

ESCIENTIA ADVANCED SCIENCES PRIVATE LIMITED

21 June, 2017

Sushil Dnyanoba Chavan,
At.Jaykowadi, Majalgaon,
Beed District,
Maharashtra.

Dear Mr. **Sushil Dnyanoba Chavan**

Pursuant to your job application and subsequent interviews with us, we are pleased to formally extend to you an offer of at-will employment with ESCIENTIA ADVANCED SCIENCES PRIVATE LIMITED (the "Company"), with a designation of **MANAGEMENT TRAINEE** at our SEZ Site based in Atchutapuram. You will be treated as a Professional in the organization with a Process Engineering Department.

Your total cost to the company (CTC), detailed on the next page, is inclusive of all statutory/tax liabilities and an annual performance bonus, which will be based on an annual performance review to be conducted one year after your induction. The first bonus amount will be paid 52 weeks after induction. The actual terms of how much of the bonus will be paid will be based on clear performance goals set at the start of your employment in writing, tied to both personal performance and company performance. Annual salary increments will be considered every year based on individual performance and company performance.

A detailed appointment letter including all employee rules and regulations would be issued to you upon your joining and completion of the induction program. We look forward to your contribution to the organization and hope this is the beginning of a long and fruitful association with us. If you wish to accept this offer, please sign and date this letter.

On the start date, you will be required to submit your leaving letter from your previous organization along with documents concerning your prior employment / education / medical / etc.

Yours faithfully,
For Escientia Advanced Life Sciences,



Kiran Pendri
Director

Name: Sushil Dnyanoba Chavan

Registered Office: 101, Saptagiri Residency, 1-10-98/A, Chikoti Gardens, Begumpet,
Hyderabad, 500016, Andhra Pradesh, India

ESCIENTIA ADVANCED SCIENCES PRIVATE LIMITED

Designation: Trainee Process Engineer
Grade: 25

Compensation Structure:

	Component	Annual (INR)	
A	Basic	1,67,112	Taxable Component
	House Rent Allowance	66,845	40% of Basic for Non Metro Cities
			50% of Basic for Metro Cities
	Medical Reimbursement	15,000	
	Education Allowance	2,400	
	Conveyance	19,200	
	Special Allowance *		Taxable Component
	Other Allowance*	2,64,999	Taxable Component
	Cash Pay	5,35,556	
	Retirals		
B	P.F*	21,600	Employer Contribution
C	Gratuity		As per legislation
	CTC	21,600	
D	Target Bonus**	42,844	
	Total Target Cash	6,00,000	

Yours faithfully,
For Escientia Advanced Life Sciences,



Kiran Pendri
Director

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