

AKUMS DRUGS & PHARMACEUTICALS LTD.

Plant - 1

Works : 19,20 & 21, Sector - 6A, I.I.E., SIDCUL, Ranipur, Haridwar-249 403 (UK) INDIA.
 Phone : +91-1334-325982, 84-86, 239220-24 Fax : +91-1334-239219 e-mail : works@akums.com; works@akums.in
 CIN: U24239DL2004PLC125888



To

4th October, 2022

Mr. Dheeraj Kumar
 C-96 Awas Vikas Colony Unnao,
 Uttar Pradesh

Letter of Intent

Dear Dheeraj,

With reference to your application and subsequent interviews with us on 1st October, 2022 are pleased to offer you an appointment for the position of "Trainee – R&D" in the Company, on the terms and conditions discussed and agreed upon by you.

You are requested to join duty in the Company on or before by 10th October, 2022 failing which this Offer Letter may stand revoked. Your initial place of posting will be at our plant situated at **Haridwar, Uttarakhand**

Management may, however, at any time, transfer you to any other place, office, division or department of the Company, whether existing or to be set up later. Your services can also be lent or transferred to any other Group Company by the Management, at its sole discretion.

This offer is subject to you being found medically fit for which you have to undergo medical examination & obtain your fitness certificate from a registered medical practitioner. The letter of appointment containing detailed terms and conditions of your employment will be issued to you at the time of your joining duty in the Company.

Please acknowledge receipt of this letter & confirm us your exact date of joining, within a week's time, so that necessary arrangements for your joining can be made accordingly.

We welcome you as a member of the Akums Family and look forward for your long and mutually beneficial association with us.

Yours faithfully,

For Akums Drugs & Pharmaceuticals Ltd.

Gobind Singh**Manager - Corporate HR**

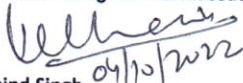
You are requested to bring with you the following documents (Original & photocopies), at the time of joining:

1. Passport size color photograph- 8 Nos.
2. Pan Card & Aadhaar Card
3. Date of Birth Certificate, if any or High School Mark Sheet.
4. ID & Address Proof.
5. Qualification Certificates.
6. Caste Certificate (If Applicable)
7. Latest Salary Slips of last company.
8. Domicile Certificate.
9. Form 12B/26AS from previous company (If Applicable)
10. Blood Group Report from Authorized Medical Practitioner-(2 copies)
11. Passport Size individual Photograph of Family members (Father, Mother, Wife/Husband, Children)

**Annexure-B
Compensation Structure**

EMP Code:		
DOJ:	10th October 2022	
Name:	Mr. Dheeraj Kumar	
Designation:	Trainee	T2
Components	Per Month	Per Annum
Basic Pay	9,471	1,13,652
HRA	9,606	1,15,272
Children Education Allowance	0	5
Children Hostel Allowance	-	-
Uniform Allowance	-	-
Conveyance Allowance	-	-
Telephone / Internet Allowance	-	-
Other Allowance	-	-
TOTAL (A)	19,077	2,28,929
Reimbursement*		
Leave Travel Reimbursement	-	-
Books & Periodicals Reimbursement	-	-
Telephone / Internet Reimbursement	-	-
Meal card	-	-
Driver Salary Reimbursement	-	-
Fuel & Maintenance Reimbursement	-	-
Gift Cards	-	-
TOTAL (B)	-	-
GROSS C=(TOTAL A+B)	19,077	2,28,929
Social Security		
Employer's P.F. Contribution	1,137	13,639
ESI	620	7,440
LWF	-	-
Gratuity	-	-
National Pension Scheme (NPS)	-	-
TOTAL (D)	1,757	21,079
Annual Components		
Statutory Bonus / Ex-gratia	-	-
Leave Encashment	-	-
TOTAL (E)	-	-
Cost To Company F= (C+D+E)	20,834	2,50,008
Performance Based		
Variable Pay	-	-
TOTAL (G)	-	-
Employee Share		
PF	1,137	13,639
ESI	143	1,717
Total Employee Share	1,280	15,356
Total CTC with Variable Pay (F+G)	20,834	2,50,008

For Akums Drugs & Pharmaceuticals Limited


Gobind Singh 04/10/2022
Manager- Corporate HR