



ICON Clinical Research India
Private Limited
Chennai ONE IT Park
North Block – 4th Floor
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200 Feet Road
Thoraipakkam
Chennai-600097

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EMPLOYMENT AGREEMENT

This agreement made on **10 January 2022** by and between:

ICON Clinical Research India Private Limited, a company incorporated under the Companies Act, 1956 and having its registered office at 4th Floor, North Block, Chennai One IT Park, Pallavaram-Thoraipakkam, 200 feet Road Thoraipakkam, Chennai – 600 097 (hereinafter called "**The Company**", a term that shall mean and include its successors-in-interest and permitted assigns) of the One Part;

AND

Ms. Artee Kumari Daughter of **Mr. Madan Murari Singh** having her residence at Ward no:28, near An imal Hospital, Bihat, Begusarai- 851135, Bihar, India aged 25 Years (hereinafter Called "**The Employee**") Of The Other Part.

WHEREAS:

The Company's main business is in the provision of clinical research management, data management and clinical laboratory services to the pharmaceutical and biotechnology industries world-wide

- A. The Employee had submitted an application to the Company seeking employment as **TMF Specialist II**

After a series of interviews and discussions and on the basis of information and documentary proof provided by the employee as an evidence of his / her competence and the skill, the company agreed to offer employment to the Employee as **TMF Specialist II** with effect from **10 January 2022**. The employment will be subject to the Company's Rules, Regulations and Policies in this regard which may be in force from time to time. The Company may be entitled to modify or amend its Rules, Regulations and Policies.

- B. The parties hereto are desirous of recording in writing hereof such terms and condition of employment of the Employee.

NOW IT IS HEREBY AGREED BETWEEN THE PARTIES AS FOLLOWS:

1 APPOINTMENT AND REMUNERATION

- 1.1 The Company has offered the Employee employment in the Company as **TMF Specialist II** and in consideration of payment of **Rupees 4,50,000.00 per annum (Rupees 37,500.00 per month)** as a consolidated salary to include all employment benefits. The Employee's appointment is contingent upon successful completion of educational checks, employment checks and debarment screening checks as set out in section 15.4 of this agreement. The Company reserves the right to end this employment agreement with the Employee, should the results of educational checks, employment checks and debarment screening checks provide results that are contrary to the information that the Employee has provided or would prevent the Employee taking up employment or fulfilling the terms of this employment agreement. The Company will contact the Employee as soon as the educational checks, employment checks and debarment screening checks process has been completed.

The Employee agrees and accepts the Employment, on the terms and conditions set out here in during the Tenure of his / her employment (as defined hereunder),

- a) The employment of the employee is being made on the basis of the particulars furnished by the