

## Memorandum of Understanding

This Memorandum of understanding is made on 1<sup>st</sup> November 2019

Between

**ClinoSol Research Private Limited** D. No. 7-1-619/A/3/2, Gayathri Nagar Co-op Housing Board Society, East Srinivasa Nagar Colony, Ameerpet, Hyderabad – 500038,

and

**Raja Bahadur Venkatarama Reddy (RBVRR) Women's College of Pharmacy**, 3-4-343, Barkatpura, Hyderabad-27, affiliated to Osmania University

The first party, and represented herein by its Mr. C.S. Mujeebuddin (Founder and CEO), ClinoSol Research Private Limited, D. No. 7-1-619/A/3/2, Gayathri Nagar Co-op Housing Board Society, East Srinivasa Nagar Colony, Ameerpet, Hyderabad – 5000383.

RBVRR Women's College of Pharmacy, D.No:3-4-343, Barkatpura, Hyderabad -500027 the Second Party represented herein by Prof.M Sumakanth, Principal, RBVRR Women's College of Pharmacy.

### WHEREAS:

A) First Party is a Clinical Research Training and Resource Consulting Organization, and the Second Party is a Pharmaceutical Educational Institution

B) The First Party & Second Party believe that collaboration and co-operation between themselves will promote more effective use of each of their resources and provide each of them with enhanced opportunities.

C) The Parties intend to cooperate and focus their efforts on cooperation within the area of Skill Based Training, Education, Placement, Industrial Visit, and Expert Lecture.

NOW THEREFORE, IN CONSIDERATION OF THE MUTUAL PROMISES SET FORTH IN THIS MOU, THE PARTIES HERETO AGREE AS FOLLOWS:

### CLAUSE 1: CO-OPERATION

1.1 Both Parties are united by common interests and objectives, and they shall establish co-operation.

1.2 First Party and Second Party co-operation will facilitate effective utilization of the intellectual capabilities.

1.3 The parties shall co-operate with each other and shall as promptly as is responsibly practical, relevant agreement.

## **CLINOSOL RESEARCH PRIVATE LIMITED**

**INDIA**

Head Office: D. No 7-1-619/A/3/2, Plot. No. 50,  
Kamala Nivas, East Srinivasa Nagar Colony,  
Ameerpet, Hyderabad - 500038  
Landline: 040-40038853  
Mobile: +91 9121151622/623

D. No 48-6-33, 2nd floor, Besides  
Aditya Animations College, Rama Talkies Road,  
Srinagar, Visakhapatnam - 530016

77 City Centre Drive, Suite 501, East Tower, Mississauga, ON, L5B 1M5 Ph: (1) 647 669 7374

**CLAUSE 2: SCOPE OF THE MoU****2.1 Industrial Training & Visits**

The First party actively engaged to help the second party in Industrial training & visits

**2.2 Guest Lectures**

The first party agreed to extend the necessary support to deliver guest lecturers to the students of the Second Party on the technology trends and in house requirements.

**2.3 Placement of trained students**

The first party will actively engage to help the delivery of the training and placement of the students of the second party on the technology trends in clinical research industry and internships.

2.4 Both the parties are not involved in any financial obligations or agreements, but if needed, and agreed upon on the programs conducted together with a cause or that helps the growth of the students or promotes the events in the in the interest of awareness in the public with regard to healthcare.

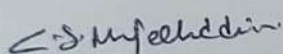
2.5 Both Parties to obtain all internal approvals, consents, permissions, and licenses of whatsoever nature required

**CLAUSE 3: VALIDITY**

3.1 This Agreement will be valid a period of 3 Years from the date of agreement being signed, it is expressly terminated by either Party on mutually agreed terms.

**CLAUSE 4: RELATIONSHIP BETWEEN THE PARTIES**

4.1 It is expressly agreed that the First Party and Second Party are acting under this MOU as independent contractors, and the relationship established under this MOU shall not be construed as a partnership.

**First Party**

(C.S. MUJEEBUDDIN)  
Founder and CEO  
ClinoSol Research  
Private Limited Hyderabad

**Second Party**

(PROF.M.SUMAKANTH)  
Principal  
RBVRR Women's College of Pharmacy  
Hyderabad

**CLINOSOL RESEARCH PRIVATE LIMITED****INDIA**

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## **CLINOSOL RESEARCH PVT LTD OUTCOMES**

Students were trained by the clinosol expertise and two students among them were placed in renowned firms such as Accenture and clinevo Tech.

Pharmacovigilance 10 day certification course was organised by College in collaboration with clinosol and students were benefited by interacting to expertise and were given hands on training.

Awareness was created among students regarding handling the patient reports, ADRs and other patient safety parameters.

Certification course held has also helped in bridging the gap between academic education and clinical research industrial skills .

Further more workshop and course will be conducted for awareness and to place students in renewed firms.



## CLINEVO TECHNOLOGIES PVT LTD

B-203M, 1st Floor, Block III,  
KSSIDC Complex, Electronic City Phase I,  
Bengaluru -560100.

### ***Offer cum Appointment Letter***

***Date: Jan 24, 2022***

**CHUNCHANAKOTA PRAGATHI**

**Phone: +91 8340048047**

**Email: [pragathigoud6@gmail.com](mailto:pragathigoud6@gmail.com)**

***Dear Pragathi,***

*Congratulations! With reference to your application and subsequent interview with us for a career in our organization, we are pleased to inform you that you have been selected for employment in our organization as **Trainee Software Engineer**.*

*Clinevo Technologies (CIN: U72900KA2016PTC098905) is global IT and business process services provider, specialize in developing and implementing robust technology solutions for Life Sciences industry in helping Pharma / Biotech and CROs to reduce their time and cost spent in Clinical trials by implementing innovative technologies with Automation, Analytics and Artificial intelligence.*

*Our success is our dedicated Team. We hope your association with us will be challenging and rewarding. Following would be the details of your appointment:*

#### ***Compensation***

*Your "Annual Cost to Company" will be INR. 1,82,400.00 (One Lakh Eighty Two Thousand Four Hundred Rupees only). The total compensation is inclusive of all benefits including Insurance and will be subject to a deduction of tax at source in accordance with the prevailing laws. The review of probation will be done on 3<sup>rd</sup> and 6<sup>th</sup> month from the date of joining.*

*Your salary is personal and confidential information. You should discuss it only with **CLINEVO** Management or with your Business HR Manager.*

#### ***Working hours***

*The general work timing is from 10.30 a.m. to 7.30 p.m. - Monday to Saturday. However, based on the workload Some of the Saturday's will be off. And also you are entitled to work in the **Second/late shifts** if required.*





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### **Probation**

*There will be a probation period of 6 months from your joining date. On Successful completion of probation period you will be made as a permanent employee of the company and you will be eligible for the performance and other benefits of the company.*

### **Leave**

*The Company leave benefits include (after the probation period):*

- *Privilege leave of 6 days per year of service, which can be accumulated for a maximum period of thirty days*
- *Casual/Sick leave of 12 days per annum*
- *Twelve National & Festival holidays every calendar year. A list of these would be announced every year*
- *Maternity leave of 12 weeks and Paternity leave of five days.*

### **Medical benefits**

*You are eligible for medical insurance as per company policy after the probation period.*

### **What we expect from you**

*You are required to devote your full time and attention in carrying out your work activities honestly, faithfully and diligently keeping in mind at all times the Company's progress. You will not engage in or do any other business or render any professional service either on full time or part time basis.*

*You shall keep your work strictly confidential and not divulge or disclose to any outsider or ex-employee, either during your employment or after, any information or confidential matters related to the Company, its employees or associates, which you became aware of during your employment with us. You shall not act in any manner, which may be prejudicial or detrimental to the reputation and standing of the Company.*

### **Background check**

*All documents submitted by you to the Company with reference to the above are subject to verification by the Company or an agency appointed by the Company at any time during your employment with the Company. You hereby specifically authorize the Company or any external agency appointed by the Company to verify your educational and employment antecedents, your conduct and conduct any other back ground checks prior to your joining the Company or thereafter. You are expected to extend your full cooperation during such verification. This Offer Letter is subject to you clearing the Background Check as conducted by the Company. In the event you fail to cooperate or clear the Background Check, your employment may be terminated by the Company forthwith and without any liability to the Company.*



## CLINEVO TECHNOLOGIES PVT LTD

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### **Termination**

*We hope your association with us will be a very long one. However, you may terminate this association by giving 3 months' notice or on payment of salary in lieu of the same. However, in the event of any discrepancy or untrue information found in your application form or resume, willful neglect of your duties, breach of trust, gross indiscipline or any other serious dereliction of duties that may be prejudicial to the interests of the company, the company has the discretion to terminate your services forthwith or with such notice as it deems fit and without any notice pay whatsoever.*

### **Bond**

**You will be under 2 years of employment Bond. Conditions apply if you want to quit from the Organization before 2 years of service appointment Validity.**

### **Appointment Validity**

*This offer of appointment supersedes all prior communication - written and oral with you.*

**Joining Date: 27-Jan-2022**

*We hope a Long term association, With Fullest Satisfaction and mutually benefits.*

*Yours sincerely,*

Arunkumar Devaraj  
Director

*I accept the above terms and conditions.*

Signature:

Name:

Date:

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## CLINEVO TECHNOLOGIES PVT LTD

B-203M, 1st Floor, Block III,  
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Bengaluru -560100.

<b>Salary Structure for Chunchanakota Pragathi</b>	
<b>Designation</b>	<b>Trainee Software Engineer</b>
<b>Monthly Salary (in Rs.)</b>	
Basic Salary	₹ 5,200.00
House Rent Allowance	₹1,500.00
Special Allowance	₹8,500.00
<b>TOTAL: Monthly Gross Pay (A)</b>	<b>₹ 15,200.00</b>
<b>Monthly Benefits (in Rs.)</b>	
PF Employer Contribution	₹.00
Insurance	₹.00
<b>TOTAL: Monthly Benefits (B)</b>	<b>₹.00</b>
<b>Total Monthly Cost to Company (A) + (B)</b>	<b>₹15,200.00</b>
<b>Variable Pay</b>	
<b>Total Cost to Company (C)</b>	<b>₹1,82,400.00</b>
<b>Deductions (in Rs.)</b>	
PF Employee Contribution	₹.00
Professional tax	₹200.00
<b>TOTAL: Monthly Deductions (D)</b>	<b>₹200.00</b>
<b>Monthly Net Salary before Income Tax</b>	
<b>Total Monthly Net Salary (A) - (D)*</b>	<b>₹15,000.00</b>

❖ TDS/Taxes will be reduced from the take home based on the declarations provided.



# CLINEVO TECHNOLOGIES PVT LTD

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## Annexure to Appointment Letter

### LIST OF DOCUMENTS/INFORMATION TO BE SUBMITTED IMMEDIATELY FOR BACKGROUND VERIFICATION AND APPOINTMENT PROCESS AT CLINEVO.

PRE-EMPLOYMENT BACKGROUND VERIFICATION	
S. No.	Particulars
01	Highest Qualification. Degree Certificate, All Mark sheets
02	Permanent/Current Address proof – Passport, Ration Card, Voter ID. Driving License, Unique Identification Card
03	Previous Employer – Relieving and Experience Letter with Employee ID Number
04	A duly filled and signed copy of the BGV Form
DOCUMENTS NEEDED FOR JOINING	
S. No.	Particulars (Two Sets of Photocopy of Following Documents)
01	Date of Birth Certificate
02	Copy of PAN Card or acknowledgement slip of Form 49, if applied for PAN No.
03	Copy of full set of appointment letter, self-attested on all the pages.
04	Professional/ Educational Certificates and Mark sheets (10 <sup>th</sup> , 12 <sup>th</sup> , Graduation, Post-Graduation and other relevant skill/ educational certifications)
05	Experience Letter (s) from all your PAST employers including details of period of employment
06	Latest Pay-slip / Salary Certificate from the last two employers
07	Passport - All non-blank pages
08	Permanent & current Residential address proof (Ration Card / Voter ID Card / License Copy etc.,)
09	Three COLOUR PHOTOGRAPHS with WHITE BACKGROUND (Name & blood group to be mentioned at the Back of photographs). - Passport Size
10	Previous Employment PF Account No. And Pension Account No with complete address of PF Trust
11	Savings Bank Account Details
12	Family (Parents, Spouse, Children) details including their DOB
13	Blood Group of Self and Family
14	Resignation and Relieving letter of last 2 employers





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B-203M, 1st Floor, Block III,  
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### ***Offer cum Appointment Letter***

***Date: January 13, 2022***

**TANUSHRI GOGIKAR**

Phone: +91 79954 15459

Email: [tanushrigogikar44@gmail.com](mailto:tanushrigogikar44@gmail.com)

***Dear Tanushri,***

*Congratulations! With reference to your application and subsequent interview with us for a career in our organization, we are pleased to inform you that you have been selected for employment in our organization as **Trainee Software Engineer**.*

*Clinevo Technologies (CIN: U72900KA2016PTC098905) is global IT and business process services provider, specialize in developing and implementing robust technology solutions for Life Sciences industry in helping Pharma / Biotech and CROs to reduce their time and cost spent in Clinical trials by implementing innovative technologies with Automation, Analytics and Artificial intelligence.*

*Our success is our dedicated Team. We hope your association with us will be challenging and rewarding. Following would be the details of your appointment:*

#### ***Compensation***

*Your "Annual Cost to Company" will be INR. 1,82,400.00 (One Lakh Eighty Two Thousand Four Hundred Rupees only). The total compensation is inclusive of all benefits including Insurance and will be subject to a deduction of tax at source in accordance with the prevailing laws. The review of probation will be done on 3<sup>rd</sup> and 6<sup>th</sup> month from the date of joining.*

*Your salary is personal and confidential information. You should discuss it only with **CLINEVO** Management or with your Business HR Manager.*

#### ***Working hours***

*The general work timing is from 10.30 a.m. to 7.30 p.m. - Monday to Saturday. However, based on the workload Some of the Saturday's will be off. And also you are entitled to work in the **Second/late shifts** if required.*



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### **Leave**

*The Company leave benefits include (after the probation period):*

- *Privilege leave of 6 days per year of service, which can be accumulated for a maximum period of thirty days*
- *Casual/Sick leave of 12 days per annum*
- *Twelve National & Festival holidays every calendar year. A list of these would be announced every year*
- *Maternity leave of 12 weeks and Paternity leave of five days.*

### **Medical benefits**

*You are eligible for medical insurance as per company policy after the probation period.*

### **What we expect from you**

*You are required to devote your full time and attention in carrying out your work activities honestly, faithfully and diligently keeping in mind at all times the Company's progress. You will not engage in or do any other business or render any professional service either on full time or part time basis.*

*You shall keep your work strictly confidential and not divulge or disclose to any outsider or ex-employee, either during your employment or after, any information or confidential matters related to the Company, its employees or associates, which you became aware of during your employment with us. You shall not act in any manner, which may be prejudicial or detrimental to the reputation and standing of the Company.*

### **Background check**

*All documents submitted by you to the Company with reference to the above are subject to verification by the Company or an agency appointed by the Company at any time during your employment with the Company. You hereby specifically authorize the Company or any external agency appointed by the Company to verify your educational and employment antecedents, your conduct and conduct any other back ground checks prior to your joining the Company or thereafter. You are expected to extend your full cooperation during such verification. This Offer Letter is subject to you clearing the Background Check as conducted by the Company. In the event you fail to cooperate or clear the Background Check, your employment may be terminated by the Company forthwith and without any liability to the Company.*



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### **Termination**

*We hope your association with us will be a very long one. However, you may terminate this association by giving 3 months' notice or on payment of salary in lieu of the same. However, in the event of any discrepancy or untrue information found in your application form or resume, willful neglect of your duties, breach of trust, gross indiscipline or any other serious dereliction of duties that may be prejudicial to the interests of the company, the company has the discretion to terminate your services forthwith or with such notice as it deems fit and without any notice whatsoever.*

### **Bond**

**You will be under 1 year of employment Bond. Conditions apply if you want to quit from the Organization before 1 year of service appointment Validity.**

### **Appointment Validity**

*This offer of appointment supersedes all prior communication - written and oral with you.*

**Joining Date: 17-Jan-2022**

*We hope a Long term association, With Fullest Satisfaction and mutually benefits.*

Yours sincerely,

Arunkumar Devaraj  
Director

*I accept the above terms and conditions.*

Signature:

Name:

Date:



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Salary Structure for Tanushri Gogikar	
Designation	Trainee Software Engineer
Monthly Salary (in Rs.)	
Basic Salary	₹ 5,200.00
House Rent Allowance	₹1,500.00
Special Allowance	₹8,500.00
<b>TOTAL: Monthly Gross Pay (A)</b>	<b>₹ 15,200.00</b>
Monthly Benefits (in Rs.)	
PF Employer Contribution	₹.00
Insurance	₹.00
<b>TOTAL: Monthly Benefits (B)</b>	<b>₹.00</b>
<b>Total Monthly Cost to Company (A) + (B)</b>	<b>₹15,200.00</b>
<b>Total Cost to Company (C)</b>	<b>₹1,82,400.00</b>
Deductions (in Rs.)	
PF Employee Contribution	₹.00
Professional tax	₹200.00
<b>TOTAL: Monthly Deductions (D)</b>	<b>₹200.00</b>
Monthly Net Salary before Income Tax	
<b>Total Monthly Net Salary (A) - (D)*</b>	<b>₹15,000.00</b>

❖ TDS/Taxes will be reduced from the take home based on the declarations provided.



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### Annexure to Appointment Letter

#### LIST OF DOCUMENTS/INFORMATION TO BE SUBMITTED IMMEDIATELY FOR BACKGROUND VERIFICATION AND APPOINTMENT PROCESS AT CLINEVO.

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S. No.	Particulars
01	Highest Qualification. Degree Certificate, All Mark sheets
02	Permanent/Current Address proof – Passport, Ration Card, Voter ID. Driving License, Unique Identification Card
03	Previous Employer – Relieving and Experience Letter with Employee ID Number
04	A duly filled and signed copy of the BGV Form
DOCUMENTS NEEDED FOR JOINING	
S. No.	Particulars (Two Sets of Photocopy of Following Documents)
01	Date of Birth Certificate
02	Copy of PAN Card or acknowledgement slip of Form 49, if applied for PAN No.
03	Copy of full set of appointment letter, self-attested on all the pages.
04	Professional/ Educational Certificates and Mark sheets (10 <sup>th</sup> , 12 <sup>th</sup> , Graduation, Post-Graduation and other relevant skill/ educational certifications)
05	Experience Letter (s) from all your PAST employers including details of period of employment
06	Latest Pay-slip / Salary Certificate from the last two employers
07	Passport - All non-blank pages
08	Permanent & current Residential address proof (Ration Card / Voter ID Card / License Copy etc.,)
09	Three COLOUR PHOTOGRAPHS with WHITE BACKGROUND (Name & blood group to be mentioned at the Back of photographs). - Passport Size
10	Previous Employment PF Account No. And Pension Account No with complete address of PF Trust
11	Savings Bank Account Details
12	Family (Parents, Spouse, Children) details including their DOB
13	Blood Group of Self and Family
14	Resignation and Relieving letter of last 2 employers