



Ref. No. HR / APP / 2014

Natco Pharma Limited

Regd. Off. : 'NATCO HOUSE', Road No. 2, Banjara Hills, Hyderabad - 500034.
Telangana, INDIA. Tel : +91 40 23547532, Fax : +91 40 23548243
CIN : L24230TG1981PLC003201, www.natcopharma.co.in

Date: 12.07.2014

Mr. Y. NAGA PRADEEP
H.NO. 5-121/2
ARTHAMURU
BANTUMULLI MANDAL
KRISHNA

Dear **Mr. Y. NAGA PRADEEP**,

This has reference to our offer letter dated **26.06.2014**. We are pleased to appoint you as **SENIOR ASSISTANT** in our Organisation with effect from **10.07.2014** on the following terms and conditions:

01. BASIC SALARY :

You will be paid a Basic Salary of **Rs.9000.00/-** (Rupees Nine Thousand Only) per month.

02. FIXED DEARNESS ALLOWANCE :

You will be paid a Fixed Dearness Allowance as per the rules of the Company. The FDA applicable for your grade is **Rs.6000.00** (Rupees Six Thousand Only) per month.

03. HRA / RENT FREE ACCOMODATION :

You will be paid an amount of **Rs.4500.00/-** (Rupees Four Thousand Five Hundred Only) per month towards House Rent Allowance.

04. CONVEYANCE ALLOWANCE :

You will be paid an amount of **Rs.1600.00/-** (Rupees One Thousand Six Hundred Only) per month towards Conveyance Allowance.

05. EDUCATION ALLOWANCE :

You will be paid an amount of **Rs.300.00/-** (Rupees Three Hundred Only) per month towards Education Allowance.

06. MEDICAL ALLOWANCE :

You will be paid an amount of **Rs.1250.00/-** (Rupees One Thousand Two Hundred Fifty Only) per month towards Medical Allowance.

07. PERSONAL ALLOWANCE :

You will be paid an amount of **Rs.634.00/-** (Rupees Six Hundred Thirty Four Only) per month towards Personal Allowance.

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08. LOCATION :

You will be based at **PARENTERALS DIVISION - NAGARJUNA SAGAR**. However, you are transferable to any location or any of our offices/ units in India or overseas.

09. PROBATION :

You will be on probation for a period of Six months with effect from the **10.07.2014**. Your performance will be reviewed during this period and a decision regarding your confirmation will be taken at the end of six months. If not confirmed after six months, you will continue to be on probation till you receive further advise from us.

10. You will be required to undergo thorough medical examination on joining us. This appointment is subject to your medical fitness.

11. You will be governed by all the service rules and regulations as will be in force from time to time in the company.

12. WORK RESPONSIBILITY :

In view of your responsibility and appointment you must effectively Perform your duties to ensure expected results. Goals for Yearly / Quarterly / Monthly will be periodically reviewed. During the Period of employment you will work honestly, diligently and effectively for the growth of the Organisation. Job responsibilities will be communicated by your superiors.

13. CONFLICT OF INTEREST :

Your position in the company calls for whole time employment and you will devote yourself exclusively to the business of the company. You will not take up any other work for remuneration (part time or otherwise) or indirectly (except as share holder or debenture holder) in any other trade or business during your employment with the company, without written permission from the management.

14. LEAVE :

During probation period you will be eligible for Casual Leaves 10 days per annum and Sick Leaves Nil days per annum in order to meet exigencies for illness.

On confirmation, you will be eligible for Earned Leaves @ 18 days per annum, Sick Leaves 11 days per annum and Casual Leaves 10 days per annum.

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15. LEAVE TRAVEL ASSISTANCE :

On Confirmation, you will be eligible for **ONE MONTH BASIC PAY PER ANNUM** towards Leave Travel Allowance against 3 days Earned Leave (EL). LTA will be computed from the date of joining.

16. PROVIDENT FUND :

You will participate in the Provident Fund Scheme applicable to Employee's and Company's Contribution @ 12% of Basic Pay and Fixed Dearness Allowance per month.

17. GRATUITY :

On rendering Five years of continuous service in the company, you will be eligible for Gratuity as per the terms and conditions of the Group Gratuity Cum Life Assurance Scheme in force in the company.

18. RETIREMENT :

The normal retirement age for all employees is 58 years.

19. TERMINATION :

While on probation this appointment is terminable either side by giving three months notice or three months working salary in lieu of notice period.

After confirmation, this appointment letter is terminable either side by giving three months notice or 90 working days salary in lieu of notice period.

20. SECRECY :

a) During your tenure with the company you will abide by the service rules and conditions of the company and will not in general resort to any activity which will damage / may damage Company's reputation / business / business plans.

b) You will not work either full time / part time or do moonlighting with any of the pharmaceutical manufacturers / traders in India or abroad either directly or indirectly during your employment with the company.

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c) You will not work advisory capacity with any company / firm / proprietor dealing of manufacturing in any type of you will not take up and other work on honorary basis or with a remuneration or in an pharmaceuticals.

d) During your tenure with the Company, without a written consent of the Company, disclose discuss, divulge or make public either orally or in writing or by any other means the Company's processes, formulae, research data, market data, literature, drawings, plans, records, know-how, names and sources of supplies, customers correspondence belonging to the Company or relating to its business. you will indemnify the Company for any loss or damage either pecuniary or otherwise caused to you, knowingly or unknowingly and the Company is at liberty to terminate your services if we come to know of any violation of this secrecy agreement and withhold the payments due to you and also recover the damages from and the Company will be at liberty to proceed legally against you for any other reliefs that it intends to seek at the appropriate courts of law/ forums.

e) In the event of leaving the services of Natco Pharma, you will maintain strict confidentiality on all the products/projects/processes/technologies/methods with which you are associated while working at Natco Pharma and will not work on the same at any other company/institute/organization.

21. GENERAL :

The above terms and conditions are based at Company policies, procedures and others rules currently applicable in India as well as Overseas and are subjected to amendments and adjustments from time to time. You will also abide by other terms and conditions of the company as shall in force.

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In all service matters, including those not here such as travelling, retirement etc., you will be governed by the rules of the Company from time to time.

We shall be glad to provide you with more information upon your request.

We Welcome you into **NATCO FAMILY**.

Please return the copy of this letter duly signed by you in acceptance of this appointment.

Your sincerely

for **NATCO PHARMA LIMITED**

(**A. LAKSHMINARAYANA**)

VICE PRESIDENT - HR

I am happy to accept this appointment. I will join / have joined on -----

Name : -----

Signature : -----



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12.07.2014

Mr. Y. NAGA PRADEEP
SENIOR ASSISTANT
PARENTERALS DIVISION - NAGARJUNA SAGAR

COMPENSATION STACKUP

(All items converted @ Monthly Rate)

MONTHLY EMOLUMENTS:

BASIC SALARY	9,000.00
FIXED DEARNESS ALLOWANCE	6,000.00
HOUSE RENT ALLOWANCE	4,500.00
CONVEYANCE	1,600.00
EDUCATION ALLOWANCE	300.00
PERSONAL ALLOWANCE	634.00
MEDICAL ALLOWANCE	1,250.00
TOTAL (A)	23,284.00

DIFFERED BENEFITS:

EMPLOYER PROVIDENT FUND	1,800.00
LEAVE TRAVEL ALLOWANCE	750.00
TOTAL (B)	2,550.00

GROSS MONTHLY (A+B)	25,834.00
GROSS YEARLY (A+B) X 12	310,008.00


(A.LAKSHMINARAYANA)
VICE PRESIDENT - HR