

Rian Health Care

ISO 9001:2015 Certified Company

www.rianhealthcare.com | Customer Care : 07600966246

March 01, 2020

Mr. Sudhansh Tiwari

Re: Offer of Employment with Rian Health Care

Dear Sudhansh Tiwari,

I am very pleased to invite you to join Rian health care and, following the closing of the transaction with Rian health Care. This letter sets out the basic terms of your employment with Rian Health Care

1. **Duties and Responsibilities:** Effective March 01, 2020, you will be an employee of Rian Health care, Inc. and your assignment will be as a **Medical Representative** Location would be- **Amethi (Uttar Pradesh)** reporting to Ravi Shankar Ojha MD & Chief Executive Officer and as well as Area Manager. Between the date of commencement of your employment and March 01, 2020 you will be an employee of Rian Health Care Inc. with such duties and responsibilities as are determined by Mr. Ravi Shankar Ojha This offer is for a full time position. The position may require you to travel from time to time to other locations as may be necessary to fulfill your responsibilities. As part of your employment relationship, you agree to comply with Rian Health Care policies and procedures in effect from time to time during your employment.

2. **Salary and Bonus:** Your initial annual base salary will be Rs. 96000/- (Ninety Six Thousand), payable in accordance with Rian Health Care' customary payroll practices, for all hours worked. Salary is subject to periodic review and adjustment by Rian Health Care in accordance with its normal practices.

3. **Additional Bonus:** Rian Health Care will pay you Travelling Allowance & Dearness Allowance payable on the first regular pay day after March 01, 2020, in accordance with customary payroll practices. Subject to your continued employment and good performance you will be paid incentive. Your Travel Allowance would be (1.90per km) and Dearness Allowance would be (150/per day).

4. **Code of Conduct:** Rian Health Care is committed to integrity and the pursuit of excellence in all we do. We fulfill these commitments while upholding a high level of ethical conduct. The Code of Conduct (enclosed) is one element of Rian Health Care' efforts to ensure lawful and ethical conduct by the company and its subsidiaries and their employees, officers and directors. It is a condition of employment that you read, agree to and sign the enclosed form certifying that you will abide by Rian Health Care Code of Conduct by the time you begin active employment at Rian Health Care. If you have questions about the Code of Conduct, please let us know and we will ensure that you receive answers to your inquiries as quickly as possible.

5. **At-Will Employment:** Should you decide to accept our offer, you will be an "at-will" employee of Rian Health Care. This means that either you or Rian Health Care may terminate the employment relationship with or without cause at any time. Participation in any benefit, compensation or bonus program does not change the nature of the employment relationship, which remains "at-will".

6. **Complete Offer and Agreement:** This letter contains our complete understanding and agreement regarding the terms of your employment by Rian Health Care There are no other, different or prior agreements or understandings on this or related subjects. Changes to the terms of your employment can be made only in a writing signed by you and the MD of Rian Health Care, although it is understood that as part of the policy of employment at will, Rian

Regd. Office : 24, Jashvant Society, Near Kameshwar School, Satellite, Ahmedabad, Gujarat-380 015.
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Health Care may, from time to time, in its sole discretion, adjust your salary, incentive compensation and benefits, as well as your job title, location, duties, responsibilities, assignments and reporting relationships.

7. Acceptance of Offer: We look forward to your acceptance of this offer and hope you will begin your full-time employment at Rian Health Care soon. If our offer is acceptable to you, please sign the enclosed copy of this letter in the space indicated and return it to me no later than March 20, 2020.

8. Severability: If any provision of this offer is held to be invalid, void or unenforceable, the remainder of the agreement set forth herein will remain unaffected, and you and Rian Health Care will work together to achieve the intent of the affected provisions.

Sudhansh Tiwari, our team is impressed by your accomplishments and potential, and we are enthusiastic at the prospect of your joining us. I look forward to your early acceptance of this offer, and to your contributions to the growth and success of Rian Health Care.

Sincerely,



Ravi Shankar Ojha
(MD/CEO) of Rian Health Care

ACCEPTANCE OF EMPLOYMENT OFFER:

I accept the offer of employment by Rian Health Care, Inc. on the terms described in this letter.

Signature:

Date:

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