ownership of a copyright as a work made for hire) includes all rights of paternity, integrity, disclosure and withdrawal and any other rights that may be known as or referred to as “moral rights” (collectively, Moral Rights). To the extent such Moral Rights cannot be assigned under applicable law and to the extent permitted under applicable law, you hereby waive such Moral Rights and undertake not to enforce any such Moral Rights against the Company.

You hereby acknowledge that no further remuneration or compensation other than that provided for in this Agreement, is or may become due to him in respect of your compliance with this Clause 10.3.

You undertake to execute all such agreements, deeds and documents as may be requested by the Company to perfect the assignment made under this Clause 10.3 to the Company.

12. NON-SOLICITATION

12.1 You undertake that during the term of your employment and for a period of six (6) months thereafter:

- (a) You shall not encourage, solicit or entice away customer or client of the Company.
- (b) You shall not encourage, solicit or hire either directly or indirectly any employee of the Company for any reason. Without in any way restricting the right of a person freely to accept employment and change employment, if you make an offer of employment to persons employed at the Company’s clinics within the period of six (6) months as aforesaid, on acceptance of such offer by such person, you shall pay to the Company an amount equal to three (3) times such person’s remuneration in such offer of employment as agreed compensation to the Company for the disruption that such inducement would cause to the efficient conduct of the Company’s business.

12.2 You further undertake that during the term of your employment and thereafter, you shall not engage in or encourage any disparaging or slanderous acts, comments or remarks against the Company or its professionals which may result in the erosion of the business interest or the loss of reputation and image of the Company or their business or affairs.



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13. NON-COMPETE

- 13.1 During the term of your employment and for a period of six (6) months thereafter, you shall not, provide service, whether employment, consulting or other services, to any corporate dentists, or to any other entity (ies) in which these corporate dentists have an interest or with which these corporate dentists have a Joint venture, and which has a clinic within 5 kms radius of the clinics in which you would have served as an employee of the Company.
- 13.2 You specifically acknowledge and agree that all restrictions in these provisions are reasonable having regard to the sensitivity of the information that you have received in course of discharging your obligations as an employee of the Company, the uniqueness of some of the Company's programs and businesses and the availability of employment to you in areas and fields that are not within these restrictions. You further waive all defenses to the strict enforcement of the confidentiality, non-compete, and non-solicitation restrictions herein.

14. TERMINATION

- 14.1** The Parties shall be entitled to terminate the employment at any time without assigning any reason, as per below:
- (a) During the Probation Period, by serving upon other Party **15** days notice in writing, or upon payment of **15 days'** Remuneration payable to him/her, in lieu of such notice.
 - (b) After Probation Period, by serving upon other Party **30 days** notice in writing, or upon payment of **30 days'** Remuneration payable to him/her, in lieu of such notice.
- 14.2 Notwithstanding anything to the contrary herein, you shall not be entitled to adjust your pending Remuneration in lieu of the notice as contemplated above unless specifically permitted by the Company. Further, unless otherwise directed by the Company, you shall continue to discharge your duties in terms of your employment conditions, during the entire notice period.
- 14.3 Notwithstanding anything contained in this Clause 12, your employment shall be liable to be terminated forthwith at any time during the term of employment, without any notice or payment in lieu thereof, if the Company deems in its sole discretion that:
- (a) You commit any material breach of any of your duties and obligations under the employment;
 - (b) For any misconduct as per the Working Regulations; or
 - (c) You are convicted by any court of law for criminal offence, including but not limited to, acts of dishonesty, theft, violence, drunkenness, drug abuse etc.
 - (d) You violate any of the clause of 'code of conduct' or 'Clinic ethics policy' of the organization.
 - (e) You cause harm to the patient, willful or otherwise
 - (f) Causing wrong treatment which brings bad name for the company
 - (g) Defaming the organization or any it's processes
- 14.4 Notwithstanding above if an employee after submitting resignation stops performing or doesn't follow the company's policy & is found to be lukewarm towards his/her dedicated roles & duties, company may exercise the right to terminate his/her services with immediate effect without any financial benefits or payment of notice period in lieu.



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14.5 In case you are incapacitated, during the term of the employment, by the reason of any illness or accident during the working hours, whether within or beyond your control, from attending your duties for a period of two (2) consecutive months, the Company shall have a right to terminate your employment with the Company without any notice or payment in lieu thereof. The Company shall not be obligated, during the period of your inability to perform your duties on account of illness or accident as contemplated hereinabove, to pay any remuneration to you subject to any law to the contrary.

15. MEDICAL FITNESS

Your employment with the Company is subject to you being found medically, physically and mentally, fit and the Company shall have the right to cause you to undergo a medical reexamination from any registered medical practitioner, surgeon or physician appointed by the Company whose decision shall be final and binding.

16. CONSEQUENCES OF TERMINATION

16.1 Upon the termination, you shall be liable:

- (a) To deliver to your Senior, all papers, documents including all correspondences, specifications, formulae, books, documents, market data, cost data, drawings, effects or record, or any other property whatsoever, belonging to the Company or relating to its business, including those stored in electronic form in your personal computer or any other medium held by you in any form whatsoever (including soft copies/databases, etc.) under your possession, control, power or custody relating to any records or information of the business or affairs of the Company. It shall be understood that you shall not be entitled to retain or make any copies, conceal or in any way delete or destroy any of these items, in particular any Confidential Information;
- (b) To return any letter of authority or power of attorney if issued to you and any property whatever belonging to Company;
- (c) To repay all outstanding loans and settle all unsettled advances / petty cash / imprest etc., if any, prior to your final release from employment; and
- (d) To certify in writing to the Company that you have complied fully with the above obligations, failing which the Company shall be entitled to avail itself of all legal or equitable remedies, including injunctive relief, and/or the recovery of such losses or damages as may be incurred or suffered by it in relation to your breach of any of the foregoing obligations.

16.2 No Employee whether leaving employment on their accord or upon termination by the Company will malign the name of the Company or write anything against the Company or any Clinic or any Doctor or Management of the Company in any media whether electronic or digital or print media. Any employee resorting to such activity will give an unequivocal right to company to pursue against him in court of law.

Employee can seek the redressal of their grievance from the company management which will be taken up by the duly constituted committee and ratified by the senior management which will be acceptable to employee in all forms.

16.3 All the joining expenses (relocation expenses, sign on bonus, notice pay etc.) borne by the Company will be fully recovered if you leave the Company within twelve (12) months of your



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joining the Company, and will be adjusted accordingly from the full and final settlement amount payable to you upon severance (**Full and Final Amount**).

16.4 Notwithstanding anything to the contrary herein, the Company retains the right to recover the value of Company's property not surrendered, or any loans/advances/ or unsettled accounts not repaid/settled (Collectively the Dues), from the Full and Final Amount. In the event that the Full and Final Amount is insufficient to recover the Dues, the Company shall be entitled to recover the Dues in any manner as deemed appropriate to the Company.

16.5 It is the duty of every employee to clear all dues & take clearance from the Company which includes handing over of all material assets as well as handing over of all patients – the continuing treatment/from whom advance is taken/from whom payment is due/details of all Super Specialty Treatments.

17. MISCELLANEOUS

17.1 **Amendments/Modifications:** No modification, variation or amendment to this Letter shall have any force unless it is in writing.

17.2 **Notices:** Any notice required or permitted by this Letter shall be in writing and shall be deemed sufficient upon receipt, when delivered personally or by a nationally-recognized delivery service, or seventy two (72) hours after being deposited in the mail as certified or registered mail with postage prepaid, if notified at your address as set forth above or as subsequently modified by written notice.

17.3 **Assistance in litigation to the Company:** You shall furnish such information and provide assistance to the Company in connection with any litigation in which it is, or may become, a party either during or after employment.

17.4 **Severability:** Each provision of this Letter is severable from the other and the invalidity or unenforceability of any provision of this Letter shall not affect the validity or enforceability of any other provision of this Letter and each shall remain in full force and effect.

17.5 **Waiver:** If at any time the Company waives any right accruing to it, due to breach of any of the provisions of the employment, such waiver shall not be construed as continuing waiver of other breaches of the same kind or other provisions of this Letter.

17.6 **Equitable Remedies:** It is hereby understood by you that monetary damages may be an inadequate remedy for breach or threatened breach of any of the provisions of the employment, and notwithstanding anything to the contrary herein, in the event of a breach of any provisions of this employment, the respective rights and obligations hereunder shall be enforceable by specific performance or injunctive remedy in any court of competent jurisdiction.

17.7 **Negligence:** The employee shall be solely responsible towards any negligence caused during the treatment of the patients, and shall solely be answerable and accountable for any complications arising out of, or in relation to, the treatment of [the patients]. Further, the employee shall be liable to defend any legal proceedings arising out of, or in relation to, the treatment carried out by him on behalf of the Company at Clove Dental Clinics, at his own costs and risks. Further, the employee shall indemnify, defend and hold harmless the Company, its officers, directors, employees, agents, representatives and shareholders (Indemnified Party), at all times, from and against any and all claims including third party claims, demands, damages, costs including legal fees and expenses, liabilities, deficiencies or any losses, (including loss of profit of the Company pursuant to a breach of the terms by the employee) suffered or may be suffered, paid or may be



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paid by the Indemnified Party, as a result of, in connection with or arising out of employee's acts and deeds in relation to his treatment of the patients.

17.8 **Indemnity:** Without prejudice to any rights or remedies available to the Company under the Law or under equity, you hereby indemnify and/or undertakes to indemnify, defend and hold harmless the Company from and against any and all losses, liabilities, damages, deficiencies, demands, claims, actions, judgments or causes of action, penalties and other costs or expenses (including without limitation, reasonable attorneys' fees and expenses) that are attributable to you and arising out of any breach and/or violation on your part of any of your covenants and obligations contained in this Letter or under the employment terms, and that you shall be bound to pay to the Company any amount that may be decided or decreed against you by any competent court.

17.9 **Property:** You shall be responsible for safekeeping and return in good condition and in order all office property, which may be in your use, custody or charge.

18. **GOVERNING LAW AND JURISDICTION**

The terms of this Letter shall be construed, interpreted and applied in accordance with, and shall be governed by, the laws applicable in India. The Courts at Delhi shall have exclusive jurisdiction to entertain any dispute/difference arising out of or in connection with this Letter.

19. **ENTIRE UNDERSTANDING**

This Letter constitutes the entire understanding between the Company and you relating to the specific subject matter set forth in this Letter. There are no terms, obligations, covenants, representations, statements or conditions other than those specifically noted or referred to in this Letter



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We trust that the foregoing terms and conditions are acceptable to you. You are requested to confirm this by signing and returning the duplicate copy of this Letter.

We are pleased to welcome you to the Company and look forward to a mutually beneficial association.

Sincerely,

For Star Dental Centre Private Limited

Anita Verma

Head – Human Resources

ACCEPTANCE

I acknowledge that the foregoing accurately sets forth the terms and conditions of our discussions and my employment and accept the offer of being appointed in the Company. I understand that my acceptance of the offer on the terms specified in this Letter shall form a contract of service between the Company and myself. I also acknowledge that I have read and understood all terms and conditions of the organization and agree to abide by those today and any future amendments in the same. I have read through and understood the updated 'Working Regulations', all 'SOPs', 'Code of Conduct' available on Human Resource Information System and the same will be binding on me and I will abide by these. Failing to which, appropriate action can be instituted against me by the company

Name: **Dr Abhishek Tomar**
Father's Name: **Mr Anang Pal Sing Tomar**
Residential Address: **QTR No 581, N T P C Township, Gautam Buddha Nagar, Uttar Pradesh**
Date of Birth: **September 04, 1994**
PAN Number: **ATBPT4765H**



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Name	Dr Abhishek Tomar	
Designation	Aligner Consultant	
Location	Delhi	
Department	Clinical Dentist	
Grade	E1	
Particulars	Amount Monthly in INR	Amount Annual in INR
BASE COMPENSATION (A)		
Basic Salary	21093	253116
HRA	10546	126552
Flexi Allowance	10546	126552
Total Fixed Earning	42185	506220
Performance Linked Incentive (At 100% achievement)	0	0
Gross Salary (A)+(B)	42185	506220
Statutory Bonus	0	0
Gratuity	1015	12175
Employers Contribution to PF	1800	21600
Total Retirals/Statutory Compliance (C)	2815	33775
Cost to Company (A+B+C)	45000	540000
Your Remuneration will consist of three parts: (A) salary component(fixed) as specified in the above table; (B) variable component and ; (C) Statutory Compliance		
(A) Fixed Earning (A) mentioned above includes Employee's Contribution to Provident Fund. Fixed component (In hand salary post PF, Medical and TDS deduction (If applicable)).		
(B) Variable Component (Performance variable – This depends on the performance of the individual, its Pay-out mechanism is dependent on your performance against parameters set by your Management/Organization. To become eligible for variable Employee needs to be on the payroll of the company at the time of disbursement of the bonus / incentive amount.		
(C) Statutory Compliance ** Provident Fund is a Statutory benefit given to the employee as per the PF scheme 1952. Employee contributes 12% of his /her basic salary to PF account and the same share of percentage(12%) is contributed by employer in the Employee PF account. ** Gratuity will be governed by the Payment of Gratuity Act, 1972 (4.81% of employees basic salary)		
All Statutory contributions / Deductions will be made and deposited with the relevant authorities as per the statutory requirements. All applicable tax liability will be borne by the employee as per relevant statutory tax rules.		
In addition to this company has extended additional benefit of INR 6000/- p.a. towards your medical insurance expenses, in case you have opted there will be a benefit of medical cover of INR 300000/ p.a. (Covers Self, Spouse and up to 2 Children)		
OMC Incentive - Based on your role in the clinic you will be eligible for an additional OMC incentive, which is a percentage share of Clinic's Earning.		
Work Done Incentive - You would be eligible for work done incentive as per company policy for all the clinical work done by you individually. The WD incentive is percentage of the clinical work done and non clinical activities (if any) undertaken by you.		
Any official travel will be reimbursed		
This is an Information statement only that does not create a contract or any legal rights. Your compensation and the various constituents are governed by the terms of Star Dental Centre Pvt. Ltd. compensation plans and incentive programs, which may be changed or withdrawn at the sole discretion of Star dental, based on company policy and applicable law. If you believe the data shown above is inaccurate, please notify your Supervisor or HRBP immediately. This statement contains personal information, please handle appropriately.		
Signature :	Date :	

Anita Verma
Head – Human Resources

TO WHOMSOEVER IT MAY CONCERN

This is to certify that Dr. Anindya Kr. Debnath [Batch- 2012], from ITS Dental College, Greater Noida, is working at our clinic, in the capacity of a general dentist from, 15 September, 2023 onwards.



DR. SOURADEEP SANYAL
DENTAL SURGEON, REG.: A-5024



**THE GOOD
DENTIST**

Date: 1st April 2024

Dear Dr. Shreya Rai,

Greetings from Medvantage Solution LLP.

It gives us immense pleasure to welcome you to Medvantage family. We are pleased that you have chosen to be a member of the winning team of Medvantage. Welcome aboard!

You would be glad to know that the exponential growth of Medvantage has only been possible due to collective efforts of the team. We have set a benchmark of reliability for quality coaching and guidance.

There are several distinctive traits which makes us unique. We truly believe in focusing on people; providing ample learning opportunities, strengthening the value systems and providing dynamic personal and professional growth.

We are looking forward to seeing you grow and develop into an outstanding employee who exhibits a high level of care, concern and compassion for others. We hope that you will find your work to be rewarding, challenging and meaningful. Looking forward to years of fruitful association.

Wishing you best of luck!

A handwritten signature in black ink, appearing to read "Shweta Jain".

Shweta Jain
Head HR

Date: 1st April 2024

Dr. Shreya Rai,
Y-25, Nehru Yuva Kendra, Sec -12,
Noida - 201301

Subject: Appointment Letter

Dear Dr. Shreya Rai,

We are pleased to appoint you in our organization on the following terms and conditions.

1. Appointment/ Designation

You are being appointed for the role of **Academic Advisor** in Medvantage Solution LLP ("Company") with effect from 1st April 2024.

2. Cost to the Company (CTC)

Your CTC would be Rs. 3,00,028/- per annum. Please refer to **Annexure -I** for detailed CTC break up.

3. Terms and Conditions of Service

You undertake to abide by the Employment Terms & Conditions of Service of the Company, Policy Synopsis, Code of Conduct for Employees as mentioned in "Annexure-A" and all other policies of the Company. The Company reserves the right to amend or modify any of these terms and conditions of service.

4. Probation

You will be on probation initially for a period of 3 months from the date of joining. The period of probation may be extended, if your performance / conduct during the period of probation is not found to be satisfactory. A separate letter shall be issued for confirmation. If no letter of confirmation is issued after the date of expiry of aforesaid period, it should be assumed your probation period is deemed to be still continuing.

5. Medical Fitness

You should be medically and physically fit in order to discharge your official duties and obligations effectively and efficiently.

6. Transferability

Your initial place of posting shall be Noida - Corporate Office. However, your services can be transferred from one place and/ or department to any other place and/ or department at the sole discretion of Company.

7. Leaves

All leaves shall be applied/ granted in accordance with the Leave Policy of the Company.

8. Relinquishing Services

In case of your absence from office without any intimation to the concerned authority, for a continuous period of 3 or more days, you shall be deemed to have let and relinquished the service on your own accord and such relinquishment of service shall be deemed as repudiation of the present contract or employment by you and not a termination of service by the Company.

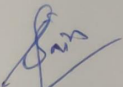
9. Terminating/ Relieving

After, confirmation in the services of the Company, the contract of employment is liable to be terminated by either party without assigning any reason but by giving notice or salary in lieu of notice by either party (Refer Employment Terms & Conditions of Service). Notwithstanding anything contained hereinabove, the Employee shall be liable for termination without any notice if the employee is in violation of any of the Employment Terms & Conditions of Service and the Company shall be entitled for withholding all the dues of the Employee, without prejudice to its other rights.

You are requested to sign and return the duplicate copy of this letter, as a token of your acceptance of the terms of appointment, including the Employment Terms & Conditions of Service, the Code of Conduct of the Company and other policies of the Company. In case of any conflict in the terms of Employment Terms & Conditions of Service, Code of Conduct for the employees and the present Appointment Letter, the terms of Employment shall prevail.

We welcome you to the Medvantage family and looking forward for a great and long association with us.

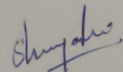
For **Medvantage Solution LLP**



Shweta Jain
Head HR

Declaration

I, **Dr. Shreya Rai** have carefully read and understood the terms and conditions of my appointment as mentioned here in above as well as other documents / policies and I agree and undertake to abide by them.

Signature: 

Name: **SMREYA RAI**

Date: **02 April, 2024**

Place: **NOIDA**

Letter of Intent from Medvantage External Inbox x



Medvantage Solution LLP

Sat, Mar 23, 12:13 PM (13 days ago)



Dear Dr. Shreya, We are pleased to extend an offer of employment to you for the position of Academic Counsellor at Medvantage Solution LLP. We believe that y...



Medvantage Solution LLP <hr@medvantage.co.in>

Sat, Mar 23, 12:13 PM (13 days ago)



to chetna.seh13@gmail.com, me, ashutosh.singh@its.edu.in, gaurav@medvantage.co.in, harivansh@medvantage.co.in, prin.dntl.gn@its.edu.in

Dear Dr. Chetna,

We are pleased to extend an offer of employment to you for the position of **Academic Counsellor** at Medvantage Solution LLP. We believe that your skills and experience will be a valuable addition to our team. Please read through this intent letter and indicate your acceptance by acknowledging this offer letter.

Position Details

Job Title: **Academic Counsellor**

Reporting to: Mr. Harivansh Khatri

Start Date: On or Before 10/04/2024

Employment Type: Full-time

Employment Type: Full-time

Office Timings: 10:00 AM to 6:00 PM (Mon - Fri & Sat - WFH)

Job Location: Office

Compensation and Benefits

Annual Salary: 3LPA

The above-mentioned salary is the total cost to the company and includes all payments made and benefits provided by the company directly or indirectly to or on your behalf, whether as salary or otherwise.

Terms and Conditions

- The employment is at-will, which means that either the company or the employee can terminate the employment relationship at any time, with or without cause and with prior notice of 30 days.
- This offer of employment does not constitute a contract or guarantee of continued employment. It is not intended to create an employment relationship between you and Medvantage Solution LLP until you have signed the necessary employment agreement and any other required documents.
- During the probationary period of 90 days, your performance will be evaluated to determine your suitability for the role.
- You will be required to sign a Confidentiality/Non-Compete Agreement after accepting this offer letter to protect our company's interests.

We look forward to your positive response and the opportunity to welcome you to Medvantage Solution LLP.



I.T.S CENTRE FOR DENTAL STUDIES & RESEARCH

Accredited by NAAC with 'A' Grade

Delhi-Meerut Road, Murad Nagar, Ghaziabad - 201206
Phone : (01232) 225380, 81, 82, Mobile : 8447753520, 21, 22
Website : its.edu.in, E-mail : dental@its.edu.in

Ref: PERS/ITSCDSR/APP/107
(Dr. Ayushi Nagar)

-- (2) --

01.12.2023

8. Relinquishment of Post / Termination of service

: Your initial appointment is for a period of one year. If your work & conduct found to be satisfactory, you will be given further extension. In the event you intend leaving our employment before one year you will be required to pay an amount equivalent to three months of salary. After one year service, in the event you intend leaving our employment you will be required to give notice of one month or salary in lieu of such notice. Similarly, if we desire to terminate your service for any reason, whatsoever, we will be free to do so after giving you one month notice in writing or salary in lieu of such notice.

9. Acceptance

: In case the above terms and conditions are acceptable to you, you are requested to sign the copy of this letter for having received it as well as for having accepted the above terms & conditions of service.

10. Joining Date

: You are required to report for duties to the HOD/Director-Principal of the college on or before **04.12.2023** failing which this offer will stand automatically withdrawn.

11. Original Educational Certificate

: You shall be required to produce the following in original and three sets of photocopies duly attested by a Gazetted Officer, along with six copies of passport size photographs.

1. Date of Birth Proof
2. BDS/ MDS Degree
3. Internship Certificate
4. State Council Registration
5. Certificate of Teaching Experience, if any
6. Proof of residence (Passport, Election Card etc)
7. PAN Card & Aadhar Card
8. TDS certificate for last 3 years, if any
9. Relieving Order, if any
10. Appointment Letter of previous employer, if any

Yours Sincerely,
for I.T.S CENTRE FOR DENTAL STUDIES & RESEARCH

(Dr. Devi Charan Shetty)
Director -Principal

Basic	Rs. 14063.00
D.A.	Rs. 7453.00
H.R.A	Rs. 4219.00
Additional Allowance	Rs. 3231.00
Travelling Allowance	Rs. 5000.00
Gratuity	Rs. 1034.00
Total	Rs. 35000.00

*Gratuity payable with monthly Salary.

I have gone through the above terms & conditions of my service and accept them fully without any reservation. I also agree to abide by the Rules and Regulations of the College as amended from time to time.

Date: 2/12/23

Signature: Ayushi Nagar

Ref: PERS/ITSCDSR/APP/107

01.12.2023

Dr. Ayushi Nagar
C1-501, Gulmohar Enclave,
Nehru Nagar, Ghaziabad
Uttar Pradesh

Dear Dr. Nagar,

With reference to your application and subsequent discussions, you had with us, we are pleased to appoint you as **Senior Lecturer** in the department of **Orthodontics** at "I.T.S Centre for Dental Studies & Research" on full-time basis from the date of your joining the service on following terms & conditions:

1. **Appointment** : As **Senior Lecturer** in the department of **Orthodontics** subject to confirmation by the University, Director General Medical Education and Dental Council of India.
2. **Scale of Pay** : As per UGC/U.P/ Govt. rules as modified by the college from time to time.
3. **Duties** : As assigned by the HOD/Principal/Director and other authorities of the college.
4. **Initial Pay** : Rs. 14063/- basic per month in the pay scale of 8000-275-13500.
5. **Leave & Other** : In respect of Leave and all other matters you will be governed by the rules & regulations of the college, as amended from time to time.
6. **Relieving Order** : In case you are already employed you will have to produce "RELIEVING ORDER" from your employer before joining.
7. **Probation** : "You will be on probation for a period of one year from the date of your joining. Whereafter the probation period may be either extended at the discretion of the college authorities or may be dispensed with either earlier or on completion or thereafter till confirmation. Unless confirmed in writing, you will continue to be on probation after the expiry of the initial or extended period of probation. Your services are liable to be terminated without any notice or wages in lieu thereof during the initial or extended period of probation."



Contd.....2

Ayushi Nagar

SMILE OF INDIA

Dental Clinic & Implant Center



Date Of Issue: April,05, 2024

Dr. Nimisha Singh

We thank you for your interest and time in pursuing a career with us. Further to your application and the recent interviews you had with us, we are pleased to offer you a position in SMILE OF INDIA, on the following terms:

Designation	Dentist
Department operation	Clinical Department
Date of Joining	08/04/2024
Initial Pay	240000/- per Annum
Performance Appraisal	Your next performance appraisal will be on the completion of one year.
Probation	2 months
Duties	As assigned by the head of the clinic and other Smile of India Clinic authorities.
Termination of Service	In the event you intend to leave our employment, you will be required - to give notice of two months also during the probation period the notice period will be of one month or salary in lieu of such notice. Similarly, suppose if we desire to terminate your services for any reason, whatsoever. In that case, we will be free to do so after giving you notice as applicable in writing or salary in lieu of such notice.

We look forward to receiving your acceptance of this offer within 02 days from this letter's issuance date. We look forward to a mutually rewarding relationship and wish you success in your new role!!

For **SMILE OF INDIA**

APPOINTMENT LETTER

Dr. Isha Singh
D/o Mr. Pramod Kumar
C-302, HPCL Housing Society, Sector-Pi, Greater Noida (U. P.), Pin-201308

Dear Dr. Isha Singh

With reference to your application and subsequent discussions, we are pleased to offer you the appointment as Dental Surgeon in the Department of Public Health Dentistry at "ITS Dental College, Greater Noida" on full-time basis from the date of your joining on the following terms & conditions:

1. **Appointment** : As Dental Surgeon in the Department of Public Health Dentistry subject to confirmation by the University, Director General Medical Education (U.P.) and Dental Council of India.
2. **Scale of Pay** : As per UGC/ U.P. Govt. rules as modified by the college from time to time.
3. **CTC Offered** : 2,41,824.00 per annum (Rupees Two Lac Fourty One Thousand Eight Hundred Twenty Four)
4. **Duties & Timing** : As assigned by the HOD / Principal and other authorities of the College. The duty timing will be 09:00 to 16:00 Hrs.
5. **Leave & Other rules** : In respect of Leave and all other matters, you will be governed by the rules & regulations of the College, as amended from time to time.
6. **Probation Period** : You shall be on probation for a period of one year from the date of your joining. Where after the probation period may be either extended at the discretion of the college authorities or may be dispensed with either earlier or on completion or thereafter till confirmation. Unless confirmed in writing, you will continue to be on probation after the expiry of the initial or extended period of probation. Your services are liable to be terminated without any notice or wages in lieu thereof during the initial or extended period of probation.
7. **Relieving Order** : In case you are already employed you will have to produce "Relieving Order" from your employer before joining.
8. **Relinquishment of Post/Termination of Service** : In the event you intend leaving our employment, you will be required to give notice of three months in writing or salary in lieu thereof.

Isha Singh

Dr. Isha Singh

Recognized by Dental Council of India, Ministry of Health & Family Welfare, Govt. of India
Affiliated to Atal Bihari Vajpayee Medical University, Lucknow, U.P.

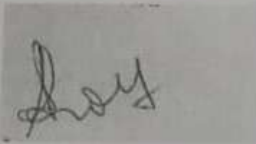
9. Acceptance : In case the above terms and conditions are acceptable to you, you are requested to sign the copy of this letter for having received it as well as for having accepted the above terms & conditions of service.

10. Original Educational Certificate : You shall be required to produce the following documents in original and three sets of photocopies duly attested by a Gazetted Officer, along-with six copies of passport size photographs.

- a. Date of Birth
- b. Educational Certificate & Degree
- c. Internship Certificate
- d. State Council Registration
- e. Registration Certificate (Renewed up to date)
- f. Proof of Residence (Election Card / Electricity Bill / Telephone Bill / Landline / Passport)
- g. PAN Card
- h. Driving License
- i. Passport
- j. Election Card
- k. TDS Certificate (Last 3 years) if applicable.
- l. Experience Certificate, if applicable
- m. Relieving order, if applicable
- n. Appointment letter of Previous employee, if applicable

Yours Sincerely,

For I.T.S Dental College, Hospital & Research Centre



[Prof. Dr. Sachit Anand Arora]

Principal

I have gone through the above terms & conditions of my service and accept them fully without any reservation. I also agree to abide by the Rules and Regulations of the college as amended from time to time.

Date: 23/02/24

Isha Singh
Signature

LRPL/HR03/OFF- 20/09/2023

Dated: 20-09-2023

Ms. Saima Almas Khan

Email ID:

saima1998almas@gmail.com

Contact Number: +919910566899

Offer of Employment.

Dear Ms. Saima Almas Khan,

With regard to our recent discussions with you, we are pleased to invite you to accept the offer on the following terms:

Designation : **Quality Analyst**
Location of posting : **Leixir Resources Pvt. Ltd., Gurugram**
Starting date : **16-10-2023**

1. Your Fixed Annual CTC will be **Rs 3,60,000/- per annum (Rupees Three Lakh Sixty Thousand only per annum)** and your Annual Performance Linked Variable Pay will be **Rs 50,000/- per annum (Rupees Fifty Thousand only per annum)**. A detailed appointment letter and the break-up of the salary component will be shared upon your joining.

You will be reporting to the **Manager– CTS** for all job tasks assigned to you.

You will be deemed to be on probation in the services of the company until confirmed in writing. The initial period of probation is 6 months. Upon confirmation, your services may be terminated by either party giving the other **two months' notice or two months' gross salary** in lieu thereof.

We take great pleasure in welcoming you to **Leixir Resources Pvt Ltd** and sincerely hope that your period of service with us will be long, pleasant and of mutual benefit. This offer is valid only for 10 days from the date of issue.

Yours Faithfully

For Leixir Resources Pvt Ltd



Manish Arora
CFO & President India Operations

I agree to accept employment on the above-mentioned designation and terms. I will report for work on or before _____.

Signature of Joiner _____

Leixir Resources Pvt. Ltd.

CIN: U74999HR2011PTC043763

Regd. Office: 101, Vatika Business Park, Tower-2, Sohna Road, Sector-49, Gurgaon-122018, Haryana, India, Tel. No.: +91-124-4094343

E-mail: information@leixir.com; Website: www.leixir.com



Welcome to Leixir Resources Pvt Ltd

Please contact the HR department on the date of joining.

Pre-Joining Formalities:

Please bring the following documents in original for verification and one set of photocopies each. It is necessary to submit these at the time of joining:

1. Proof certificate of your date of birth (SSLC / 10th Standard Marks Card).
2. Attested copies of certificates of your basic, intermediate, and highest degrees obtained.
3. Experience / Relieving Certificates from the previous organizations.
4. 3 Passport Size Photographs (Color)
5. 2 Copies of the Passport / Election ID Card / Driving License/ Pan Card / AADHAR Card.
6. Also, please note that in the event of you failing to produce the necessary documents, which you have mentioned during the interview, we will have the right to postpone / withhold your appointment with Leixir Resources Pvt Ltd.
7. If the company has paid Notice pay & Relocation expenses the same will be recovered on a pro-rata basis, should you exit before completion of one year.
8. Dress Code for both Male and Female candidates at the time of joining will be Formal or Smart Casuals.

You will have to fill certain statutory forms at the time of joining, hence please ascertain the following information.

1. EPF (Provident Fund) Universal account number (UAN) if you opt for PF Transfer.
2. ESI number if you opt to continue the existing IP number.

Leixir Resources Pvt. Ltd.

CIN: U74999HR2011PTC043763

Regd. Office: 101, Vatika Business Park, Tower-2, Sohna Road, Sector-49, Gurgaon-122018, Haryana, India, Tel. No.: +91-124-4094343

E-mail: information@leixir.com; Website: www.leixir.com

Annexure II

Leixir Resources Pvt Ltd		
SALARY ANNEXURE		
SALARY BREAK-UP		
Name	Saima Almas Khan	
Department	EDDL	
Designation	Quality Analyst	
Location	Leixir Resource- Gurugram	
PARTICULARS	SALARY (Per Month)	SALARY (Per Year)
Basic	15000	180000
HRA	6000	72000
Special Allowance	7200	86400
Other Allowance	0	0
A. FIXED ALLOWANCE/GROSS	28200	338400
REIMBURSABLE COMPONENT (If applicable)		
LTA	0	0
Books & Periodicals	0	0
Petrol	0	0
Office Attire	0	0
B. REIMBURSABLE NET PAY	0	0
EMPLOYER PF (If applicable)	1800	21600
EMPLOYER ESI (If applicable)	0	0
C.COST TO COMPANY	30000	360000
Performance Linked Annual Variable*	0	50000
D.TOTAL COST TO COMPANY	30000	410000
<p>*Annual Performance Linked Variable Pay will be paid out based on Individual and company performance. To earn the annual performance variable, the employee must be employed on the day the annual performance variable is paid. The payment of annual performance variable will be within two months from the time it becomes due</p>		

Leixir Resources Pvt. Ltd.

CIN: U74999HR2011PTC043763

Regd. Office: 101, Vatika Business Park, Tower-2, Sohna Road, Sector-49, Gurgaon-122018, Haryana, India, Tel. No.: +91-124-4094343

E-mail: information@leixir.com; Website: www.leixir.com

LRPL/HR03/OFF- 20/09/2023

Dated: 20-09-2023

Ms. Saman Mirza

Email ID:

samanmirza1042@gmail.com

Contact Number: +919540976476

Offer of Employment.

Dear Ms. Saman Mirza,

With regard to our recent discussions with you, we are pleased to invite you to accept the offer on the following terms:

Designation : **Quality Analyst**
Location of posting : **Leixir Resources Pvt. Ltd., Gurugram**
Starting date : **16-10-2023**

1. Your Fixed Annual CTC will be **Rs 3,60,000/- per annum (Rupees Three Lakh Sixty Thousand only per annum)** and your Annual Performance Linked Variable Pay will be **Rs 50,000/- per annum (Rupees Fifty Thousand only per annum)**. A detailed appointment letter and the break-up of the salary component will be shared upon your joining.

You will be reporting to the **Manager– CTS** for all job tasks assigned to you.

You will be deemed to be on probation in the services of the company until confirmed in writing. The initial period of probation is 6 months. Upon confirmation, your services may be terminated by either party giving the other **two months' notice or two months' gross salary** in lieu thereof.

We take great pleasure in welcoming you to **Leixir Resources Pvt Ltd** and sincerely hope that your period of service with us will be long, pleasant and of mutual benefit. This offer is valid only for 10 days from the date of issue.

Yours Faithfully

For Leixir Resources Pvt Ltd



Manish Arora
CFO & President India Operations

I agree to accept employment on the above-mentioned designation and terms. I will report for work on or before _____.

Signature of Joiner _____

Leixir Resources Pvt. Ltd.

CIN: U74999HR2011PTC043763

Regd. Office: 101, Vatika Business Park, Tower-2, Sohna Road, Sector-49, Gurgaon-122018, Haryana, India, Tel. No.: +91-124-4094343

E-mail: information@leixir.com; Website: www.leixir.com



Welcome to Leixir Resources Pvt Ltd

Please contact the HR department on the date of joining.

Pre-Joining Formalities:

Please bring the following documents in original for verification and one set of photocopies each. It is necessary to submit these at the time of joining:

1. Proof certificate of your date of birth (SSLC / 10th Standard Marks Card).
2. Attested copies of certificates of your basic, intermediate, and highest degrees obtained.
3. Experience / Relieving Certificates from the previous organizations.
4. 3 Passport Size Photographs (Color)
5. 2 Copies of the Passport / Election ID Card / Driving License/ Pan Card / AADHAR Card.
6. Also, please note that in the event of you failing to produce the necessary documents, which you have mentioned during the interview, we will have the right to postpone / withhold your appointment with Leixir Resources Pvt Ltd.
7. If the company has paid Notice pay & Relocation expenses the same will be recovered on a pro-rata basis, should you exit before completion of one year.
8. Dress Code for both Male and Female candidates at the time of joining will be Formal or Smart Casuals.

You will have to fill certain statutory forms at the time of joining, hence please ascertain the following information.

1. EPF (Provident Fund) Universal account number (UAN) if you opt for PF Transfer.
2. ESI number if you opt to continue the existing IP number.

Leixir Resources Pvt. Ltd.

CIN: U74999HR2011PTC043763

Regd. Office: 101, Vatika Business Park, Tower-2, Sohna Road, Sector-49, Gurgaon-122018, Haryana, India, Tel. No.: +91-124-4094343

E-mail: information@leixir.com; Website: www.leixir.com

Annexure II

Leixir Resources Pvt Ltd		
SALARY ANNEXURE		
SALARY BREAK-UP		
Name	Saman Mirza	
Department	EDDL	
Designation	Quality Analyst	
Location	Leixir Resource- Gurugram	
PARTICULARS	SALARY (Per Month)	SALARY (Per Year)
Basic	15000	180000
HRA	6000	72000
Special Allowance	7200	86400
Other Allowance	0	0
A. FIXED ALLOWANCE/GROSS	28200	338400
REIMBURSABLE COMPONENT (If applicable)		
LTA	0	0
Books & Periodicals	0	0
Petrol	0	0
Office Attire	0	0
B. REIMBURSABLE NET PAY	0	0
EMPLOYER PF (If applicable)	1800	21600
EMPLOYER ESI (If applicable)	0	0
C.COST TO COMPANY	30000	360000
Performance Linked Annual Variable*	0	50000
D.TOTAL COST TO COMPANY	30000	410000
<p>*Annual Performance Linked Variable Pay will be paid out based on Individual and company performance. To earn the annual performance variable, the employee must be employed on the day the annual performance variable is paid. The payment of annual performance variable will be within two months from the time it becomes due</p>		

Leixir Resources Pvt. Ltd.

CIN: U74999HR2011PTC043763

Regd. Office: 101, Vatika Business Park, Tower-2, Sohna Road, Sector-49, Gurgaon-122018, Haryana, India, Tel. No.: +91-124-4094343

E-mail: information@leixir.com; Website: www.leixir.com

LRPL/HR03/OFF- 05/03/2024

Dated: 05-03-2024

Ms. Shaeba Najib

Email ID:
shaebanajib@gmail.com

Contact Number: +917091288576

Offer of Employment.

Dear Ms. Shaeba Najib,

With regard to our recent discussions with you, we are pleased to invite you to accept the offer on the following terms:

Designation : **Quality Analyst**
Location of posting : **Leixir Resources Pvt. Ltd., Gurugram**
Starting date : **22-04-2024**

1. Your Fixed Annual CTC will be **Rs 3,60,000/- per annum (Rupees Three Lakh Sixty Thousand only per annum)** and your Annual Performance Linked Variable Pay will be **Rs 50,000/- per annum (Rupees Fifty Thousand only per annum)**. A detailed appointment letter and the break-up of the salary component will be shared upon your joining.

You will be reporting to the **Manager– CTS** for all job tasks assigned to you.

You will be deemed to be on probation in the services of the company until confirmed in writing. The initial period of probation is 6 months. Upon confirmation, your services may be terminated by either party giving the other **one months' notice or one months' gross salary** in lieu thereof.

We take great pleasure in welcoming you to **Leixir Resources Pvt Ltd** and sincerely hope that your period of service with us will be long, pleasant and of mutual benefit. This offer is valid only for 10 days from the date of issue.

Yours Faithfully

For Leixir Resources Pvt Ltd



Manish Arora
CFO & President India Operations

I agree to accept employment on the above-mentioned designation and terms. I will report for work on or before _____.

Signature of Joiner _____

Leixir Resources Pvt. Ltd.

CIN: U74999HR2011PTC043763

Regd. Office: 101, Vatika Business Park, Tower-2, Sohna Road, Sector-49, Gurgaon-122018, Haryana, India, Tel. No.: +91-124-4094343

E-mail: information@leixir.com; Website: www.leixir.com



Welcome to Leixir Resources Pvt Ltd

Please contact the HR department on the date of joining.

Pre-Joining Formalities:

Please bring the following documents in original for verification and one set of photocopies each. It is necessary to submit these at the time of joining:

1. Proof certificate of your date of birth (SSLC / 10th Standard Marks Card).
2. Attested copies of certificates of your basic, intermediate, and highest degrees obtained.
3. Experience / Relieving Certificates from the previous organizations.
4. 3 Passport Size Photographs (Color)
5. 2 Copies of the Passport / Election ID Card / Driving License/ Pan Card / AADHAR Card.
6. Also, please note that in the event of you failing to produce the necessary documents, which you have mentioned during the interview, we will have the right to postpone / withhold your appointment with Leixir Resources Pvt Ltd.
7. If the company has paid Notice pay & Relocation expenses the same will be recovered on a pro-rata basis, should you exit before completion of one year.
8. Dress Code for both Male and Female candidates at the time of joining will be Formal or Smart Casuals.

You will have to fill certain statutory forms at the time of joining, hence please ascertain the following information.

1. EPF (Provident Fund) Universal account number (UAN) if you opt for PF Transfer.
2. ESI number if you opt to continue the existing IP number.

Leixir Resources Pvt. Ltd.

CIN: U74999HR2011PTC043763

Regd. Office: 101, Vatika Business Park, Tower-2, Sohna Road, Sector-49, Gurgaon-122018, Haryana, India, Tel. No.: +91-124-4094343

E-mail: information@leixir.com; Website: www.leixir.com

Annexure II

Leixir Resources Pvt Ltd		
SALARY ANNEXURE		
SALARY BREAK-UP		
Name	Shaeba Najib	
Department	EDDL	
Designation	Quality Analyst	
Location	Leixir Resource- Gurugram	
PARTICULARS	SALARY (Per Month)	SALARY (Per Year)
Basic	15000	180000
HRA	6000	72000
Special Allowance	7200	86400
Other Allowance	0	0
A. FIXED ALLOWANCE/GROSS	28200	338400
REIMBURSABLE COMPONENT (If applicable)		
LTA	0	0
Books & Periodicals	0	0
Petrol	0	0
Office Attire	0	0
B. REIMBURSABLE NET PAY	0	0
EMPLOYER PF (If applicable)	1800	21600
EMPLOYER ESI (If applicable)	0	0
C.COST TO COMPANY	30000	360000
Performance Linked Annual Variable*	0	50000
D.TOTAL COST TO COMPANY	30000	410000
<p>*Annual Performance Linked Variable Pay will be paid out based on Individual and company performance. To earn the annual performance variable, the employee must be employed on the day the annual performance variable is paid. The payment of annual performance variable will be within two months from the time it becomes due</p>		

Leixir Resources Pvt. Ltd.

CIN: U74999HR2011PTC043763

Regd. Office: 101, Vatika Business Park, Tower-2, Sohna Road, Sector-49, Gurgaon-122018, Haryana, India, Tel. No.: +91-124-4094343

E-mail: information@leixir.com; Website: www.leixir.com

29 September 2023

ALC4DC0000455GN

APPOINTMENT LETTER

Dr. Mathew Koshy Vaidyan

S/o/ D/o Koshy Vaidyan T K

Flat No-4/23, Palm Olympia, Sector 16-C, Greater Noida West,

Uttar Pradesh,

India,

201308

Dear Dr. Mathew Koshy Vaidyan

With reference to your application and subsequent discussions, we are pleased to offer you the appointment as Senior Lecturer in the Department of Orthodontics at "ITS Dental College, Greater Noida" on full-time basis from the date of your joining on the following terms & conditions:

- 1. Appointment** : As Senior Lecturer in the Department of Orthodontics subject to confirmation by the University, Director General Medical Education (U.P.) and Dental Council of India.
- 2. Scale of Pay** : As per UGC/ U.P. Govt. rules as modified by the college from time to time.
- 3. CTC Offered** : 4,20,000.00 per annum (Rupees Four Lac Twenty Thousand)
- 4. Duties & Timing** : As assigned by the HOD / Principal and other authorities of the College. The duty timing will be 08:30 to 15:30 Hrs.
- 5. Leave & Other rules** : In respect of Leave and all other matters, you will be governed by the rules & regulations of the College, as amended from time to time.
- 6. Probation Period** : You shall be on probation for a period of one year from the date of your joining. Where after the probation period may be either extended at the discretion of the college authorities or may be dispensed with either earlier or on completion or thereafter till confirmation. Unless confirmed in writing, you will continue to be on probation after the expiry of the initial or extended period of probation. Your services are liable to be terminated without any notice or wages in lieu thereof during the initial or extended period of probation.
- 7. Relieving Order** : In case you are already employed you will have to produce "Relieving Order" from your employer before joining.
- 8. Relinquishment of Post/Termination of Service** : In the event you intend leaving our employment, you will be required to give notice of three months in writing or salary in lieu thereof.

Recognized by Dental Council of India, Ministry of Health & Family Welfare, Govt. of India
Affiliated to Ch. Charan Singh University, Meerut, U.P.

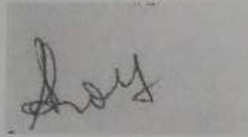
9. Acceptance : In case the above terms and conditions are acceptable to you, you are requested to sign the copy of this letter for having received it as well as for having accepted the above terms & conditions of service.

10. Original Educational Certificate : You shall be required to produce the following documents in original and three sets of photocopies duly attested by a Gazetted Officer, along-with six copies of passport size photographs.

- a. Date of Birth
- b. Educational Certificate & Degree
- c. Internship Certificate
- d. State Council Registration
- e. Registration Certificate (Renewed up to date)
- f. Proof of Residence (Election Card / Electricity Bill / Telephone Bill / Landline / Passport)
- g. PAN Card
- h. Driving License
- i. Passport
- j. Election Card
- k. TDS Certificate (Last 3 years) if applicable.
- l. Experience Certificate, if applicable
- m. Relieving order, if applicable
- n. Appointment letter of Previous employee, if applicable

Yours Sincerely,

For I.T.S Dental College, Hospital & Research Centre

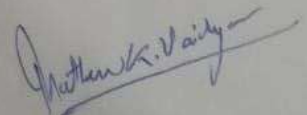


[Prof. Dr. Sachit Anand Arora]

Principal

I have gone through the above terms & conditions of my service and accept them fully without any reservation. I also agree to abide by the Rules and Regulations of the college as amended from time to time.

Date: 29/9/2023



Signature



Peoples Dental Clinic

Dentist in Greater Noida

FS Plaza, Shop 5, Gr Floor, Jagat Farm, Block E, Chandila, Gamma I, Greater Noida, Uttar Pradesh 201310



Bajaj Finserv Health Doctor

8130624837

www.peoplesdentalclinic.com

ishanr08@gmail.com

DR. ISHAN SINGH

BDS, MDS (PHD)

PAY HERE



DR. SHAIRY VASHIST

BDS, MDS, Prosthodontist

(GOLD MEDALIST- Implants & Dentures Specialist)

OPD No. - _____

Reg No.. - _____

Name- _____ Age/Sex- _____ Date- _____

FACILITIES

- SINGLE SITTING RCT
- CROWN & FIXED BRIDGES
- DENTAL IMPLANTS
- TOOTH COLORED FILLINGS
- TOOTH JEWELLERY
- GUM TREATMENTS
- COSMETIC DENTISTRY
- TEETH WIRES & BRACES
- DIGITAL X-RAYS
- SURGICAL EXTRACTION OF TEETH
- WISDOM TOOTH SURGERY
- DENTURES
- FULL MOUTH REHABILITATION

CONSULTANTS

- **ORAL SURGEON**
Dr. Rohit Awana
- **ORTHODONTIST**
Dr. Sachin Bansal
(Braces specialist)



Bajaj Finserv Health Doctor

JOINING LETTER

We extend a warm welcome to you, Dr. Nimisha Aggarwal, as a Full-Time Clinician Dentist joining our team at Peoples Dental Clinic, Greater Noida, commencing on June 5, 2023, as part of the recruitment initiative from I.T.S Dental College. Your inclusion signifies our commitment to securing highly skilled dental professionals to meet the diverse healthcare needs of our patients. Your valuable expertise aligns perfectly with our clinic's core mission of delivering exceptional dental services. We are eagerly anticipating your contributions to our dental team and the broader Greater Noida community. We believe that your unwavering dedication and clinical skills will elevate the quality of care we provide.

Prior to your joining date, please ensure the completion of all necessary onboarding requirements. Should you have any inquiries or require additional information, do not hesitate to reach out to our Chief Dentist – Dr. Ishan Singh via the provided contact information.

Once again, a warm welcome to Peoples Dental Clinic. We are excited about your addition to our team and have full confidence that your presence will have a profoundly positive impact on the well-being of our patients.

Dr. Ishan Singh

Not for Medico-Legal Purposes

PEOPLES DENTAL CLINIC

FS Plaza, Jagat Farm, Greater Noida

PHONE : 8130624837

EMAIL : ishanr08@gmail.com

WEBSITE : www.peoplesdentalclinic.com



July 17, 2023

To,
Dr Aqsa
10-1-609/8, East Marred pally, Secunderabad, Hyderabad , Telangana
500026

Employment Letter

Dear Dr Aqsa,

We welcome you to the office of Star Dental Centre Private Limited (**Company**) to join us as **Patient Engagement Manager-Consumer Awareness and Development Dental Healthline Centre** at the Company's office located at **Delhi**, with effect from July 18, 2023. Your employment shall be subject to the terms and conditions as mentioned herein.

1. DEFINITIONS

In this Letter, unless the context otherwise requires:

Company shall mean Star Dental Centre Private Limited and any of its Group Company/Sister Concerns;

Confidential Information shall mean all information disclosed by the Company to you (whether orally, in writing or in any other form) prior to or pursuant to the execution of this Letter or to which you gain access to during the course of your employment with the Company, including but without limitation: (a) matters of a technical nature; (b) research and development information; (c) business records, business processes, business plans (including for current and anticipated business), information, notes, products, know-how, trade secrets, engineering or other data, information gathered through observation of any of the other party's business processes; (d) accounting procedures and/or financial information; (e) specifications, processes or formulae; (f) planning or marketing procedures, techniques or information, including information relating to sales figures, the identity of customers, suppliers and/or agents; (g) pricing details; (h) information in respect of the business of the Company including but not limited to cost information, quantum of profits, sales information and strategies, accounting and unpublished financial information, business plans and strategies, markets and marketing methods, client lists and client information, advertising strategies employee details, suppliers, supplier lists, customers, customer lists; (i) information received by the Company from its clients, employees, consultants whether or not used or evaluated by the Company; (j) secret information and anything else that is marked "confidential", "proprietary" or which is otherwise indicated expressly or impliedly to be subject to an obligation of confidence, or which is not information available in the public domain; (k) details and particulars of all Intellectual Property Rights owned and/or to be owned by, and, licensed or to be licensed to, the Company; and (l) any other information, which is not in the public domain and which if misused or disclosed to any Person by you will adversely affect the Company in the opinion of the Company;

Dues has the meaning as ascribed to it under Clause 14.4;

Full and Final Amount has meaning as ascribed to it under Clause 14.3;

Intellectual Property Rights means all intellectual property rights recognized under applicable laws, whether registered or unregistered, including patents, patent applications, designs, moral rights, trademarks, trade names, service marks, service names, brand names, internet domain names, sub-domains, and rights in trade secrets and know-how, and includes all applications and registrations in respect thereof;

Law means any statute, law, regulation, ordinance, rule, judgment, notification, rule of common law, order, decree, bye-law, government approval, directive, guideline, requirement or other governmental restriction, or any similar form of a decision of, or determination by, or any interpretation, policy or administration, having the force of the

Employee Signature : _____

Date : _____



law of any of the foregoing, by any judicial, governmental, supervisory or regulatory body or authority having jurisdiction over the matter in question, whether in effect as of the date of this Letter or thereafter;

Letter shall mean this Employment Letter as amended from time to time and includes any Schedule(s) attached hereto;

Person means a natural or juristic entity and wherever necessary (by implication or otherwise) includes firms and/ or associations and any authority, statutory, administrative, regulatory, or otherwise;

Probation Period has the meaning as ascribed to it under Clause 3.4;

Remuneration has the meaning as ascribed to it under Clause 8.1;

Senior in relation to an employee of the Company shall mean the immediate supervising officer or the reporting officer of such employee;

Work Product means all work product created by you, either individually or along with other persons, including all inventions, discoveries, processes, formulae, works of authorship, business and product names, logos, slogans, industrial models, formulations, database, methodologies, computer programs (including all source codes), technical information, manufacturing, engineering and technical drawings; and

Working Regulations shall mean the working regulations of the Company approved and adopted by the management, and applicable to all the employees of the Company.

2. REPRESENTATION AND WARRANTY

You represent and warrant to the Company that:

- (a) You are legally competent to accept the employment and have the full right, power and authority to perform your obligations hereunder and that the obligations imposed on you are legally binding, valid and enforceable against you in accordance with the terms of employment;
- (b) Your employment with the Company does not constitute a breach of any contract, agreement, covenant or understanding with any other party, including your previous employers;
- (c) All the information and documents submitted by you to the Company are correct and authentic; and
- (d) You shall execute any proper oath or verify any proper document requested by the Company to carry out the terms of this Letter.

3. APPOINTMENT

- 3.1 The Company appoints you as **Patient Engagement Manager-Consumer Awareness and Development Dental Healthline Centre** at the Company's **Delhi** office. The position or title is merely descriptive and does not limit your duties or functions towards the Company. Your duties and functions may be modified from time to time at the discretion of the Company. In addition to the terms and conditions set out in this Letter, your employment with the Company will be governed by the Working Regulations of the Company, as specified, amended or altered from time to time at the sole discretion of the Company during the course of your employment.
- 3.2 The Company has a right to depute or transfer you at any time to any of the Company's offices/divisions (whether in existence or to be set up) anywhere in India. If however, in the event the Company decides to sell, transfer, or otherwise divest or demerge any of its whole or part of its business/ undertaking to any new entity, as a part of re-organization of its business, you shall have no objection for transfer of your services to any such new entity.
- 3.3 The company may at its sole discretion, terminate your services at any time without notice if (a) any of the information provided by you prior to the Company making this offer is found to be false; or (b) any information is discovered by the Company, which would have rendered the background check and the reference check unsatisfactory.

Employee Signature : _____

Date : _____

3.4 Probation

- 3.4.1 You shall be required to be on probation for a period of the first six (6) months from the date of commencement of your employment with the Company (**Probation Period**).
- 3.4.2 During the Probation Period, your performance will be reviewed and at the end of the [six (6)] months, you may:
 - (a) if your performance against the goals is found satisfactory, be confirmed as a permanent employee and be inducted on permanent rolls of the Company. The confirmation shall be communicated to you by the senior via e-mail with a copy marked to the manager of the HR department; or
 - (b) if your performance against goals is not found satisfactory, be required to serve probation of another few months as decided by the management of the Company. The extension of probation shall be communicated to you by the manager of the HR department. In case of extension of probation, your performance improvement plan will be prepared. Your performance will be re-evaluated thereafter and if your performance is found to be unsatisfactory, your employment shall be terminated in accordance with the terms of this Letter.
- 3.4.3 You shall not be entitled to any bonuses or increment during the Probation Period. Increment on confirmation, if any, shall be solely at the discretion of the Company.
- 3.4.4 During the term of employment, you shall:
 - (a) Observe and comply with the Working Regulations and other rules, policies, and procedures (if any) of the Company;
 - (b) Serve the Company faithfully, diligently, and competently to the best of your ability;
 - (c) Report to the respective Head of Department of the Company.

4. TERM OF EMPLOYMENT

Your employment shall be valid unless terminated at any time in accordance with the terms of this Letter.

5. MINIMUM SERVICE PERIOD

You agree to be in employment with the Company for a minimum period of twelve (12) months (Engagement Period) from the start of your employment with the Company. The Company shall have a right to terminate your employment at any time whether during the Engagement Period or thereafter in accordance with the conditions laid down in this Employment Letter, if your services/ progress during the Training or thereafter are found unsatisfactory or if you do not apply yourself fully to the Training/employment being imparted/ assignments being entrusted, without any obligations or monetary payments beyond the regular salary and statutory entitlements accrued by you up to the termination of employment and without in any manner prejudicing its rights to claim the Engagement Amount as set out below.

Without prejudice to the generality of the foregoing, you shall pay to the Company, on-demand, an amount equivalent to one month Gross Salary (Engagement Amount) towards the management and specialized skill enhancement training as liquidated damages, in case you leave the organization on or before 6 months of joining and you shall pay to the Company, on-demand, an amount equivalent to half a month Gross Salary in case you leave the organization in between 6 months to one year of joining.

The Engagement Amount shall be recoverable from you immediately upon you resigning from the Company during the Engagement Period. Notwithstanding anything to the contrary herein, you agree that the Company may deduct the Engagement Amount from any amount payable by the Company to you, including your Remuneration (as defined in the Employment Letter).

6. DUTIES

- 6.1 You shall be responsible for the duties and responsibilities as the Company may delegate to you from time to time. The Company may assign you to such other roles as the Company may at its sole discretion determine.

Employee Signature : _____

Date : _____

- 6.2 You shall perform your duties hereunder with reasonable care and skill, to the best of your abilities, information, and knowledge with respect to the business being carried or proposed to be carried on by the Company during the course of your employment.
- 6.3 You shall comply with all operating policies, procedures, and practices of the Company.
- 6.4 You shall not engage yourself, directly or indirectly, in any other work or employment (including self-employment) with any other person.
- 6.5 You shall not receive any direct or indirect benefit through any connections on contractual letters, dealings, or transactions that are likely to be prejudicial to the interests of the Company.
- 6.6 You shall make true and full disclosure in writing to the Company of any intellectual property developed, created, or owned by you during the course of your employment.

7. WORKING HOURS

- 7.1 Your working days and working hours shall be governed by the weekly roster maintained by the Company.
- 7.2 The Employee hereby accepts and acknowledges that in addition to working hours as set out under Clause 6.1, he shall be expected to devote additional hours as and when required by the Company. The Employee accepts and acknowledges that the Employee is expected to manage his own time and workload, and he shall not receive any further Remuneration in respect of any additional hours of work.

8. REMUNERATION

- 8.1 The Company shall, subject to Laws, pay you the salary and other benefits (**Remuneration**) as set out in **Annexure A** of this Letter. The Remuneration is subject to review in accordance with the Company's practice and policies from time to time. However, there shall be no obligation on the Company to increase such Remuneration at any point of time save and except at its sole discretion.
- 8.2 Remuneration shall be paid to you on the last day of the same month or before the seventh (7th) day of next month via a bank account, wire transfer or cheque for all work performed through the end of the previous payroll period. Should payday fall on a holiday, the Working Day immediately preceding will automatically become the payday.
- 8.3 The Remuneration paid to you shall be subject to the usual statutory and other deductions, including tax and social security contributions normally required to be withheld by the Company in India which are generally as follows:
 - (a) Employees Provident Fund and Miscellaneous Provisions Act, 1952, The Employees' Pension Scheme, 1995, The Employees' Deposit Linked Insurance Scheme, 1976; and
 - (b) Income Tax in the form of Tax Deduction at Source.

You, however, shall be responsible for all tax liabilities. The Company assumes no responsibility for your personal tax liability and compliance, including but not limited to the responsibility of filing your income tax returns.

- 8.4 Gratuity: You shall also be entitled to gratuity in accordance with the provisions of the Gratuity Act 1972.

9. LEAVES AND HOLIDAYS

- 9.1 You shall be entitled to holidays and leaves in terms of the Working Regulations of the Company. However, the Company reserves the right to change the number or manner of leaves from time to time subject to the applicable laws.
- 9.2 In the first year of employment, you shall be entitled to the aforesaid leaves calculated on a pro-rata basis, in accordance with your annual entitlement.

10. CONFIDENTIALITY AND ANNOUNCEMENT

10.1 Obligation of confidentiality

- 10.1.1 You shall during the course of your employment with the Company:

Employee Signature : _____

Date : _____

- (a) Hold the Confidential Information in strict confidence, use it only for services under this Letter, and shall take or cause to be taken all such precautions as may be necessary to maintain the secrecy and confidentiality of the Confidential Information at all times;
- (b) immediately notify the Company if you suspect or become aware of any unauthorized copying, use or disclosure in any form of the Confidential Information; and
- (c) at the request, at any time, of Company and at the Company's election, either return all the Confidential Information which is capable of being transferred by delivery and all copies, extracts or summaries of Confidential Information made by you, or destroy the same (including deleting all Confidential Information stored on electronic devices) and provide confirmation of such destruction in a form reasonably required by Company.

10.1.2 You further undertake that you shall not:

- (a) Without the prior written consent of the Company, disclose, provide or in any other way, communicate or make available any Confidential Information to any person;
- (b) use or attempt to use the Confidential Information for your own or any other Person's direct or indirect advantage or gain or in any manner which causes or may cause injury or loss to Company or competes with the business of the Company;
- (c) Sell, license, assign or in any manner transfer/alienate to any third party, any part or whole of the Confidential Information or any other asset which is confidential and proprietary to the Company;
- (d) without the Company's prior written consent, reveal to any person, or otherwise announce the execution of this Letter, the existence of the terms and conditions of this Letter, that any discussions or negotiations are being held with the Company, or that the Confidential Information has been provided by the Company under this Letter;
- (e) Use the Confidential Information for any purpose other than for the provision of services under this Letter; or
- (f) Copy or duplicate the Confidential Information or any part of it other than as strictly necessary for providing the services under this Letter, and at the request of the Company, deliver to the Company or destroy all copies or duplicates.

10.1.3 You further acknowledge that:

- (a) The Confidential Information given to you prior to entering into the employment was given to it on the condition that it be kept in strict confidence;
- (b) any unauthorized disclosure or misuse of any Confidential Information could have a material adverse effect on and irreparably harm the Company and that damages may be inadequate compensation for breach of terms of employment and, subject to the court's discretion, the Company may restrain, by an injunction, specific performance or other equitable relief/ remedy, your conduct or threatened conduct which is or will be a breach of terms of employment; and
- (c) the Confidential Information is not regarded as being in the public domain by reason only of the fact that some portion of it is public or that information is publicly available which, together with other information, could be used to produce the Confidential Information.

10.2 Permitted Disclosure of Confidential Information

10.2.1 You may disclose so much of the Confidential Information as you are legally required to disclose by the Law, however, before doing so, you shall:

- (a) Promptly give the Company, a reasonable written notice providing the details of the requirement of the disclosure and the Confidential Information that you propose to disclose;
- (b) Co-operate with the Company regarding the timing and content of such disclosure or any action which the Company may reasonably elect to take to challenge the validity of such requirement; and

Employee Signature : _____

5 Date : _____

(c) Use reasonable efforts to require the disclosure to be on a confidential basis.

10.3 Protection of Interest

During the course of your employment, if you conceive any new or advanced method of improving any process/formulae/systems in relation to the operations of the Company, such development shall be required to be fully communicated to the Company and shall remain the exclusive property of the Company. You shall be required to execute separate non-disclosure, non-circumvention, and assignment agreements in this regard as may be required by the Company.

All Work Product made or conceived of by you (i) in the course of the your employment with the Company; or (ii) previously during your association with the Company, and/ or during the course of your association with the Company and related Intellectual Property Rights shall vest solely and exclusively with the Company. To the extent that ownership of any Work Products and related Intellectual Property Rights do not vest with the Company under applicable laws, you hereby irrevocably assign to the Company, in perpetuity and whole of the world, all your rights, title and interest in the Work Product and related Intellectual Property Rights. Employee Signature Date

You agree and understand that any and all copyrightable works that are or were created by you, within the scope of your employment, are “works for hire” under applicable Laws and the Company will be considered the first owner of such copyrightable works. To the extent that the Company is not considered the first owner of the copyrightable works created by you, the copyright and all related rights, title and interest in all such copyrightable works is hereby irrevocably assigned, in perpetuity for the whole world by you to the Company.

You represent and warrant that: (a) you have not violated the intellectual property rights of any third party, and (b) the Work Product and use thereof shall not infringe any third party Intellectual Property Rights. You covenant that you shall not violate the Intellectual Property Rights of any third party in the course of your service with the Company.

You hereby waive any right to and agree that you shall not raise any objection or claims with respect to the ownership of the Work Product and related Intellectual Property Rights. It is further agreed between the parties that notwithstanding the provisions of Section 19(4) of the Copyright Act, 1957, the assignment under this ` Agreement shall not lapse nor the rights transferred therein revert to you, even if the Company does not exercise the rights assigned to the Company under this Agreement within a period of one (1) year from the date the assignment becomes effective.

Any assignment of copyright hereunder (and any ownership of a copyright as a work made for hire) includes all rights of paternity, integrity, disclosure and withdrawal and any other rights that may be known as or referred to as “moral rights” (collectively, Moral Rights). To the extent such Moral Rights cannot be assigned under applicable law and to the extent permitted under applicable law, you hereby waive such Moral Rights and undertake not to enforce any such Moral Rights against the Company.

You hereby acknowledge that no further remuneration or compensation other than that provided for in this Agreement, is or may become due to him in respect of your compliance with this Clause 10.3.

You undertake to execute all such agreements, deeds and documents as may be requested by the Company to perfect the assignment made under this Clause 10.3 to the Company.

11. NON-SOLICITATION and NON-COMPETE

11.1 You undertake that during the term of your employment and for a period of six (6) months thereafter:

(a) You shall not encourage, solicit or entice away any customer or client of the Company.

(b) You shall not encourage, solicit or hire either directly or indirectly any employee of the Company for any reason. Without in any way restricting the right of a person freely to accept employment and change employment, if you make an offer of employment to persons employed at the Company’s clinics within the period of six (6) months as aforesaid, on acceptance of such offer by such person, you shall pay to the Company an amount equal to three (3)

Employee Signature : _____

Date : _____

times such person's remuneration in such offer of employment as agreed compensation to the Company for the disruption that such inducement would cause to the efficient conduct of the Company's business.

11.2 You further undertake that during the term of your employment and thereafter, you shall not engage in or encourage any disparaging or slanderous acts, comments, or remarks against the Company which may result in the erosion of the business interest or the loss of reputation and image of the Company or their business or affairs.

11.3 **NON-COMPETE**

The Employee agrees not to directly or indirectly compete with the business of the Company and its successors and assigns during the Employment Period and for a period of one year following the Employee's termination of employment.

The term "not compete" as used herein shall mean that the Employee shall not own, manage, operate, consult or an employee in a business that has operations in India that are substantially similar to or competitive with the business activity of the Company or any of its Affiliates at the date of termination of the employment.

12. TERMINATION

12.1 The Parties shall be entitled to terminate the employment at any time without assigning any reason, as per below:

- (a) During the Probation Period, by serving upon other Party **15 days** notice in writing, or upon payment of **15 days** Remuneration payable to him/her, in lieu of such notice.
- (b) After the Probation Period, by serving upon other Party **30 days** notice in writing, or upon payment of **30 days** Remuneration payable to him/her, in lieu of such notice.

12.2 Notwithstanding anything to the contrary herein, you shall not be entitled to adjust your pending Remuneration in lieu of the notice as contemplated above unless specifically permitted by the Company. Further, unless otherwise directed by the Company, you shall continue to discharge your duties in terms of your employment conditions, during the entire notice period.

12.3 Notwithstanding anything contained in this Clause 11, your employment shall be liable to be terminated forthwith at any time during the term of employment, without any notice or payment in lieu thereof, if the Company deems in its sole discretion that:

- (a) You commit any material breach of any of your duties and obligations under the employment;
- (b) For any misconduct as per the Working Regulations; or
- (c) You are convicted by any court of law for a criminal offense, including but not limited to, acts of dishonesty, theft, violence, drunkenness, drug abuse, etc.
- (d) You violate any of the clauses of the 'code of conduct or 'ethics policy' of the organization.
- (e) You cause harm to the patients, willful or otherwise.
- (g) Defaming the organization or any of its processes.

12.4 Notwithstanding above if an employee after submitting resignation stops performing or doesn't follow the company's policy & is found to be lukewarm towards his/her dedicated roles & duties, the company may exercise the right to terminate his/her services with immediate effect without any financial benefits or payment of notice period in lieu.

12.5 In case you are incapacitated, during the term of the employment, by the reason of any illness or accident during the working hours, whether within or beyond your control, from attending your duties for a period of two (2) consecutive months, the Company shall have a right to terminate your employment with the Company without any notice or payment in lieu thereof. The Company shall not be obligated, during the period of your inability to perform your duties on account of illness or accident as contemplated hereinabove, to pay any remuneration to you subject to any law to the contrary.

13. MEDICAL FITNESS

Employee Signature : _____

Date : _____

Your employment with the Company is subject to you being found medically, physically and mentally, fit and the Company shall have the right to cause you to undergo a medical re-examination from any registered medical practitioner, surgeon, or physician appointed by the Company whose decision shall be final and binding.

14. CONSEQUENCES OF TERMINATION

14.1 Upon the termination, you shall be liable:

- (a) to deliver to your Senior, all papers, documents including all correspondences, specifications, formulae, books, documents, market data, cost data, drawings, effects or record, or any other property whatsoever, belonging to the Company or relating to its business, including those stored in electronic form in your personal computer or any other medium held by you in any form whatsoever (including soft copies/databases, etc.) under your possession, control, power or custody relating to any records or information of the business or affairs of the Company. It shall be understood that you shall not be entitled to retain or make any copies, conceal or in any way delete or destroy any of these items, in particular, any Confidential Information;
- (b) to return any letter of authority or power of attorney if issued to you and any property whatever belonging to Company;
- (c) to repay all outstanding loans and settle all unsettled advances, if any, prior to your final release from employment; and
- (d) to certify in writing to the Company that you have complied fully with the above obligations, failing which the Company shall be entitled to avail itself of all legal or equitable remedies, including injunctive relief, and/or the recovery of such losses or damages as may be incurred or suffered by it in relation to your breach of any of the foregoing obligations.

14.2 No Employee whether leaving employment on their accord or upon termination by the Company will malign the name of the Company or write anything against the Company or any Clinic or any Doctor or Management of the Company in any media whether electronic or digital or print media or make any sort of video and audio recordings within company premises without consent and with the intent to damage company's reputation. Any employee resorting to such activity will give an unequivocal right to the company to pursue against him/her in the court of law.

Employee can seek the redressal of their grievance from the company's management which will be taken up by the duly constituted committee and ratified by the senior management which will be acceptable to employee in all forms.

14.3 All the joining expenses (relocation expenses, sign-on bonus, notice pay, etc.) borne by the Company will be fully recovered if you leave the Company within twelve (12) months of your joining the Company and will be adjusted accordingly from the full and final settlement amount payable to you upon severance (**Full and Final Amount**).

14.4 Notwithstanding anything to the contrary herein, the Company retains the right to recover the value of Company's property not surrendered, or any loans/advances not repaid/settled (Collectively the **Dues**), from the Full and Final Amount. In the event that the Full and Final Amount is insufficient to recover the Dues, the Company shall be entitled to recover the Dues in any manner as deemed appropriate to the Company.

14.5 It is the duty of every employee to clear all dues & take clearance from the Company which includes handing over of all material assets as well as handing over of all job responsibilities. At any time if employee fails to complete the company's handover process then the company has full rights to delay the final payout if applicable.

15 MISCELLANEOUS

15.1 **Amendments/Modifications:** No modification, variation or amendment to this Letter shall have any force unless it is in writing.

Employee Signature : _____

Date : _____

- 15.2 **Notices:** Any notice required or permitted by this Letter shall be in writing and shall be deemed sufficient upon receipt, when delivered personally or by a nationally-recognized delivery service, or seventy-two (72) hours after being deposited in the mail as certified or registered mail with postage prepaid, if notified at your address as set forth above or as subsequently modified by written notice.
- 15.3 **Assistance in litigation to the Company:** You shall furnish such information and provide assistance to the Company in connection with any litigation in which it is, or may become, a party either during or after employment.
- 15.4 **Severability:** Each provision of this Letter is severable from the other and the invalidity or unenforceability of any provision of this Letter shall not affect the validity or enforceability of any other provision of this Letter and each shall remain in full force and effect.
- 15.5 **Waiver:** If at any time the Company waives any right accruing to it, due to breach of any of the provisions of the employment, such waiver shall not be construed as continuing waiver of other breaches of the same kind or other provisions of this Letter.
- 15.6 **Equitable Remedies:** It is hereby understood by you that monetary damages may be an inadequate remedy for breach or threatened breach of any of the provisions of the employment, and notwithstanding anything to the contrary herein, in the event of a breach of any provisions of this employment, the respective rights and obligations hereunder shall be enforceable by specific performance or injunctive remedy in any court of competent jurisdiction.
- 15.7 **Indemnity:** Without prejudice to any rights or remedies available to the Company under the Law or under equity, you hereby indemnify and/or undertakes to indemnify, defend and hold harmless the Company from and against any and all losses, liabilities, damages, deficiencies, demands, claims, actions, judgments or causes of action, penalties and other costs or expenses (including without limitation, reasonable attorneys' fees and expenses) that are attributable to you and arising out of any breach and/or violation on your part of any of your covenants and obligations contained in this Letter or under the employment terms, and that you shall be bound to pay to the Company any amount that may be decided or decreed against you by any competent court.
- 15.8 **Property:** You shall be responsible for the safekeeping and return in good condition and in order all office property, which may be in your use, custody, or charge.

16 GOVERNING LAW AND JURISDICTION

The terms of this Letter shall be construed, interpreted, and applied in accordance with, and shall be governed by, the laws applicable in India. The Courts at Delhi shall have exclusive jurisdiction to entertain any dispute/difference arising out of or in connection with this Letter.

17 ENTIRE UNDERSTANDING

This Letter constitutes the entire understanding between the Company and you relating to the specific subject matter set forth in this Letter. There are no terms, obligations, covenants, representations, statements or conditions other than those specifically noted or referred to in this Letter.

Employee Signature : _____

Date : _____

We trust that the foregoing terms and conditions are acceptable to you. You are requested to confirm this by signing and returning the duplicate copy of this Letter. We are pleased to welcome you to the Company and look forward to a mutually beneficial association.

Sincerely,

For Star Dental Centre Private Limited



Anita Verma

Head – Human Resources

ACCEPTANCE

I acknowledge that the foregoing accurately sets forth the terms and conditions of our discussions and my employment and accept the offer of being appointed in the Company. I understand that my acceptance of the offer on the terms specified in this Letter shall form a contract of service between the Company and myself. I also acknowledge that I have read and understood all terms and conditions of the organization and agree to abide by those today and any future amendments in the same. I have read through and understood the updated 'Working Regulations', all 'SOPs', 'Code of Conduct' available on Human Resource Information System and the same will be binding on me and I will abide by these. Failing to which, appropriate action can be instituted against me by the company

Name: **Dr Aqsa**

Father's Name: **Mr Shakeel Ahmed**

Residential Address: **10-1-609/8, East Marred pally, Secunderabad, Hyderabad , Telangana**

Date of Birth: **June 14, 1999**

PAN Number: **FDRPA8761D**

Employee Signature : _____

Date : _____

Effect Date: July 18, 2023

Annexure A

Name	Dr Aqsa	
Designation	Patient Engagement Manager	
Location	Delhi	
Department	Consumer Awareness and Development Dental Healthline Centre	
Grade	E1	
Particulars	Amount Monthly in INR	Amount Annual in INR
BASE COMPENSATION (A)		
Basic Salary	11600	139200
HRA	5800	69600
Flexi Allowance	5800	69600
Fixed Earning	23200	278400
VARIABLE COMPENSATION (B)		
Annual Performance Incentive	0	0
Gross Salary (A)+(B)	23200	278400
Retirals / Statutory Compliances (C)		
Statutory Bonus	1895	22740
Gratuity	558	6696
Employers Contribution to PF	2088	25056
ESIC	0	0
Total Retirals/Statutory Compliance (C)	4541	54492
Cost To Company (A+B + C)	27741	332892
Your Remuneration will consist of three parts: (A) salary component(fixed) as specified in the above table; (B) variable component and; (C) Statutory Compliance		
(A) Fixed Earning mentioned above includes Employee's Contribution to Provident Fund. Fixed component (In hand salary post PF, Medical and TDS deduction (If applicable))		
(B) Annual Incentive (Variable Component) Annual Incentive Payment will be on the sole discretion of the company. Calculation of Annual incentive is dependent on the performance of the company and performance of individual against the parameters set by the Company and the reporting Manager from time to time. To become eligible for Annual Incentive Payment, employee needs to be an active employee at the time of disbursement of the incentive amount. Active Employee excludes those employees who are serving notice, absconding, on the severance period or are in separation period due to any disciplinary reason, termination, etc.		
(C) Statutory Compliance ** Provident Fund is a Statutory benefit given to the employee as per the PF scheme 1952. Employee contributes 12% of his /her basic salary to PF account and the same share of percentage (12%) is contributed by the employer in the Employee PF account. Gratuity will be governed by the Payment of Gratuity Act, 1972 (4.81% of employee's basic salary)		
All Statutory contributions / Deductions will be made and deposited with the relevant authorities as per the statutory requirements. All applicable tax liability will be borne by the employee as per relevant statutory tax rules.		
In addition to this company has extended an additional benefit of INR 6000/- p.a. towards your medical insurance expenses, in case you have opted there, will be a benefit of medical cover of INR 300000/ p.a. (Covers Self, Spouse and upto 2 Children)		
Any official travel will be reimbursed as per company policy		
This is an Information statement only that does not create a contract or any legal rights. Your compensation and the various constituents are governed by the terms of Star Dental Centre Pvt. Ltd. compensation plans and programs, which may be changed or withdrawn at the sole discretion of Star dental, based on the company policy and applicable law. If you believe the data shown above is inaccurate, please notify your Supervisor or HRBP immediately. This statement contains personal information, please handle it appropriately.		
Signature :	Date	



Anita Verma
Head – Human Resources

Employee Signature : _____

Date : _____



July 17, 2023

To,
Dr Prachi
Narayan, Karma, Jhumri, Koderma, Jharkhand
825409

Employment Letter

Dear Dr Prachi,

We welcome you to the office of Star Dental Centre Private Limited (**Company**) to join us as **Patient Engagement Manager-Consumer Awareness and Development Dental Healthline Centre** at the Company's office located at **Delhi**, with effect from July 18, 2023. Your employment shall be subject to the terms and conditions as mentioned herein.

1. DEFINITIONS

In this Letter, unless the context otherwise requires:

Company shall mean Star Dental Centre Private Limited and any of its Group Company/Sister Concerns;

Confidential Information shall mean all information disclosed by the Company to you (whether orally, in writing or in any other form) prior to or pursuant to the execution of this Letter or to which you gain access to during the course of your employment with the Company, including but without limitation: (a) matters of a technical nature; (b) research and development information; (c) business records, business processes, business plans (including for current and anticipated business), information, notes, products, know-how, trade secrets, engineering or other data, information gathered through observation of any of the other party's business processes; (d) accounting procedures and/or financial information; (e) specifications, processes or formulae; (f) planning or marketing procedures, techniques or information, including information relating to sales figures, the identity of customers, suppliers and/or agents; (g) pricing details; (h) information in respect of the business of the Company including but not limited to cost information, quantum of profits, sales information and strategies, accounting and unpublished financial information, business plans and strategies, markets and marketing methods, client lists and client information, advertising strategies employee details, suppliers, supplier lists, customers, customer lists; (i) information received by the Company from its clients, employees, consultants whether or not used or evaluated by the Company; (j) secret information and anything else that is marked "confidential", "proprietary" or which is otherwise indicated expressly or impliedly to be subject to an obligation of confidence, or which is not information available in the public domain; (k) details and particulars of all Intellectual Property Rights owned and/or to be owned by, and, licensed or to be licensed to, the Company; and (l) any other information, which is not in the public domain and which if misused or disclosed to any Person by you will adversely affect the Company in the opinion of the Company;

Dues has the meaning as ascribed to it under Clause 14.4;

Full and Final Amount has meaning as ascribed to it under Clause 14.3;

Intellectual Property Rights means all intellectual property rights recognized under applicable laws, whether registered or unregistered, including patents, patent applications, designs, moral rights, trademarks, trade names, service marks, service names, brand names, internet domain names, sub-domains, and rights in trade secrets and know-how, and includes all applications and registrations in respect thereof;

Law means any statute, law, regulation, ordinance, rule, judgment, notification, rule of common law, order, decree, bye-law, government approval, directive, guideline, requirement or other governmental restriction, or any similar form of a decision of, or determination by, or any interpretation, policy or administration, having the force of the

Employee Signature : _____

Date : _____



law of any of the foregoing, by any judicial, governmental, supervisory or regulatory body or authority having jurisdiction over the matter in question, whether in effect as of the date of this Letter or thereafter;

Letter shall mean this Employment Letter as amended from time to time and includes any Schedule(s) attached hereto;

Person means a natural or juristic entity and wherever necessary (by implication or otherwise) includes firms and/ or associations and any authority, statutory, administrative, regulatory, or otherwise;

Probation Period has the meaning as ascribed to it under Clause 3.4;

Remuneration has the meaning as ascribed to it under Clause 8.1;

Senior in relation to an employee of the Company shall mean the immediate supervising officer or the reporting officer of such employee;

Work Product means all work product created by you, either individually or along with other persons, including all inventions, discoveries, processes, formulae, works of authorship, business and product names, logos, slogans, industrial models, formulations, database, methodologies, computer programs (including all source codes), technical information, manufacturing, engineering and technical drawings; and

Working Regulations shall mean the working regulations of the Company approved and adopted by the management, and applicable to all the employees of the Company.

2. REPRESENTATION AND WARRANTY

You represent and warrant to the Company that:

- (a) You are legally competent to accept the employment and have the full right, power and authority to perform your obligations hereunder and that the obligations imposed on you are legally binding, valid and enforceable against you in accordance with the terms of employment;
- (b) Your employment with the Company does not constitute a breach of any contract, agreement, covenant or understanding with any other party, including your previous employers;
- (c) All the information and documents submitted by you to the Company are correct and authentic; and
- (d) You shall execute any proper oath or verify any proper document requested by the Company to carry out the terms of this Letter.

3. APPOINTMENT

- 3.1 The Company appoints you as **Patient Engagement Manager-Consumer Awareness and Development Dental Healthline Centre** at the Company's **Delhi** office. The position or title is merely descriptive and does not limit your duties or functions towards the Company. Your duties and functions may be modified from time to time at the discretion of the Company. In addition to the terms and conditions set out in this Letter, your employment with the Company will be governed by the Working Regulations of the Company, as specified, amended or altered from time to time at the sole discretion of the Company during the course of your employment.
- 3.2 The Company has a right to depute or transfer you at any time to any of the Company's offices/divisions (whether in existence or to be set up) anywhere in India. If however, in the event the Company decides to sell, transfer, or otherwise divest or demerge any of its whole or part of its business/ undertaking to any new entity, as a part of re-organization of its business, you shall have no objection for transfer of your services to any such new entity.
- 3.3 The company may at its sole discretion, terminate your services at any time without notice if (a) any of the information provided by you prior to the Company making this offer is found to be false; or (b) any information is discovered by the Company, which would have rendered the background check and the reference check unsatisfactory.

Employee Signature : _____

Date : _____

3.4 Probation

- 3.4.1 You shall be required to be on probation for a period of the first six (6) months from the date of commencement of your employment with the Company (**Probation Period**).
- 3.4.2 During the Probation Period, your performance will be reviewed and at the end of the [six (6)] months, you may:
 - (a) if your performance against the goals is found satisfactory, be confirmed as a permanent employee and be inducted on permanent rolls of the Company. The confirmation shall be communicated to you by the senior via e-mail with a copy marked to the manager of the HR department; or
 - (b) if your performance against goals is not found satisfactory, be required to serve probation of another few months as decided by the management of the Company. The extension of probation shall be communicated to you by the manager of the HR department. In case of extension of probation, your performance improvement plan will be prepared. Your performance will be re-evaluated thereafter and if your performance is found to be unsatisfactory, your employment shall be terminated in accordance with the terms of this Letter.
- 3.4.3 You shall not be entitled to any bonuses or increment during the Probation Period. Increment on confirmation, if any, shall be solely at the discretion of the Company.
- 3.4.4 During the term of employment, you shall:
 - (a) Observe and comply with the Working Regulations and other rules, policies, and procedures (if any) of the Company;
 - (b) Serve the Company faithfully, diligently, and competently to the best of your ability;
 - (c) Report to the respective Head of Department of the Company.

4. TERM OF EMPLOYMENT

Your employment shall be valid unless terminated at any time in accordance with the terms of this Letter.

5. MINIMUM SERVICE PERIOD

You agree to be in employment with the Company for a minimum period of twelve (12) months (Engagement Period) from the start of your employment with the Company. The Company shall have a right to terminate your employment at any time whether during the Engagement Period or thereafter in accordance with the conditions laid down in this Employment Letter, if your services/ progress during the Training or thereafter are found unsatisfactory or if you do not apply yourself fully to the Training/employment being imparted/ assignments being entrusted, without any obligations or monetary payments beyond the regular salary and statutory entitlements accrued by you up to the termination of employment and without in any manner prejudicing its rights to claim the Engagement Amount as set out below.

Without prejudice to the generality of the foregoing, you shall pay to the Company, on-demand, an amount equivalent to one month Gross Salary (Engagement Amount) towards the management and specialized skill enhancement training as liquidated damages, in case you leave the organization on or before 6 months of joining and you shall pay to the Company, on-demand, an amount equivalent to half a month Gross Salary in case you leave the organization in between 6 months to one year of joining.

The Engagement Amount shall be recoverable from you immediately upon you resigning from the Company during the Engagement Period. Notwithstanding anything to the contrary herein, you agree that the Company may deduct the Engagement Amount from any amount payable by the Company to you, including your Remuneration (as defined in the Employment Letter).

6. DUTIES

- 6.1 You shall be responsible for the duties and responsibilities as the Company may delegate to you from time to time. The Company may assign you to such other roles as the Company may at its sole discretion determine.

Employee Signature : _____

Date : _____

- 6.2 You shall perform your duties hereunder with reasonable care and skill, to the best of your abilities, information, and knowledge with respect to the business being carried or proposed to be carried on by the Company during the course of your employment.
- 6.3 You shall comply with all operating policies, procedures, and practices of the Company.
- 6.4 You shall not engage yourself, directly or indirectly, in any other work or employment (including self-employment) with any other person.
- 6.5 You shall not receive any direct or indirect benefit through any connections on contractual letters, dealings, or transactions that are likely to be prejudicial to the interests of the Company.
- 6.6 You shall make true and full disclosure in writing to the Company of any intellectual property developed, created, or owned by you during the course of your employment.

7. WORKING HOURS

- 7.1 Your working days and working hours shall be governed by the weekly roster maintained by the Company.
- 7.2 The Employee hereby accepts and acknowledges that in addition to working hours as set out under Clause 6.1, he shall be expected to devote additional hours as and when required by the Company. The Employee accepts and acknowledges that the Employee is expected to manage his own time and workload, and he shall not receive any further Remuneration in respect of any additional hours of work.

8. REMUNERATION

- 8.1 The Company shall, subject to Laws, pay you the salary and other benefits (**Remuneration**) as set out in **Annexure A** of this Letter. The Remuneration is subject to review in accordance with the Company’s practice and policies from time to time. However, there shall be no obligation on the Company to increase such Remuneration at any point of time save and except at its sole discretion.
- 8.2 Remuneration shall be paid to you on the last day of the same month or before the seventh (7th) day of next month via a bank account, wire transfer or cheque for all work performed through the end of the previous payroll period. Should payday fall on a holiday, the Working Day immediately preceding will automatically become the payday.
- 8.3 The Remuneration paid to you shall be subject to the usual statutory and other deductions, including tax and social security contributions normally required to be withheld by the Company in India which are generally as follows:
 - (a) Employees Provident Fund and Miscellaneous Provisions Act, 1952, The Employees’ Pension Scheme, 1995, The Employees’ Deposit Linked Insurance Scheme, 1976; and
 - (b) Income Tax in the form of Tax Deduction at Source.

You, however, shall be responsible for all tax liabilities. The Company assumes no responsibility for your personal tax liability and compliance, including but not limited to the responsibility of filing your income tax returns.

- 8.4 Gratuity: You shall also be entitled to gratuity in accordance with the provisions of the Gratuity Act 1972.

9. LEAVES AND HOLIDAYS

- 9.1 You shall be entitled to holidays and leaves in terms of the Working Regulations of the Company. However, the Company reserves the right to change the number or manner of leaves from time to time subject to the applicable laws.
- 9.2 In the first year of employment, you shall be entitled to the aforesaid leaves calculated on a pro-rata basis, in accordance with your annual entitlement.

10. CONFIDENTIALITY AND ANNOUNCEMENT

10.1 Obligation of confidentiality

- 10.1.1 You shall during the course of your employment with the Company:

Employee Signature : _____

Date : _____

- (a) Hold the Confidential Information in strict confidence, use it only for services under this Letter, and shall take or cause to be taken all such precautions as may be necessary to maintain the secrecy and confidentiality of the Confidential Information at all times;
- (b) immediately notify the Company if you suspect or become aware of any unauthorized copying, use or disclosure in any form of the Confidential Information; and
- (c) at the request, at any time, of Company and at the Company's election, either return all the Confidential Information which is capable of being transferred by delivery and all copies, extracts or summaries of Confidential Information made by you, or destroy the same (including deleting all Confidential Information stored on electronic devices) and provide confirmation of such destruction in a form reasonably required by Company.

10.1.2 You further undertake that you shall not:

- (a) Without the prior written consent of the Company, disclose, provide or in any other way, communicate or make available any Confidential Information to any person;
- (b) use or attempt to use the Confidential Information for your own or any other Person's direct or indirect advantage or gain or in any manner which causes or may cause injury or loss to Company or competes with the business of the Company;
- (c) Sell, license, assign or in any manner transfer/alienate to any third party, any part or whole of the Confidential Information or any other asset which is confidential and proprietary to the Company;
- (d) without the Company's prior written consent, reveal to any person, or otherwise announce the execution of this Letter, the existence of the terms and conditions of this Letter, that any discussions or negotiations are being held with the Company, or that the Confidential Information has been provided by the Company under this Letter;
- (e) Use the Confidential Information for any purpose other than for the provision of services under this Letter; or
- (f) Copy or duplicate the Confidential Information or any part of it other than as strictly necessary for providing the services under this Letter, and at the request of the Company, deliver to the Company or destroy all copies or duplicates.

10.1.3 You further acknowledge that:

- (a) The Confidential Information given to you prior to entering into the employment was given to it on the condition that it be kept in strict confidence;
- (b) any unauthorized disclosure or misuse of any Confidential Information could have a material adverse effect on and irreparably harm the Company and that damages may be inadequate compensation for breach of terms of employment and, subject to the court's discretion, the Company may restrain, by an injunction, specific performance or other equitable relief/ remedy, your conduct or threatened conduct which is or will be a breach of terms of employment; and
- (c) the Confidential Information is not regarded as being in the public domain by reason only of the fact that some portion of it is public or that information is publicly available which, together with other information, could be used to produce the Confidential Information.

10.2 Permitted Disclosure of Confidential Information

10.2.1 You may disclose so much of the Confidential Information as you are legally required to disclose by the Law, however, before doing so, you shall:

- (a) Promptly give the Company, a reasonable written notice providing the details of the requirement of the disclosure and the Confidential Information that you propose to disclose;
- (b) Co-operate with the Company regarding the timing and content of such disclosure or any action which the Company may reasonably elect to take to challenge the validity of such requirement; and

Employee Signature : _____

5 Date : _____

(c) Use reasonable efforts to require the disclosure to be on a confidential basis.

10.3 Protection of Interest

During the course of your employment, if you conceive any new or advanced method of improving any process/formulae/systems in relation to the operations of the Company, such development shall be required to be fully communicated to the Company and shall remain the exclusive property of the Company. You shall be required to execute separate non-disclosure, non-circumvention, and assignment agreements in this regard as may be required by the Company.

All Work Product made or conceived of by you (i) in the course of the your employment with the Company; or (ii) previously during your association with the Company, and/ or during the course of your association with the Company and related Intellectual Property Rights shall vest solely and exclusively with the Company. To the extent that ownership of any Work Products and related Intellectual Property Rights do not vest with the Company under applicable laws, you hereby irrevocably assign to the Company, in perpetuity and whole of the world, all your rights, title and interest in the Work Product and related Intellectual Property Rights. Employee Signature Date

You agree and understand that any and all copyrightable works that are or were created by you, within the scope of your employment, are “works for hire” under applicable Laws and the Company will be considered the first owner of such copyrightable works. To the extent that the Company is not considered the first owner of the copyrightable works created by you, the copyright and all related rights, title and interest in all such copyrightable works is hereby irrevocably assigned, in perpetuity for the whole world by you to the Company.

You represent and warrant that: (a) you have not violated the intellectual property rights of any third party, and (b) the Work Product and use thereof shall not infringe any third party Intellectual Property Rights. You covenant that you shall not violate the Intellectual Property Rights of any third party in the course of your service with the Company.

You hereby waive any right to and agree that you shall not raise any objection or claims with respect to the ownership of the Work Product and related Intellectual Property Rights. It is further agreed between the parties that notwithstanding the provisions of Section 19(4) of the Copyright Act, 1957, the assignment under this ` Agreement shall not lapse nor the rights transferred therein revert to you, even if the Company does not exercise the rights assigned to the Company under this Agreement within a period of one (1) year from the date the assignment becomes effective.

Any assignment of copyright hereunder (and any ownership of a copyright as a work made for hire) includes all rights of paternity, integrity, disclosure and withdrawal and any other rights that may be known as or referred to as “moral rights” (collectively, Moral Rights). To the extent such Moral Rights cannot be assigned under applicable law and to the extent permitted under applicable law, you hereby waive such Moral Rights and undertake not to enforce any such Moral Rights against the Company.

You hereby acknowledge that no further remuneration or compensation other than that provided for in this Agreement, is or may become due to him in respect of your compliance with this Clause 10.3.

You undertake to execute all such agreements, deeds and documents as may be requested by the Company to perfect the assignment made under this Clause 10.3 to the Company.

11. NON-SOLICITATION and NON-COMPETE

11.1 You undertake that during the term of your employment and for a period of six (6) months thereafter:

(a) You shall not encourage, solicit or entice away any customer or client of the Company.

(b) You shall not encourage, solicit or hire either directly or indirectly any employee of the Company for any reason. Without in any way restricting the right of a person freely to accept employment and change employment, if you make an offer of employment to persons employed at the Company’s clinics within the period of six (6) months as aforesaid, on acceptance of such offer by such person, you shall pay to the Company an amount equal to three (3)

Employee Signature : _____

Date : _____

times such person's remuneration in such offer of employment as agreed compensation to the Company for the disruption that such inducement would cause to the efficient conduct of the Company's business.

11.2 You further undertake that during the term of your employment and thereafter, you shall not engage in or encourage any disparaging or slanderous acts, comments, or remarks against the Company which may result in the erosion of the business interest or the loss of reputation and image of the Company or their business or affairs.

11.3 **NON-COMPETE**

The Employee agrees not to directly or indirectly compete with the business of the Company and its successors and assigns during the Employment Period and for a period of one year following the Employee's termination of employment.

The term "not compete" as used herein shall mean that the Employee shall not own, manage, operate, consult or an employee in a business that has operations in India that are substantially similar to or competitive with the business activity of the Company or any of its Affiliates at the date of termination of the employment.

12. TERMINATION

12.1 The Parties shall be entitled to terminate the employment at any time without assigning any reason, as per below:

- (a) During the Probation Period, by serving upon other Party **15 days** notice in writing, or upon payment of **15 days** Remuneration payable to him/her, in lieu of such notice.
- (b) After the Probation Period, by serving upon other Party **30 days** notice in writing, or upon payment of **30 days** Remuneration payable to him/her, in lieu of such notice.

12.2 Notwithstanding anything to the contrary herein, you shall not be entitled to adjust your pending Remuneration in lieu of the notice as contemplated above unless specifically permitted by the Company. Further, unless otherwise directed by the Company, you shall continue to discharge your duties in terms of your employment conditions, during the entire notice period.

12.3 Notwithstanding anything contained in this Clause 11, your employment shall be liable to be terminated forthwith at any time during the term of employment, without any notice or payment in lieu thereof, if the Company deems in its sole discretion that:

- (a) You commit any material breach of any of your duties and obligations under the employment;
- (b) For any misconduct as per the Working Regulations; or
- (c) You are convicted by any court of law for a criminal offense, including but not limited to, acts of dishonesty, theft, violence, drunkenness, drug abuse, etc.
- (d) You violate any of the clauses of the 'code of conduct or 'ethics policy' of the organization.
- (e) You cause harm to the patients, willful or otherwise.
- (g) Defaming the organization or any of its processes.

12.4 Notwithstanding above if an employee after submitting resignation stops performing or doesn't follow the company's policy & is found to be lukewarm towards his/her dedicated roles & duties, the company may exercise the right to terminate his/her services with immediate effect without any financial benefits or payment of notice period in lieu.

12.5 In case you are incapacitated, during the term of the employment, by the reason of any illness or accident during the working hours, whether within or beyond your control, from attending your duties for a period of two (2) consecutive months, the Company shall have a right to terminate your employment with the Company without any notice or payment in lieu thereof. The Company shall not be obligated, during the period of your inability to perform your duties on account of illness or accident as contemplated hereinabove, to pay any remuneration to you subject to any law to the contrary.

13. MEDICAL FITNESS

Employee Signature : _____

Date : _____

Your employment with the Company is subject to you being found medically, physically and mentally, fit and the Company shall have the right to cause you to undergo a medical re-examination from any registered medical practitioner, surgeon, or physician appointed by the Company whose decision shall be final and binding.

14. CONSEQUENCES OF TERMINATION

14.1 Upon the termination, you shall be liable:

- (a) to deliver to your Senior, all papers, documents including all correspondences, specifications, formulae, books, documents, market data, cost data, drawings, effects or record, or any other property whatsoever, belonging to the Company or relating to its business, including those stored in electronic form in your personal computer or any other medium held by you in any form whatsoever (including soft copies/databases, etc.) under your possession, control, power or custody relating to any records or information of the business or affairs of the Company. It shall be understood that you shall not be entitled to retain or make any copies, conceal or in any way delete or destroy any of these items, in particular, any Confidential Information;
- (b) to return any letter of authority or power of attorney if issued to you and any property whatever belonging to Company;
- (c) to repay all outstanding loans and settle all unsettled advances, if any, prior to your final release from employment; and
- (d) to certify in writing to the Company that you have complied fully with the above obligations, failing which the Company shall be entitled to avail itself of all legal or equitable remedies, including injunctive relief, and/or the recovery of such losses or damages as may be incurred or suffered by it in relation to your breach of any of the foregoing obligations.

14.2 No Employee whether leaving employment on their accord or upon termination by the Company will malign the name of the Company or write anything against the Company or any Clinic or any Doctor or Management of the Company in any media whether electronic or digital or print media or make any sort of video and audio recordings within company premises without consent and with the intent to damage company's reputation. Any employee resorting to such activity will give an unequivocal right to the company to pursue against him/her in the court of law.

Employee can seek the redressal of their grievance from the company's management which will be taken up by the duly constituted committee and ratified by the senior management which will be acceptable to employee in all forms.

14.3 All the joining expenses (relocation expenses, sign-on bonus, notice pay, etc.) borne by the Company will be fully recovered if you leave the Company within twelve (12) months of your joining the Company and will be adjusted accordingly from the full and final settlement amount payable to you upon severance (**Full and Final Amount**).

14.4 Notwithstanding anything to the contrary herein, the Company retains the right to recover the value of Company's property not surrendered, or any loans/advances not repaid/settled (Collectively the **Dues**), from the Full and Final Amount. In the event that the Full and Final Amount is insufficient to recover the Dues, the Company shall be entitled to recover the Dues in any manner as deemed appropriate to the Company.

14.5 It is the duty of every employee to clear all dues & take clearance from the Company which includes handing over of all material assets as well as handing over of all job responsibilities. At any time if employee fails to complete the company's handover process then the company has full rights to delay the final payout if applicable.

15 MISCELLANEOUS

15.1 **Amendments/Modifications:** No modification, variation or amendment to this Letter shall have any force unless it is in writing.

Employee Signature : _____

- 15.2 **Notices:** Any notice required or permitted by this Letter shall be in writing and shall be deemed sufficient upon receipt, when delivered personally or by a nationally-recognized delivery service, or seventy-two (72) hours after being deposited in the mail as certified or registered mail with postage prepaid, if notified at your address as set forth above or as subsequently modified by written notice.
- 15.3 **Assistance in litigation to the Company:** You shall furnish such information and provide assistance to the Company in connection with any litigation in which it is, or may become, a party either during or after employment.
- 15.4 **Severability:** Each provision of this Letter is severable from the other and the invalidity or unenforceability of any provision of this Letter shall not affect the validity or enforceability of any other provision of this Letter and each shall remain in full force and effect.
- 15.5 **Waiver:** If at any time the Company waives any right accruing to it, due to breach of any of the provisions of the employment, such waiver shall not be construed as continuing waiver of other breaches of the same kind or other provisions of this Letter.
- 15.6 **Equitable Remedies:** It is hereby understood by you that monetary damages may be an inadequate remedy for breach or threatened breach of any of the provisions of the employment, and notwithstanding anything to the contrary herein, in the event of a breach of any provisions of this employment, the respective rights and obligations hereunder shall be enforceable by specific performance or injunctive remedy in any court of competent jurisdiction.
- 15.7 **Indemnity:** Without prejudice to any rights or remedies available to the Company under the Law or under equity, you hereby indemnify and/or undertakes to indemnify, defend and hold harmless the Company from and against any and all losses, liabilities, damages, deficiencies, demands, claims, actions, judgments or causes of action, penalties and other costs or expenses (including without limitation, reasonable attorneys' fees and expenses) that are attributable to you and arising out of any breach and/or violation on your part of any of your covenants and obligations contained in this Letter or under the employment terms, and that you shall be bound to pay to the Company any amount that may be decided or decreed against you by any competent court.
- 15.8 **Property:** You shall be responsible for the safekeeping and return in good condition and in order all office property, which may be in your use, custody, or charge.

16 GOVERNING LAW AND JURISDICTION

The terms of this Letter shall be construed, interpreted, and applied in accordance with, and shall be governed by, the laws applicable in India. The Courts at Delhi shall have exclusive jurisdiction to entertain any dispute/difference arising out of or in connection with this Letter.

17 ENTIRE UNDERSTANDING

This Letter constitutes the entire understanding between the Company and you relating to the specific subject matter set forth in this Letter. There are no terms, obligations, covenants, representations, statements or conditions other than those specifically noted or referred to in this Letter.

Employee Signature : _____

Date : _____

We trust that the foregoing terms and conditions are acceptable to you. You are requested to confirm this by signing and returning the duplicate copy of this Letter. We are pleased to welcome you to the Company and look forward to a mutually beneficial association.

Sincerely,

For Star Dental Centre Private Limited



Anita Verma

Head – Human Resources

ACCEPTANCE

I acknowledge that the foregoing accurately sets forth the terms and conditions of our discussions and my employment and accept the offer of being appointed in the Company. I understand that my acceptance of the offer on the terms specified in this Letter shall form a contract of service between the Company and myself. I also acknowledge that I have read and understood all terms and conditions of the organization and agree to abide by those today and any future amendments in the same. I have read through and understood the updated 'Working Regulations', all 'SOPs', 'Code of Conduct' available on Human Resource Information System and the same will be binding on me and I will abide by these. Failing to which, appropriate action can be instituted against me by the company

Name: **Dr Prachi**
Father's Name: **Mr Jivendra Narayan**
Residential Address: **Narayan, Karma, Jhumri, Koderma, Jharkhand**
Date of Birth: **February 03, 1998**
PAN Number: **DXTPP3437D**

Employee Signature : _____

Date : _____

Effect Date: July 18, 2023

Annexure A

Name	Dr Prachi	
Designation	Patient Engagement Manager	
Location	Delhi	
Department	Consumer Awareness and Development Dental Healthline Centre	
Grade	E1	
Particulars	Amount Monthly in INR	Amount Annual in INR
BASE COMPENSATION (A)		
Basic Salary	11600	139200
HRA	5800	69600
Flexi Allowance	5800	69600
Fixed Earning	23200	278400
VARIABLE COMPENSATION (B)		
Annual Performance Incentive	0	0
Gross Salary (A)+(B)	23200	278400
Retirals / Statutory Compliances (C)		
Statutory Bonus	1895	22740
Gratuity	558	6696
Employers Contribution to PF	2088	25056
ESIC	0	0
Total Retirals/Statutory Compliance (C)	4541	54492
Cost To Company (A+B + C)	27741	332892
Your Remuneration will consist of three parts: (A) salary component(fixed) as specified in the above table; (B) variable component and; (C) Statutory Compliance		
(A) Fixed Earning mentioned above includes Employee's Contribution to Provident Fund. Fixed component (In hand salary post PF, Medical and TDS deduction (If applicable))		
(B) Annual Incentive (Variable Component) Annual Incentive Payment will be on the sole discretion of the company. Calculation of Annual incentive is dependent on the performance of the company and performance of individual against the parameters set by the Company and the reporting Manager from time to time. To become eligible for Annual Incentive Payment, employee needs to be an active employee at the time of disbursement of the incentive amount. Active Employee excludes those employees who are serving notice, absconding, on the severance period or are in separation period due to any disciplinary reason, termination, etc.		
(C) Statutory Compliance ** Provident Fund is a Statutory benefit given to the employee as per the PF scheme 1952. Employee contributes 12% of his /her basic salary to PF account and the same share of percentage (12%) is contributed by the employer in the Employee PF account. Gratuity will be governed by the Payment of Gratuity Act, 1972 (4.81% of employee's basic salary)		
All Statutory contributions / Deductions will be made and deposited with the relevant authorities as per the statutory requirements. All applicable tax liability will be borne by the employee as per relevant statutory tax rules.		
In addition to this company has extended an additional benefit of INR 6000/- p.a. towards your medical insurance expenses, in case you have opted there, will be a benefit of medical cover of INR 300000/ p.a. (Covers Self, Spouse and upto 2 Children)		
Any official travel will be reimbursed as per company policy		
This is an Information statement only that does not create a contract or any legal rights. Your compensation and the various constituents are governed by the terms of Star Dental Centre Pvt. Ltd. compensation plans and programs, which may be changed or withdrawn at the sole discretion of Star dental, based on the company policy and applicable law. If you believe the data shown above is inaccurate, please notify your Supervisor or HRBP immediately. This statement contains personal information, please handle it appropriately.		
Signature :	Date	



Anita Verma
Head – Human Resources

Employee Signature : _____

Date : _____

CONSULTANCY AGREEMENT

This Consultancy Agreement (hereinafter referred as “Agreement”) is made at **New Delhi** on this **Jul 17, 2023** between **Star Dental Centre Private Limited**, a Company incorporated under the Companies Act, 1956 and having its registered office at **2nd Floor, R K Khanna Tennis Stadium, DLTA Complex 1 Africa Avenue, New Delhi 110029 & Dr. Ria Bansal R/O C-700 Ground Floor, Sudershan Park, Ramesh Nagar, Rajouri Garden West Delhi 110015.**

This Agreement sets out terms for provision of Services by Dr. Ria Bansal.

Hereinafter referred as the **Resident Dentist-Clinical Dentist**, Grade- **E2** to Star Dental Centre Private Limited (hereinafter referred as Company/Clove Dental) with effect from **August 01, 2023** for limited and specific purposes:

Engagement Period	This Agreement for engagement of services will be for a period of 12 months from the date of start of the engagement of Consultant by the Company. This Agreement will automatically renew after the period of 12 months unless closed by the Company.
Services to be Rendered	Specialized treatment in the field of General Dentistry to the patients at Clove Dental Clinics on an as need basis to provide routine Dentistry.
Fee	Company shall pay Fee for your services as per Schedule-2
Non-Competition	Consultant will engage in no such activities or act which directly or indirectly takes any patient away from Clove Dental to his/her own practice or other practice failing which Company can initiate appropriate legal action against the Consultant.
Non-Solicitation	Consultant agrees that for one year after termination of this Agreement, Consultant shall not divert or attempt to divert from Company any business in which it is engaged OR employ, solicit for employment any person employed by Company failing which company can initiate appropriate legal action against the Consultant.
Assignment	This Agreement is personal to the Consultant and therefore, the Consultant shall not assign, transfer, delegate or sub-contract this Agreement or any obligation hereunder to any person without the prior written consent of the Company.
Relationship & Contract	This Agreement is on a Principal-to-Principal basis and does not create any Consultant-employer relationship between the Parties. Consultant will be bound / governed by Company’s norms for ‘On Contract Consultants’ during the tenure of this Agreement.
Representations of Consultant	Consultant represents and warrants that: the Consultant has substantial expertise and experience to provide specialized services and Consultant shall maintain active and valid dental registration with DCI. Consultant agree to bring the Basic Life Support training completion certificate on the date of joining.
Records	Consultant shall keep a detailed record of treatment done by him.
Confidential Information	Consultant will not, except as required by law or court order, use or disclose the Confidential Information for any purpose whatsoever other than the performance of the Services while he is serving or even after termination/expiration of Agreement for any reason. During the term of the Agreement and thereafter, Consultant shall not disparage, denigrate, defame, or derogate in any way, or make any negative comment about,





	<p>directly or indirectly, the Company, any of its agents, officers, directors, Consultants, parent, subsidiaries, affiliates, representatives, attorneys, executors, administrators, successors and assigns (collectively, the "Protected Parties"), nor shall Consultant disparage, denigrate or derogate in any way, directly or indirectly, his experience with any Protected Party, or any actions or decisions made by any Protected Party, to any third party except as required by law. Further, in the event the Consultant intends to make any statement with respect to any of the Protected Parties, the Consultant shall first discuss the same with the management of the Company, and the Parties shall mutually address the issues related with such statement</p>
<p>Intellectual Property Rights</p>	<p>Intellectual Property Rights mean intellectual property rights recognized under applicable laws, whether registered or unregistered, including patents, patent applications, designs, moral rights, trademarks, trade names, service marks, service names, brand names, internet domain names, sub-domains, and rights in trade secrets and know-how, and includes all applications and registrations in respect thereof.</p> <p>Work Product shall mean all work product created by the Consultant, either individually or along with other persons, including all inventions, discoveries, processes, formulae, works of authorship, business and product names, logos, slogans, industrial models, formulations, database, methodologies, computer programs (including all source codes), technical information, manufacturing, engineering and technical drawings;</p> <p>All Work Product made or conceived of by the Consultant (i) in the course of his engagement with the Company; or (ii) previously during the Consultant's association with the Company, and/ or during the course of his engagement with the Company shall vest solely and exclusively with the Company. To the extent that ownership of any Work Products and related Intellectual Property Rights do not vest with the Company under applicable law, the Technician hereby irrevocably assigns to the Company, in perpetuity and whole of the world, all the Technician's rights, title and interest in the Work Product and related Intellectual Property Rights.</p> <p>Notwithstanding the nature of engagement/services of the Consultant with the Company, the Consultant agrees and understands that any and all copyrightable works that are or were created by the Consultant, within his scope of service, are "works for hire" under applicable laws and the Company will be considered the first owner of such copyrightable works. To the extent that the Company is not considered the first owner of the copyrightable works created by the Consultant, the copyright and all related rights, title and interest in all such copyrightable works is hereby irrevocably assigned, in perpetuity and for whole of the world by the Consultant to the Company.</p> <p>The Consultant represents and warrants that: (a) the Consultant has not violated the intellectual property rights of any third party, and (b) the Work Product and use thereof shall not infringe any third party Intellectual Property Rights. The Consultant covenants that he shall not violate the Intellectual Property Rights of any third party in the course of the Consultant's service with the Company.</p> <p>The Consultant hereby waives any right to and agrees that he shall not raise any objection or claims with respect to the ownership of the Work Product and related Intellectual Property Rights. The Consultant further agrees that notwithstanding the provisions of Section 19(4) of the Copyright Act, 1957, the assignment made herein shall not lapse nor the rights transferred therein revert to the Consultant, even if the Company does not exercise the rights assigned to the Company hereunder within a</p>



	<p>period of one (1) year from the date the assignment becomes effective.</p> <p>Any assignment of copyright hereunder (and any ownership of a copyright as a work made for hire) includes all rights of paternity, integrity, disclosure and withdrawal and any other rights that may be known as or referred to as “moral rights” (collectively, Moral Rights). To the extent such Moral Rights cannot be assigned under applicable law and to the extent permitted under applicable law, the Consultant hereby waives such Moral Rights and undertakes not to enforce any such Moral Rights against the Company.</p> <p>The Consultant hereby acknowledges that no further remuneration or compensation other than that provided for in this Agreement hereunder, is or may become due to the Consultant in respect of his compliance with this Clause.</p> <p>The Consultant undertakes to execute all such agreements, deeds and documents as may be requested by the Company to perfect the assignment made under this Clause 11 in favor of the Company.</p>
Indemnity	<p>Consultant will be responsible for any negligence towards patients and will be answerable and accountable for complications due to treatment and also liable to defend legal cases arising due to treatment done by him and liable for his acts, deeds and things. Consultant shall keep company Indemnified in all respects and hold harmless the Company against such claims, proceedings, losses, liabilities, damages, costs & expenses, which are caused due to Consultant’s action, breach of confidentiality obligations or fraud. The provisions of this clause shall survive the expiry or termination of this Agreement.</p>
Notice Period	<p>The Parties shall be entitled to terminate the engagement at any time without assigning any reason, as per below:</p> <p>Till 6 months from date of joining, by serving upon other Party 15 notice in writing, or upon payment of 15 fees payable to him/her, in lieu of such notice.</p> <p>After 6 months, by serving upon other Party 30 notice in writing, or upon payment of 30 fees payable to him/her, in lieu of such notice.</p>
Insurance	<p>The Consultant shall maintain at its sole expense professional indemnity / liability insurance covering the performance of the services by Consultant.</p>
Governing Law	<p>This Agreement shall be governed by the laws of India and all disputes will be subject to exclusive jurisdiction of Courts in Delhi only.</p>
Notices	<p>To be issued at the address of both the parties mentioned hereinabove in the agreement.</p>
Observer ship	<p>The Company will appoint you in the Company’s office subject to your successful “Observership Period”. You will undergo “Observership for a period of 7-15 days. During this period you will be under “Observership”. You will be working in the Clove clinic under supervision of a Senior Dentist or Zonal Clinical Head. During the Observership, Company will assess your clinical competence. After 15 days, an assessment will be conducted, basis which Company/Management reserves all rights to decide further engagement basis on performance. In case of un-satisfactory performance, the Observership period may be extended or services may not be used</p>



Minimum Service Period	<p>by the company, as deemed fit by Management.</p> <ol style="list-style-type: none"> 1. Consultant agrees to provide her services to the Company for a minimum period of Twelve (12) months (Engagement Period) from the start of engagement with the Company. 2. Without prejudice to the generality of the foregoing, you shall pay to the Company, on demand, an amount of INR 1,00,000/- (Rupees One Lac Only)(Engagement Amount) towards the practice management and specialized skill enhancement training as liquidated damages, in case you leave the organization on or before 06 months of joining and you shall pay to the Company, on demand, an amount of INR 50,000/- in case you leave the organization in between 06 months to 12 months of joining. 3.The Engagement Amount shall be recoverable from you immediately upon you terminating this agreement. Notwithstanding anything to the contrary herein, you agree that the Company may deduct the Engagement Amount from any amount payable by the Company to you, including your Fees. 4.Further, the company may allow consultant to terminate this agreement without paying the amount for the engagement period under the following conditions as enumerated below: <ol style="list-style-type: none"> a) Consultant has completed a minimum period of 12 months with the company. b) Consultant is relocating to other city subsequent to marriage. c) Consultant is going for a degree course or higher studies whereby the doctor can enhance their skills. d) Any other pressing circumstances beyond the control of the Consultant which will be considered on its merit by the management on case to case basis. <p>Consultant will have to submit the necessary proof to the company in support of the above.</p>
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IN WITNESS WHEREOF the Parties have signed this Agreement on this day.

Anita Verma
Head – HR
Star Dental Centre Pvt. Ltd.

Dr. Ria Bansal
Consultant

Schedule I
Dr. Ria Bansal

The Consultant is engaged to actively render and provide specialized treatment in the field of **General Dentistry** to its patients at the Clove Dental Clinics and on need basis to provide routine & specialized services in the field of Dentistry to the Company's patients at the Clove Dental Clinics located at various locations operated by M/s Star Dental Centre Pvt. Ltd. In **Delhi** and shall devote material time and attention to the rendering of professional services in furtherance of its best interest. The Consultant will also help in furtherance of the activities of Clove Dental in his zone and undertake actions towards building the image of the Clove brand and improving the patient base as part of his professional duties towards the Company.

The intent of the Company for the Consultant to work is as required:

1. The Consultant having entered into this Agreement hereby confirms to attend to all routine /specialty / emergency treatment requirements of the patients at Clove Dental Clinics.
2. The Consultant also agrees to reach the clinic in case of emergency within a reasonable stipulated period of time (30 minutes) or as early as possible in the interest of the patient.
3. That the Consultant will be required to work on per case / on call basis, which will be arranged / fixed by the Clinic Head / ZCH (Zonal Clinical Head) of the Company.
4. The Consultant shall maintain attendance / time sheet and the detailed work done report in the format as provided by the Company and will get the same signed by the Clinic In charge / ZCH. The onus of proof is on Consultant to get time sheet signed / approved and enclose the copy of the same with Invoice for getting the monthly payments.
5. Only official travel will be reimbursed as per the prevailing company policy.
6. The Consultant shall be available six (6) days a week on all days in a month between 10:00 AM to 6:00 PM or 12:00 PM to 8:00 PM (Depending on the shift); for consultation / treatment for Clove Dental Patients.
7. Consultant can avail One (1) off day excluding Saturday & Sunday. The Consultant shall not deny seeing any patient at any of the Clove Dental Clinics within **Delhi**.
8. During the period of providing services at Clove Dental Clinics, the Consultant shall provide Specialist services on need basis. They will also provide training to dental surgeons i.e. lectures, demos and hands-on practical and other professional services relating to the practice of dentistry in the Clove Dental Clinics as and when required by the Management (not requiring clinical work/training on patient) as per mutual agreement.
9. The consultant will be eligible for work done incentives as per prevailing Company Policy.
10. OMC Incentive - On Completion of 1 months and successful confirmation, based on your role in the clinic you will be eligible for an additional OMC incentive, which is a percentage share of Clinic's Earning.
11. You would be mapped to E2 equivalent of Resident Dentist, all your eligibilities will according to this Grade.

The Company through its management, reserves the right to modify/add, over the course of this agreement, additional topics in conjunction with the skills and ability of the Consultant



Anita Verma
Head - HR
Star Dental Centre Pvt. Ltd.

Dr. Ria Bansal
Consultant

Schedule II
Dr. Ria Bansal

1. The Company shall pay to consultant a consolidated sum of Rs. **25000/-** per Month as Gross Payment
2. Which includes Rs. **18750/-** as fixed remuneration.
3. Rs. **6250/-** as Variable fees (Performance variable – This depends on the performance of the individual, its Pay-out mechanism is dependent on your performance against parameters set by your Management/Organization). The consultant will be liable and responsible for all taxes payable in respect of services rendered and fee stated above is subject to tax deduction at source as per prevailing norms.
4. The Consultant shall provide a monthly invoice in prescribed format (available in Annexure I) to the Company by the 30th day of each and every month in respect to the services performed by the Consultant.
5. You are entitled for Travel Reimbursement towards all your official travel as per company policy.
6. In addition to this company has extended additional benefit of INR 6000/- p.a. towards your medical insurance expenses based on your willingness.
7. The Company is liable to pay the fees for the month due and owing to the Consultant within 15 days of submission of invoice and supporting's.



Anita Verma
Head – HR
Star Dental Centre Pvt. Ltd.

Dr. Ria Bansal
Consultant

Annexure I
Consultation Bill

From
Dr. Ria Bansal

To
Star Dental Centre Pvt. Ltd.,
2nd Floor, R K Khanna Tennis Stadium
DLTA Complex 1 Africa Avenue
New Delhi -110029

Date – <today's date>

Date of Providing Treatment	Patient	Patient Registration Number	Invoice No.	Service Provided	Amount paid by Patient (Rs.)	Date of Payment	Cost of material used and lab work (If Applicable)

Amount in words: Rs.



Anita Verma
Head – HR
Star Dental Centre Pvt. Ltd.

Dr. Ria Bansal
Consultant

Name: _____ [M] [F] Age: _____ DND History Date: [DD] [MM] [YYYY]

Medical Alert: _____

[1] [2] [3]
[4] [5] [6]
[7] [8] [9]
[0] [x]

This is to certify that under the aegis of MOU with ITS Dental College, Greater Noida Dr. Sakshi Kumari (BDS Batch 2018) is doing her training since 01st Aug 2023 at **Smile of India dental & Implant Clinic.**

Click View

Start Stop Share

View Share

Dental Implant

Dental Implant vs Bridge

Orthodontic Treatment

Smile Design

Full Mouth Rehabilitation

Root Canal Treatment

Porcelain Veneers

Teeth Whitening

Surgical Removal of Wisdom Tooth

[Handwritten Signature]
Dr. Shashi Bhal Maurya
MDS
Regd. No. A14282

Visit After

Doctor's Signature / Stamp

Powered By WONDRA



Gloss Dental Care

A way to smile

+91- 9034960558
 glossdentalcare.com
 glossdentalcare.co@gmail.com
 F7A/130, Block F, Sector 16F,
 Rohini, Delhi, 110089

Timings
 Sunday to Friday
 09:45am - 8:00pm

Dr. SHUBHAJIT ROY
 (Dental Surgeon)

Dr. TARUN DABAS
 (Dental Surgeon)

Dr. NIKITA SINGHAL
 (Dental Surgeon
 & Cosmetologist)

Dr. VIKASH KR SINGH
 (BDS, Oral Implantologist,
 FMR Specialist)

DENTAL TREATMENT

Scaling

Restoration

Root canal Treatment

Full Mouth Rehabilitation

Dental Implants

Invisible Aligners

Braces

Single Sitting RCT

Bleaching

COSMETIC TREATMENT

Laser Scar Treatment

Facial Pigmentation

Chemical Peeling

Patient Name _____ Age/Sex _____
 Address _____ Date _____

To Whom so ever it May Concern

This is to certify that Dr. Tarun Dabas
 is working as a Dental Trainee at
 Gloss Dental Care Rohini Sec-16

GLOSS DENTAL CARE
 DR. SHUBHAJIT ROY
 (Dental Surgeon)
 Rno - A18158

Dr. Shubhjit Roy

Patient Signature

The Doctor has explained me about the treatment plans, duration of treatment. Inherent potential, risk in treatment Prognosis or treatment and also that a perfect result is not guaranteed or warranted and cannot be guaranteed of warranted and I agree with above conditions.

NOT FOR MEDICO LEGAL CASES

SMILE OF INDIA

Dental Clinic & Implant Center



Date Of Issue: April,05, 2024

Dr. Victor Pathak

We thank you for your interest and time in pursuing a career with us. Further to your application and the recent interviews you had with us, we are pleased to offer you a position in SMILE OF INDIA, on the following terms:

Designation	Dentist
Department operation	Clinical Department
Date of Joining	09/04/2024
Initial Pay	240000/- per Annum
Performance Appraisal	Your next performance appraisal will be on the completion of one year.
Probation	2 months
Duties	As assigned by the head of the clinic and other Smile of India Clinic authorities.
Termination of Service	In the event you intend to leave our employment, you will be required - to give notice of two months also during the probation period the notice period will be of one month or salary in lieu of such notice. Similarly, suppose if we desire to terminate your services for any reason, whatsoever. In that case, we will be free to do so after giving you notice as applicable in writing or salary in lieu of such notice.

We look forward to receiving your acceptance of this offer within 02 days from this letter's issuance date. We look forward to a mutually rewarding relationship and wish you success in your new role!!

For SMILE OF INDIA