

myUH (PeopleSoft) ID: 1870593

Residency Status: International

Admission Term: Fall 2019

Abhinav Bagchi

South Tarapur, P.O. Agarpara North 24 Parganas

Kolkata, Other 700109

IN

Dear Abhinav Bagchi,

Congratulations! I am pleased to notify you that you have been admitted to the College of Natural Sciences and Mathematics at the University of Houston for Biology, PHD. The requirements for your degree plan can be found on your department's website. Initial course advising will be provided during your department's new student orientation.

We are pleased to offer you a Teaching Assistantship for 12 months with an annual stipend of \$25,200.00. To be eligible for the assistantship, you will be required to enroll in a minimum of 9 semester credit hours each Fall and Spring semester. You will receive the Graduate Tuition Fellowship which will cover in-state tuition and mandatory fees for 9 credit hours. Your employment in an assistantship position and enrollment in a minimum of 9 credit hours qualifies non-Texas residents and international students for a waiver of the additional expense of non-resident tuition. The continuation of this offer is contingent on you maintaining a minimum cumulative grade point average (GPA) of 3.00 each semester and your satisfactory performance and progression towards your degree. In the coming days, you will be receiving communications with more details on the terms of your employment, orientations, and other information to get you started.

Below you will find a list of all financial support you are being offered by joining our program: Below is a summary of the funding we are pleased to offer you:

Graduate Tuition Fellowship

-(covers tuition and mandatory fees for the enrollment required by your program) \$7200 per year

Teaching Assistantship \$25200 per year

Out-of-State Tuition Waiver \$9150 per year

Total \$41550 per year

To review the continuing eligibility requirements for these awards, please [visit our website](#).

If you are an international applicant who requires a Form I-20 for your F-1 visa, please note that the I-20 request will be processed as soon as you have accepted the admissions offer and submitted all required documents. International students must have health insurance while studying at UH. Upon matriculating at UH, you will be automatically enrolled in the UH student health insurance program. You may be eligible for a waiver if you have your own health insurance from your home country. We strongly recommend that you consult the university website to familiarize yourself with the conditions required for a health insurance waiver (<http://www.uh.edu/healthcenter/insurance/international-student-health-insurance-requirements/index.php>).

If you are a resident of the State of Texas, we recommend that you fill out the FAFSA form (Free Application for Federal Student Aid). Texas residents receiving the Graduate Tuition Fellowship must fill out the FAFSA. Other Texas resident students who have filled out the FAFSA form and have demonstrated financial needs may be eligible for the Graduate School Fund, which helps defray some of the tuition costs.

Your myUH ID is located above and is important because it is now your direct connection to managing a wide range of student activities and services — including enrolling in courses, viewing grades, making payments, viewing academic records, and much more. You can familiarize yourself with your myUH portal by going to myUH.uh.edu.

It is the policy of the College of Natural Sciences and Mathematics that all graduate students must maintain continuous enrollment in every Fall and Spring semester. University policy requires that MS students complete their degree within five years of the date of initial enrollment and that PhD students complete their degree requirements within ten years. As specified by the State of Texas, PhD students must complete all degree requirements within 100 PhD semester credit hours or be prepared to pay premium tuition for the additional hours.

Please note, before enrolling in courses, all new graduate students must submit official proof of a completed Bachelor's degree. Students who have earned a three-year Bachelor's degree must also submit official documents for their Master's degree. If we have not received a completed academic record for you, you will not be able to enroll in classes at this time. If you have any questions regarding what materials are missing or how to establish proof of degree, you may contact gradschool@uh.edu.

On behalf of the administration, faculty, and staff, welcome to the University of Houston! We look forward to you joining us this next semester. If you have any questions, please contact the Graduate Advisor or Graduate Chair in your new department.

Sincerely,

A handwritten signature in black ink, appearing to read "Ricardo B. R. Azevedo". The signature is fluid and cursive, with the first name "Ricardo" being more prominent.

Ricardo B. R. Azevedo, Ph.D.
Associate Professor

Associate Chair for Graduate Affairs
Department of Biology and Biochemistry



EAST CALCUTTA GIRLS' COLLEGE, LAKE TOWN

NAAC ACCREDITED 'GRADE B' on March 2015

A Degree College, affiliated to West Bengal State University, Barasat, West Bengal

P-237, BLOCK-'B' | LAKE TOWN-LINK ROAD | KOLKATA-700 089

Phone : 033-2986-1289 / 033-2986-1274

E-mail : principalecgc@gmail.com / ecgc_principal@rediffmail.com | Web : www.ecgccollege.org

Ref. No.: E.C.G.C/L.T/219/59/2019

Dated 28.08.2019

To
SK. Moquammel Haque
S/O SK Mozammel Haque
128, G.C. Road, (Near- Kohinoor Club)
P.O. & P.S.- Titagarh,
North 24 Pgs., Titagarh
West Bengal – 700119

Letter of Appointment

Sir,

I am directed by the Governing Body to say that on the recommendation of the West Bengal College Service Commission you are appointed as a Assistant Professor in Botany in the East Calcutta Girls' College, Lake Town on a pay of Rs.15,600/- (Rupees fifteen thousand six hundred only) in the scale of pay Rs.15,600/-39,100/-(PB)+AGP Rs.6000/-. You will be entitled to the allowances / benefits as admissible from time to time with effect from the date on which you join the post on substantive basis.

You will remain on probation for a period of one year with effect from the date on which you join the post. Regarding probation, confirmation and other conditions of service you will be guided by the West Bengal College Teachers (Security of Services) Act 1975 and Rules made thereunder in addition to Government orders and Rules and Statutes / Regulations/Rules/ordinance etc. of the West Bengal State University, Barasat.

This letter of appointment will be treated as cancelled if you fail to join the post within one month from the date of receipt of this letter.

Sincerely yours,

[Signature] 28.08.19

Dr.(Mrs.)Sukla Hazra

Principal **Principal**

East Calcutta Girls' College
Lake Town, Kol - 700 089

Ref. No. E.C.G.C/L.T/219(i) /59 /2019 dated 28.08.2019

Copy forwarded to the Secretary, West Bengal College Service Commission.

Purta Bhavan, DF Block 3rd Floor Sector -1, Salt Lake, Kol-700 091 for information with references to this letter no.492-CSC/WBSU/(24N.)-16/17 Dated 13.08.2019

[Signature] 28.08.19

Dr.(Mrs.)Sukla Hazra

Principal

Principal

East Calcutta Girls' College
Lake Town, Kol - 700 089



PHONE-9002299249
EMAIL: indasmahavidyalaya@gmail.com
WEBSITE: indasmahavidyalaya.in

INDAS MAHAVIDYALAYA

Village : - Khosbag, Post : - Indas
District : - Bankura, Pin : - 722205

Memo No.:- 792/IM/Apptt.(Bot)/CSC/19

Date:- 22/08/2019

From, Teacher in Charge, Indas mahavidyalaya, Indas, Bankura.

To
Vikram Kumar Das
C/o Bijay Kumar Das
88, Sahid Colony, Panihati, West Bengal, PIN: 700114

Sub: Letter of Appointment

Sir,

I am directed by the Governing Body dated 22/08/2019 to state you that on the basis of recommendation, vide No. 457-CSC/BKU/(BNK)-08/18, Dtd. 06/08/19 of the West Bengal College Service Commission you are appointed as an Assistant Professor in Botany in Indas Mahavidyalaya on the Pay Scale of Rs. 21600 - (Pay of Rs. 15600/- in the Pay Band 15600-39100 + A.G.P. 6000/-). You will be entitled to the allowances/benefits as admissible from time to time with effect from the date on which you join the post on substantive basis.

You will remain on probation for a period of one year with effect from the date on which you join the post. Regarding Probation, Confirmation and other Conditions of Service you will be guided by the West Bengal College Teachers (Security of Service) Act and the rules made there under in addition to the Government Orders and Rules and Statutes/Regulations/Rules/Ordinance, etc of Bankura University, Purandarpur, Bankura.

This Letter of Appointment will be treated as cancelled if you fail to join the post within a period of one month from the date of receipt of this letter.



Yours faithfully,
Mapas Ray
Principal/ T.I.C
Teacher-in-charge
Indas Mahavidyalaya
Indas, Bankura

Memo no.

Date.

Copy forwarded to the Secretary, West Bengal College Service Commission, Purta Bhavan, DF Block, 3rd Floor, Sector -I, Salt Lake, Kolkata - 700091 for information with reference to this letter no. 457-CSC/BKU/(BNK)-08/18, Dtd. 06/08/19.

Principal/ T.I.C



Mr. Debanshu Biswas

93, Radhanagar Road, Nazirapara, P.O.- Krishnanagar, District- Nadia, West Bengal, Bidhanpa
Krishnanagar
West Bengal
India

Dear Debanshu Biswas,

Thank you for your keen interest in Virtusa Consulting Services Pvt Ltd, India. Subsequent to our discussions with you, we are delighted to extend you an offer to join Virtusa. We believe you can play an important role in our rapid growth and success, and look forward to welcoming you to the Virtusa family.

At the time of Joining, the following will be applicable.

1. Job : **Associate Consultant-Delivery**
2. Tier : **Tier 3**

Your date of joining would be **June 17, 2022**.

You will be based at Virtusa's **Chennai** office. You will be periodically evaluated on your conduct and performance to meet the standards of the Company. You would need to serve a notice period of three months, in occasion of resignation from the services.

Your Total Remuneration will be **Rs.1,200,000.00/- per annum** as per **Annexure-I**.

A summary explanation of the List of Benefits and the Basket of Allowances that can be chosen by you is attached. The Basket of Allowances feature gives you flexibility in structuring your compensation in a manner best suited to you.

Kindly sign the duplicate copy of this letter as a token of your acceptance of the Offer, and return it to the undersigned or representative on or before **June 20, 2022**.

The Employee Service Agreement is also attached to this offer letter. You may read and sign the agreement and send it back to us along with your confirmation of the offer letter. Upon joining, you shall be signing 'Employee Non-Disclosure Agreement' and other compliance related agreements with us.

Please note that the offer is valid subject to successful completion of your Background Verification.

Sincerely
for Virtusa Consulting Services Pvt Ltd, India,

I hereby accept employment on the terms set forth
in this Letter as of this _____ day of _____

Sundararajan Narayanan
Chief People Officer & Global Head of Human Resource

Debanshu Biswas

ANNEXURE-I

COMPENSATION & BENEFITS STRUCTURE		
NAME : Debanshu Biswas DESIGNATION : Associate Consultant-Delivery TIER : Tier 3		
	Per Month (in ₹)	Per Annum (in ₹)
Base Components (A)		
Basic	30,000.00	360,000.00
HRA	15,000.00	180,000.00
Basket of Allowances (B)		
Leave Travel Assistance*	833.00	10,000.00
Phone & Internet Reimbursement	1,000.00	12,000.00
Advance Statutory Bonus**	0.00	0.00
Special Allowance	38,024.00	456,284.00
Food Reimbursement	1,100.00	13,200.00
Retirement Benefits (C)		
PF - Company's Contribution	3,600.00	43,200.00
Gratuity**	1,443.00	17,316.00

Fixed Compensation (A + B + C)	91,000.00	1,092,000.00
Variable Compensation (at 100%) Refer Annexure II for details	9,000.00	108,000.00
Cost to Company (Fixed Compensation + Variable Compensation at 100%)	100,000.00	1,200,000.00
<p><i>*LTA Can be opted for monthly or annual payment without the tax benefit or can be claimed once in two years to avail tax benefits as per the Income Tax regulations of Govt. of India.</i></p> <p><i>**Gratuity is contributed by the Company and is payable as per the Gratuity Act published by Govt. of India.</i></p>		

for Virtusa Consulting Services Pvt Ltd, India,



Sundararajan Narayanan
Chief People Officer & Global Head of Human Resource

Debanshu Biswas

Annexure-II

PERFORMANCE BASED PAYOUT (Variable Compensation)

Dear Mr. Debanshu Biswas,

You will earn the Performance Incentive based on your Individual Performance, Company Performance and Personal Utilization as per the guidelines below:

1. The entire financial year is split to two halves which is H1 (1st Apr to 30th Sep) and H2 (1st Oct to 31st Mar).
2. Your Individual Performance will be measured through the Performance (MBO) Score card which you would set with your Reporting Manager on a half yearly basis.
3. On joining you are required to complete setting your MBO along with your Manager no later than two weeks from the date of your joining.
4. H1 payout will be based on the Mid- Year assessment results of the individual while H2 Payout will be on Yearly assessment.
5. Company's performance of first half of the year will be applied for H1 payouts while company's performance of the second half of the year will be applied for H2 payouts.
6. Based on your tier, Individual & Company weightages will differ, as given in the table below:

	2D Approach	
	Individual	Company
2 in 1 box	70%	30%
Tier 0	60%	40%
Tier 1	70%	30%
Tier 2	80%	20%
Tier 3 & 4	100%	NA*

2 in 1 box are specific leaders playing roles such as account managers, client partner, segment heads, practice heads, etc. Please check with your manager if you would be playing 2 in 1 box role.

7. Personal Utilization will be the first criteria to determine your payout eligibility. Please refer to PU Policy & Guidelines on the internal policy portal for more details.
8. People rated as low performers will not be eligible for any payouts for that assessment period.
9. The payout would be made as per the timelines mentioned in Variable Payout guidelines for the respective H1 & H2 cycles, as applicable, based on the date of joining.
10. Mid-year rating will be used to arrive at the H1 variable pay (bonus) due amount and Year- end rating will be used to arrive at H2 variable pay (bonus) due amount.
11. Team member is expected to be actively employed as on the payout date to be eligible for annual payout.
12. You would be eligible to receive Performance Incentive for the period only if you are on the rolls of the company as on the date of disbursement.
13. If you are joining after 15th September in H1 or after 15th March in H2, then you will be eligible to receive the performance incentive in the succeeding variable pay cycle.

Joining Confirmation & Documents Verification Email



KOLHAR, RAZIYA MURTUZAAB

raziya.murtuzsaab-kolhar@capgemini.com



Monday, 18 July, 5:41 pm



IRF Form.pdf
PDF - 95 KB



database form.pdf
PDF - 68 KB



📎 4 attachments (531 KB)

Dear Candidate,

Greetings from Capgemini!!

We hope this mail finds you and your loved ones, safe and healthy.

We are glad to inform you that your joining has been confirmed on **4th August ,2022 at Gurgaon** .Your onboarding will be completed **virtually**.

Please confirm your interest in joining us by replying on the same mail trail by **19th July 2022 by 12PM**.


If you are not interested in joining then reply us with completed reason on the same mail trail by **19th July 2022 by 12PM**.

Government of India
Ministry of Communications

Department of Posts

OFFICE OF THE SUPDT. OF POST OFFICES
Barasat Division, Kolkata-700124



VALID UPTO	25.01.2027
UNIQUE EMPLOYEE ID	50500064
NAME	SATYAPRIYO ROY
POST	BPM
DATE OF BIRTH	01.12.1998
NAME OF OFFICE	NAYABASTIA BO
ACCOUNT OFFICE	BADURIA SO
ISSUING AUTHORITY	 S.D. Roy / Superintendent of Post Offices Barasat Divn. Kolkata-700124

Satyapriyo Roy
Signature of Holder

 <p>बैंक ऑफ महाराष्ट्र Bank of Maharashtra भारत सरकार का बैंक एक परिवार का बैंक</p>	<p>मानव संसाधन प्रबंधन विभाग Human Resources Management Department प्रधान कार्यालय: लोकमंगल, 1501, शिवाजीनगर, पुणे-5 Head Office: LOKMANGAL, 1501, SHIVAJINAGAR, PUNE-5 टेलीफोन/TELE-020 : 25614477-321 ई/मेल-e-mail : bomrpsell@mahabank.co.in</p>	 <p>एक कदम साक्षरता की ओर 'नवभारत' अभियान की सफलता हेतु हम प्रयत्नरत हैं</p>
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क्र. एएक्स-1/मासंप्र/आरपी/सीआरपी पीओ-9 रिजर्व लिस्ट /4315/2021-22
AX-1/HRM/RP/CRP PO-IX RESERVE LIST /4315/2021-22

दिनांक:- 06-04-2021
Date: - 06-04-2021

पंजीकृत डाक द्वारा/ BY REGD POST

(रोल नंबर/ Roll No. 3031017388)

(पंजीकरण क्र. / Regd. No 1770689464)

अंतिम नियुक्ति प्रस्ताव PROVISIONAL OFFER OF EMPLOYMENT

ABDUL AZIZ AL AMAN
1ST FLOOR HAYAT BHAWAN, B.S.ROAD, ,
MALDA, WEST BENGAL, 732101

सार्वजनिक क्षेत्रों की बैंकों में परिवीक्षाधीन अधिकारियों की भर्ती के लिए आईबीपीएस द्वारा सामान्य लिखित परीक्षा (सीआरपी- IX रिजर्व लिस्ट) संबंधी नियमित प्रक्रिया के संदर्भ में हम आपको सहर्ष सूचित करते हैं कि आपका बैंक ऑफ महाराष्ट्र में कनिष्ठ श्रेणी वेतनमान-1 में परिवीक्षाधीन अधिकारी के पद पर चयन हुआ है। महाबैंक परिवार के सदस्य के रूप में हम आपका हार्दिक स्वागत करते हैं।

With reference to the common recruitment (CRP-IX RESERVE LIST) regular process taken up by IBPS for recruitment of Probationary officers in Public Sector Banks, we are pleased to inform you that you have been selected for appointment as Probationary Officer in JMGS Scale-I, in Bank of Maharashtra. We extend you warm welcome to join MAHABANK family.

01. आपकी नियुक्ति परिवीक्षा अधिकारी के रूप में कनिष्ठ श्रेणी वेतनमान-1, के वेतनमान (Rs. 36000 - 490/7- 46430 -1740/2 - 49910 - 1990/7 - 63840) में की जाएगी। उपर्युक्त दर्शाए वेतनमान के अनुसार आपका आरंभिक मूल वेतन रु. 36000/- प्रतिमाह होगा। आपके तैनाती के स्थान हेतु लागू महंगाई भत्ता, मकान किराया भत्ता और अन्य अनुमत्य भत्तों के लिए आप पात्र होंगे।

You will be appointed as an Officer in Junior Management Grade (JMGS) Scale-I in the pay scale (Rs. 36000 - 1490/7- 46430 -1740/2 - 49910 - 1990/7 - 63840). You will draw a starting basic pay of Rs. 36,000/- per month in the scale as stated above. You will be eligible for Dearness Allowance, House Rent Allowance and other admissible allowance as applicable to your place of posting.

02. अधिकारी के रूप में बैंक ऑफ महाराष्ट्र अधिकारी सेवा विनियमावली, 1979 जिसमें समय-समय पर संशोधन किए गए हैं, बैंक ऑफ महाराष्ट्र कर्मचारी आचरण (विनियमावली, 1976 और बैंक ऑफ महाराष्ट्र अधिकारी कर्मचारी अनुशासन व अपील (विनियमावली 1976 और समय-समय पर यथालागू अन्य नियम व विनियम तथा उनके संशोधन आप पर लागू होंगे।

As an Officer you will be governed by the Bank of Maharashtra Officers' Service Regulations, 1979 as amended from time to time, Bank of Maharashtra Officers' (Conduct) Regulations 1976 and Bank of Maharashtra Officers' Employees (Discipline & Appeal) Regulation 1976 and other such rules and Regulations, modifications that would be made applicable from time to time.

03. दिनांक 01.04.2010 से सार्वजनिक क्षेत्र के बैंकों के कर्मचारियों के लिए आरंभ की गई "अंशदायी पेंशन योजना" द्वारा शासित "नियत अंशदायी सेवानिवृत्ति सुविधा योजना" पर आधारित नई पेंशन योजना अधिकारी के रूप में आप पर लागू होगी। साथ ही अलग से कोई अंशदायी भविष्य निधि उपलब्ध नहीं होगी।

As an Officer you will also be governed by a New Pension Scheme based on 'Defined Contributory Retirement Benefit Scheme' as governed by 'Contributory Pension Scheme'.

introduced for the Employees of Public Sector Banks with effect from 01.04.2010. So also there shall be no separate Contributory Provident Fund.

04. आप बैंक में कार्यभार ग्रहण करने की दिनांक से दो वर्ष हेतु परीक्षाधीन रहेंगे। बैंक में कार्यभार ग्रहण करने की दिनांक से एक वर्ष की संतोषजनक सेवा पूर्ण करने पर इस वेतनमान में आप पहली वेतनवृद्धि प्राप्त करने के पात्र होंगे, लेकिन इसका अर्थ सेवा में स्थायीकरण नहीं होगा।

You will be on probation for Two years from the date of joining the Bank. You will be entitled to the first increment in the scale after completion of one year's satisfactory service from the date of joining the Bank, but this would not amount to confirmation in service.

05. परीक्षा अवधि पूर्ण होने के बाद आपको सेवा में तब ही स्थायी किया जाएगा जब सक्षम प्राधिकारी के अभिमत में आपका कार्य निष्पादन, आचरण संतोषजनक पाया जाता है। अन्यथा, परीक्षा की अवधि एक वर्ष से अनधिक अवधि हेतु बढ़ाई जा सकती है। बढ़ाई गई अवधि सहित परीक्षा अवधि के दौरान यदि प्राधिकृत प्राधिकारी के मतानुसार आप इस सेवा में स्थायीकरण योग्य नहीं पाए गए तो एक माह का नोटिस अथवा नोटिस के स्थान पर एक माह का वेतन दे कर आपकी सेवाएं समाप्त की जा सकती हैं। सेवा में स्थायीकरण के बाद भी बैंक आपकी 30 से अधिक दिनों की अनुपस्थिति रहने सहित किसी भी कारण से तीन माह का लिखित नोटिस देकर या उसके स्थान पर तीन माह के वेतन का भुगतान कर आपकी सेवाएं समाप्त कर सकता है।

You will be confirmed in service after completion of probation period, only if in the opinion of the Competent Authority your work performance and conduct during the period of probation is found satisfactory. Otherwise, the period of probation may be extended for a period not exceeding one year. During the period of probation, including the period of extension, if any, if the Competent Authority is of the opinion that you are not fit, for confirmation, your service would be liable to be terminated by giving you one months' notice or pay in lieu of notice. Any time after confirmation in service the Bank may terminate your services for any reason whatsoever including your continuous absence for more than 30 days by giving you three months' notice in writing or by paying you three months' emoluments in lieu thereof.

06. परीक्षा अवधि के दौरान अनधिकृत रूप से ली गई अवैतनिक छुट्टी की अवधि के बराबर आपकी परीक्षा अवधि में भी वृद्धि की जाएगी। परीक्षा अवधि के प्रथम वर्ष में आप आनुपातिक आधार पर आकस्मिक छुट्टी के अलावा अन्य किसी भी प्रकार की छुट्टी के लिए पात्र नहीं होंगे।

The probation period is also liable to be extended to the extent of leave without pay / unauthorized absence during the Probation period. In the first year of probation period, you will not be entitled for any type of leave except casual leave on prorata basis.

07. बैंक की आवश्यकताओं / आकस्मिकताओं के अनुसार आपको अधिकारी के रूप में किसी भी स्थान पर बैंक के ऐसे किसी भी अन्य विभाग/शाखा में स्थानांतरित / तैनात किया जा सकता है, जहां बैंक का कार्यालय/शाखा हो अथवा बाद में खोली जा सकती हो।

You are liable to be posted / transferred as an Officer in any other Department / Branch at any place where the Bank has / may have its Branch / Office according to exigencies / requirements of the Bank.

08. परीक्षा में नियुक्ति की दिनांक से 3 माह की अवधि के भीतर आपको बैंक के प्रति निष्ठा बीमा स्वरूप रु. 10,000/- नकद अथवा निजी जमानत देनी होगी।

Within a period of 3 months from the date of appointment on probation, you shall have to furnish cash or personal security / fidelity insurance of Rs .10,000/-

09. अनुसूचित जातियों/ अनुसूचित जनजातियों/अन्य पिछड़े वर्ग से संबंधित होने का दावा करनेवाले उम्मीदवारों के लिए यह नियुक्ति अनन्तिम है और यह उम्मीदवार के अनुसूचित जाति/ अनुसूचित जनजाति/क्रीमी लेयर का होने के प्रमाणपत्र का समुचित माध्यम से सत्यापन किए जाने पर, सही पाए जाने की शर्त पर है। यदि उपर्युक्त सत्यापन से यह जाहिर हुआ कि उम्मीदवार का अनुसूचित जाति/ अनुसूचित जनजाति वर्ग/क्रीमी लेयर

का होने का दावा झूठा / सही नहीं है तो कोई भी कारण बताए बिना उसकी सेवाएं तुरंत समाप्त कर दी जाएंगी और उसके द्वारा झूठा प्रमाण-पत्र प्रस्तुत किए जाने के अपराध के कारण, भारतीय दंड संहिता के प्रावधानों के अनुसार, किसी भी पूर्वाग्रह के बिना उसके विरुद्ध कार्रवाई भी की जा सकेगी।

In case of Scheduled Caste, Scheduled Tribe / Other Backward Class, the appointment is provisional and is subject to the Caste / Tribe / Creamy layer certificate being verified through the proper channels and if the verification reveals that the claim belonging to Scheduled Caste / Schedule Tribes / Creamy layer, as the case may be, is false / not correct, the services will be terminated forthwith without assigning any further reasons and without prejudice to such further action as may be taken under the provisions of Indian Penal Code for production of false certificate.

10. यदि आप पहले से कहीं कार्य कर रहे हैं तो बैंक में कार्यभार ग्रहण करने से पहले आपको वर्तमान नियोक्ता द्वारा जारी सेवामुक्ति प्रमाणपत्र प्रस्तुत करना होगा, जो कि एक अनिवार्य पूर्व शर्त होगी।

If you are already in employment, you will have to submit discharge certificate from your present employer before joining the Bank which will be condition precedent.

11. अधिकारी के रूप में आपकी नियुक्ति बैंक के चिकित्सक / जिला सिविल सर्जन द्वारा शारीरिक रूप से योग्यता प्रमाणपत्र जारी किए जाने तथा आप द्वारा यह प्रस्ताव बिना-शर्त स्वीकार करने पर निर्भर है।

Your appointment as Officer is subject to the certificate of Medical fitness given by the Bank's Doctor / District Civil Surgeon as well as acceptance of this offer unconditionally.

12. अधिकारी के रूप में आपकी नियुक्ति, स्थानीय पुलिस द्वारा आपके खिलाफ कोई आपराधिक मामला दर्ज न होने का प्रमाणपत्र जारी करने पर निर्भर है। आपको इस आशय का घोषणापत्र देना होगा कि आपके विरुद्ध कभी कोई आपराधिक मामला दर्ज नहीं किया गया / कानूनी तौर पर आपको कभी कोई सजा नहीं दी गई। यदि बाद में बैंक को इस आशय की जानकारी प्राप्त होती है तो बिना किसी जांच के आपकी सेवाएं समाप्त कर दी जाएंगी। आपराधिक मामले / सजा के मामले में यदि आवश्यक हुआ तो और अधिक जांच करने का बैंक का अधिकार सुरक्षित है।

Your appointment is provisional and subject to submission of certificate issued by the local police authorities where you are presently staying, stating that there is no criminal case/history against you. You have to give an undertaking of having no history of criminal case / conviction against you and antecedents, if any, found subsequently by the bank, your services would be terminated without inquiry. Bank also reserves its right to investigate further if necessary in the matter of criminal case / conviction.

13. नियुक्ति के समय आपको रु. 2,00,000/- का वैयक्तिक जमानती बाँड अथवा रु. 2,00,000/- की जमानती राशि प्रस्तुत करनी होगी। यदि आप 3 वर्ष की अवधि पूरी होने से पूर्व किसी भी कारणवश बैंक की सेवा छोड़ते हैं तो आपको बैंक को रु. 2,00,000/- राशि अदा करनी होगी। यह राशि नोटिस अवधि के अधित्याग और प्रशिक्षण खर्च यदि कोई हो, हेतु भुगतान सहित बैंक की अन्य देयों के अतिरिक्त अदा करनी होगी।

You will have to submit Personal Surety Bond OR Security Deposit of Rs.2,00,000/- (Two Lakh only) for three years at the time of joining. In case you leave the Bank before expiry of period of three years for the reasons of whatsoever nature you will have to pay Rs.2,00,000/- to the Bank in addition to other dues of the Bank including payment towards waiver of notice period, and Training expenses, if any.

14. आपको कम से कम ऐसे 2 सम्माननीय व्यक्तियों द्वारा जारी चरित्र प्रमाणपत्र प्रस्तुत करने होंगे, जो आपके रिश्तेदार न हों।

You have to give character certificate from at least 2 respectable persons not related to you.

15. आप बैंक की सेवाओं को तब तक त्याग नहीं सकते जब तक त्यागपत्र देने संबंधी बैंक को दिए गए आपके लिखित नोटिस की तीन माह की अवधि समाप्त न हो जाए। आपके द्वारा त्यागपत्र प्रस्तुत करने पर, जब तक अधिकृत प्राधिकारी द्वारा आपका त्यागपत्र स्वीकार न कर लिया जाए, तब तक आपको बैंक की सेवाओं से कार्यमुक्त नहीं किया जाएगा।

You shall not resign from the services of the Bank otherwise than on expiry of three months' period from the service of a notice in writing to the Bank of such resignation. In the event of your tendering resignation, you will not be relieved from the Bank's service unless the Competent Authority accepts your resignation.

16. नियुक्ति के समय या उसके उपरांत यदि आपके द्वारा प्रस्तुत दस्तावेजों /प्रमाणपत्रों या पहले दी गई जानकारी में कोई विसंगति पाई गई या यह पाया गया कि कोई तथ्य छुपाया गया है तो ऐसी दशा में बैंक को किसी भी समय आपकी नियुक्ति को रद्द करने का अधिकार होगा।

At the time of joining or thereafter, if any concealment of facts or discrepancies are observed in testimonials / certificates or in the information already submitted online or otherwise, in such event the bank will have right to cancel your appointment at any time.

17. किसी भी संदेह/विवेचन की स्थिति में प्रस्ताव पत्र का अंग्रेजी पाठ अंतिम माना जाएगा।

In case of any doubt in interpretation English version of the offer letter will be considered as final.

18. बैंक का कार्यग्रहण करते समय प्रस्तुत किए जाने वाले आवश्यक दस्तावेजों के प्रारूप बैंक की वेबसाइट www.bankofmaharashtra.in से डाउनलोड किए जा सकते हैं / ये आपको जल्द ही आपके पंजीकृत ईमेल आईडी जो कि आपने ऑन-लाइन आवेदन भरते समय दिया था, पर आईबीपीएस मुंबई के माध्यम से प्राप्त होंगे।

Formats of the documents required to be submitted at the time of joining the Bank, can be downloaded from Bank's website www.bankofmaharashtra.in / will be emailed to you shortly to the registered e-mail ID which is given at the time of online application through IBPS, Mumbai.

19. अधिकारी के रूप में आप अपना सारा समय, ध्यान, कुशलता इत्यादि बैंक के कारोबार में लगाएँ तथा अपने वरिष्ठ अधिकारियोंद्वारा समय-समय पर जारी किए गए आदेशोंका पूरी तरह से पालन करें। आपको परिश्रम तथा निष्ठा से बैंक की सेवा करनी होगी और बैंक के हितोंको बढ़ाने के लिए अधिक से अधिक प्रयास करना होगा।

As an officer employee, you shall devote the whole of your time, attention and abilities etc. to the business of the bank and shall obey all orders issued from time to time by your superiors in all respects and shall diligently and faithfully serve the bank and use your utmost endeavor to promote bank's interest.

20. यदि यह प्रस्ताव आपको स्वीकार्य है तो कृपया इस प्रस्ताव की फोटोकॉपी निकालें और इस प्रस्ताव की विधिवत हस्ताक्षरित (प्रत्येक पृष्ठ पर) स्वीकृति दिनांक 22-04-2021 को या इससे पूर्व निम्नलिखित पते पर भेजें। सहाय्यक महाव्यवस्थापक, बैंक ऑफ महाराष्ट्र, मानव संसाधन विभाग, लोकमंगल, 1501, शिवाजी नगर, पुणे-411005. आप स्वीकृति पत्र की विधिवत हस्ताक्षरित स्कैन प्रति ईमेल आईडी bomrpsell@mahabank.co.in / milind.gaikwad@mahabank.co.in पर भेजें तथा साथ ही इसकी हार्ड प्रति भी भेजी जाए।

If the above offer is acceptable to you, please take photo copy of this offer letter and send us one copies duly signed (on each page) as a copy of acceptance so as to reach on or before 22-04-2021 to - Asstt. General Manager, Bank of Maharashtra, Human Resource Department, Lokmangal, 1501 Shivajinagar, PUNE - 411005. You may send scanned copy of duly signed acceptance letter by e-mail on e-mail ID - bomrpsell@mahabank.co.in / milind.gaikwad@mahabank.co.in in addition to the hard copy.

21. आप विधिवत हस्ताक्षरित स्वीकृति पत्र की स्कैन की गयी प्रति bomrpsell@mahabank.co.in / milind.gaikwad@mahabank.co.in आईडी पर मेल करें तथा साथ ही इसकी हार्ड कॉपी भी प्रस्तुत की जाए. 22-04-2021 के बाद प्राप्त होनेवाला स्वीकृति पत्र वैध नहीं माना जाएगा तथा आपकी ओर से अनुबंधित तारीख के भीतर प्रस्ताव की स्वीकृति प्राप्त न होने की स्थिति में यह माना जाएगा कि आप बैंक में कार्यग्रहण करने के इच्छुक नहीं हैं तथा रोजगार का यह प्रस्ताव आपके द्वारा अस्वीकार किया गया है तथा यह रोजगार

प्रस्ताव वापस लिया जाएगा और आपका नाम उम्मीदवारों की चयनित सूची से स्थायी रूप से हटा दिया जाएगा।

You may send scanned copy of duly signed acceptance letter by e-mail on e-mail ID – bomrpsell@mahabank.co.in / milind.gaikwad@mahabank.co.in in addition to the hard copy. Any acceptance received after 22-04-2021 will not be valid and it will be treated as rejection of offer and you are not interested in joining our Bank. Consequently, the Offer of employment given herein shall be treated to be withdrawn and your name will be deleted from the select list of candidates permanently.

22. आपके दस्तावेजों की जांच प्रक्रिया एवं तैनाती आदेश की सूचना उचित समय पर दी जाएगी। यदि आप अपेक्षित दस्तावेजों को प्रस्तुत करने में असफल होते हैं तो आपकी उम्मीदवारी को बिना कोई सूचना दिए निरस्त माना जाएगा।

Your document verification process & posting order shall be informed in due course. In case you fail to produce required documents, your candidature shall stand cancelled without any notice.

23. कार्यग्रहण के समय आपको पी.आर.ए.एन प्रस्तुत करना अपेक्षित है, यदि आपके पास पी.आर.ए.एन नहीं है। तो आपको इसे <https://enps.nsdl.com> के माध्यम से निर्मित करना होगा।

You will be required to submit PRAN (for NPS) at the time of joining, in case you do not have PRAN, you should generate the same through <https://enps.nsdl.com>.

सहायक महाप्रबंधक / Asstt. General Manager
मा.सं.प्र/ HRM

श्री/श्रीमती Shri/Smt :- ABDUL AZIZ AL AMAN
पता/ Address- 1ST FLOOR HAYAT BHAWAN B.S.ROAD
MALDA WEST BENGAL 732101

उपर्युक्त शर्तों व निबंधनों के अनुसार पृष्ठांकन हेतु स्थान
Place for endorsement as per terms & conditions above.

"यह प्रस्ताव मुझे बिना शर्त स्वीकार्य है और मैं इस प्रस्ताव में दिए गए नियमों व शर्तों पर बैंक में अधिकारी के रूप में कार्यग्रहण का / की इच्छुक हूँ"

The offer within is accepted by me unconditionally and I am willing to join the Bank as an Officer on the terms and conditions mentioned in this offer."

दिनांक /Date : 07-04-2021	हस्ताक्षर /Signature Abdul Aziz Al Aman
नाम Name	श्री/श्रीमती Shri/Smt:- ABDUL AZIZ AL AMAN
रोल नंबर. Roll No	3031017388
पंजीकरण क्र.Regd. No.	1770689464
ई-मेल Email	a4vivian08@gmail.com
मोबाइल Mobile	7551827282

Abdul Aziz Al Aman
07-04-2021

Ref: S/HR/LET-OFR/45741/113473

Date: 13 July 2022

Dear SOURAV Moyra,

Congratulations and thank you for your interest in Syngene International!

We are delighted to confirm your selection on the below terms and conditions of employment with us:

Position : RESEARCH ASSOCIATE TRAINEE - DISCOVERY CHEMISTRY STA

Level : 9-I - RESEARCH ASSOCIATE TRAINEE

Location : Hyderabad

Address : Syngene International Limited, Building No. 7, 8 carved out of Plot No. 7, Survey Nos. 542, MN Park, Synergy Square 2, Genome Valley, Kolthur (V), Shameerpet (M), Medchal District, Hyderabad, Telangana – 500 079

You will be entitled to a Total Cash compensation of Rs. 313605 p.a the detailed break-up is attached as Annexure I. The policy guidelines on benefits and emoluments are enclosed in Annexure II.

This offer of employment is valid subject to confirmation of your medical fitness and satisfactory completion of reference / background verification of your credentials related to your educational and / or professional experience.

The appointment is effective from the date of your joining and we request you to join on or before 05 September 2022.

Please confirm that the terms of this offer are acceptable within three days from the date of offer or this offer shall be deemed to have been withdrawn and consequently you will not have any further claim for employment with us. It is understood that we will mutually keep this offer as **CONFIDENTIAL**, till the time you are on board with us.

We are excited about many ways you will have opportunities to contribute to the success of Syngene and look forward to having a mutually beneficial association.

Best Regards,
for **Syngene International Ltd.**



Sanjeev Sukumaran
Chief Human Resource Officer

ANNEXURE - I

Name : SOURAV Moyra
Position : RESEARCH ASSOCIATE TRAINEE - DISCOVERY CHEMISTRY STA
Level : 9-I

Salary Components	Annual (Rs.)	Monthly(Rs.)
Basic Salary	205200	17100
House Rent Allowance	13284	1107
Leave Travel Allowance	0	0
Flexi Allowance	0	0
Advance statutory Bonus / Ex-Gratia	41040	3420
Canteen Cost	9000	750
Gross Salary - (A)	268524	22377
Employer Contribution of PF	24624	2052
Gratuity Fund	9852	821
Employer Contribution to ESI	0	0
Statutory Contributions - (B)	34476	2873
Total Fixed Cost - (C = A+B)	303000	25250
Short Term Incentive (STI) at Target - (D)	10605	
Total Cash Compensation - (C+D)	313605	

Benefit Component	Annual Benefit Value	Features
Group Medical Insurance	200000	Covers only for Self, Spouse and two dependent children.
Group Personal Accident Insurance	1700000	Covers only self, up to a limit of Rs. 17,00,000 or two times of your Annual Fixed Pay whichever is higher

Applicable for STA's (Syngene Training Academy) only: All hires under the STA programme, are bound by the terms and obligations agreed in the **SERVICE AGREEMENT** executed at the time of joining Syngene. The candidate shall undergo training in technical and soft skill enhancement, for a period of six months from the date of joining. After successful completion of 6 months training programme, the candidates will be required to serve the company for a minimum period of 24 months (in total - 30 months). In the event the employee leaves the services of the company before expiry of 30 months, he will be liable to pay a sum of Rs.1,00,000/- (Rupees one lakh only) as liquidated damages.

ANNEXURE - II

Guidelines on Emoluments / Benefits:

Company Transportation: New employees opting for company transportation would be provided this facility, depending on the availability of seats. It takes a minimum of seven (7) days for the administration team to provide transportation. They need to have at least 8 employees to introduce a new route.

- For Level 9, 10 & 11: An amount of Rs. 1,800/- will be deducted from the monthly salary, if employee avail company transport.
- For Level 8 - Car Petrol allowance will not be paid, if employee avail Company transport.
- For Level 7 & above: Car Petrol & Maintenance allowance will not be paid, if employee avail Company transport.

Short Term Incentive: Short Term Incentive (STI) will be payable based on the Company performance versus the Business plan, Departmental performance versus the annual departmental score card and the individual performance versus the objectives in your Individual scorecard for the financial year. Weightages assigned to Company, Department and Individual performance for your level are as follows:

Company	Department	Individual
10%	10%	80%

STI will be paid during the annual appraisal cycle and employees who are onboard at the time of disbursement without serving notice of resignation are only eligible for STI payout. The amount will be prorated for the first year based on date of joining. Employees joining on/after November 1st in a financial year will not be entitled to STI pay-out, which is generally paid-out in June of the subsequent year.

Children Education Reimbursement: The reimbursement will be paid to the confirmed employee on production of school fee receipts at Rs. 20,000/- per child upto maximum of two children. The minimum age should be three and half years. For the first-year claim, the amount will be paid on pro-rated basis for the financial year depending on the date of joining.

Probation: Six (6) months from the date of joining. Probation can be extended on unsatisfactory performance.

Working Days: Five (5) days a week. Some departments function for six (6) days schedule also. For employees in Six day schedule, first Saturday of every month is a declared Holiday.

Office Timings: 8:15 AM to 5:15 PM for General Shift and shift schedules applicable to other employees.

Leave Eligibility: Employees are eligible for combined Casual & Sick Leave of 12 days per annum and Earned leave of 18 days per annum. The CL & SL will be credited on prorated basis from the date of joining and EL will be credited every month on prorated basis from the date of joining. The annual leave credit period is from April till March.

Salary Revision:

A. Employees who joins the organization on or before 31st October of current calendar year shall be eligible for salary review during the month of April of subsequent year. Employees joining later to 31st October of current year are not eligible for salary review during the subsequent year.

B. All other payments / benefits if extended by Company (other than the payment of salary as stated above and other statutory

payments or benefits payable in accordance with law from time to time), shall be subject to discretion of the Company and the same shall not be considered as your entitlement.



Relocation Policy:

Scope: Applicable to all New Employees who are currently employed outside of their offered location and are relocating to join the Company.

Relocation Travel Reimbursement: Towards travel of Self, Spouse and 2 Children paid at actuals, travel eligibility for Levels 7 to 1: Air -Economy class; Levels 8 to 11: II a/c train fare or bus fare (whichever is lesser). All supporting Ticket / Boarding passes to be submitted for reimbursement.

Relocation Transport Reimbursement: Towards shifting of house hold goods (Packing / Loading / Unloading / Unpacking / Insurance / 1 Four or Two wheeler vehicle), Max of 1 truckload and costs will be on actuals subject to max amounts as per levels. Levels 3 to 1: At Actuals; Levels 7 to 4: Rs. 50,000/-; Levels 8 & 9: Rs. 20,000/-; Levels 10 & 11: Rs. 10,000/-. The employee has to submit quotations to HR department from at least 3 movers / packers (from an approved list of vendors i.e. Prakash Packer & Movers / Leo Packer & Movers / Agrawal Packers & Movers). The final / optimal option would need to be pre-approved by HR and all supporting Bills / Quotations have to be submitted for reimbursement (CASH TRANSACTIONS WILL NOT BE ACCEPTED).

Relocation Allowance: One month's Basic will be paid as relocation allowance towards child's / children's school admissions, estate agent commission, or any miscellaneous costs.

Initial Accommodation: The Company will provide accommodation for outstation candidates in the company-leased guest houses / rooms for a period of 1 week from the date of joining. The new employee would need to inform HR at least 10 days before joining, if he / she would like to avail accommodation facility.

Claim Period: Any claims pertaining to Relocation Expenses / Allowances has to be submitted within 45 days from date of joining. Any bills submitted beyond this period (45 days) will not be eligible for reimbursement. (PLEASE NOTE SYNGENE WILL REQUIRE ONLINE TRANSACTION PROOF FOR ALL EXPENSE/RELOCATION CLAIMS, CASH TRANSACTIONS WILL NOT BE ACCEPTED)

Recovery: If the employee leaves the organization within one year of joining, all relocation expenses related to Travel Reimbursement, Transportation Reimbursement, Relocation Allowance(one month basic pay), Joining Bonus (if any), Notice Period Buyout paid by the Company will be recovered from the employee in the full and final settlement.

Note: The management reserves the right to change any policies at its own discretion and the applicability will be based on new policy. We will issue the formal appointment letter detailing the terms and conditions of employment on your joining our organization. It is understood that such terms and conditions of employment will be binding on you and you will comply with all rules, regulations and code of conduct applicable to employees of the company.

Please bring the following certificates / documents (original & copies) at the time of reporting:

CERTIFICATES:

I) EDUCATIONAL

- a) School Leaving- 10th & 12th Certificate
- b) P.U. or Equivalent
- c) Degree Certificate / Marks Sheets - Duly approved by UGC / AICTE.
- d) Post Graduation Certificate / Marks Sheets
- e) Any Other

II) OTHERS

- a) Date of Birth Certificate / Proof
 - b) Experience Letter(s)/ Reliving Letter(s) (any one) – from all previous employments as mentioned in your CV.
 - c) Salary Slips of last 2 months
 - d) Copy of Form-16 & IT Acknowledgement (Last 2 years), if applicable.
 - e) Relieving Letter
 - f) Photographs : Passport Size : 4 numbers, Stamp Size : 2 numbers (Color)
 - g) Pan Card
 - h) Aadhaar Card
 - i) Any one document among following as latest Address Proof
- * Passport, Driving License, Voter's ID card.

Employee Code	85565	Employee Name	ANIRBAN PAL
Date Of Birth	27/08/1983	Date of Joining	21/10/2019
Designation	PRINCIPAL SOFTWARE ENGINEER	Bank Name	HDFC BANK
Bank A/C No	15881610006146	PAN NO	ASTPP1029R
PF No.		Location	BANGALORE
No of Days / LOP/LOPR	11.00 / 0.00 / 0.00	Universal Account Number	
Group Date of Joining			

Payslip for the month of Oct 2019

Earnings	Reference Amount	Amount	Arrear Amount	Year to Date	Deductions	Amount	Year to Date
BASIC.	76,000.00	26,968.00	0.00	26,968.00	PROFESSION TAX	200.00	200.00
H.R.A	38,000.00	13,484.00	0.00	13,484.00	Provident Fund (PF)	3,236.00	3,236.00
SPECIAL ALLOWANCE	66,880.00	23,732.00	0.00	23,732.00			
Gross Earnings		64,184.00		64,184.00	Gross Deductions	3,436.00	3,436.00

Net Pay	60,748.00	
Net Pay In Words	Rupees Sixty Thousand Seven Hundred And Forty Eight Only	

Other Statutory Deductions	Projected	Year to Date	Balance	
Income Tax	89,658.00	0.00	89,658.00	
Profession Tax	1,200.00	200.00	1,000.00	

Provident Fund(PF) Details	Amount	Year to Date	
Employee Contribution to PF	3,236.00	3,236.00	
Employee V P F Contribution	0.00	0.00	
Employer Contribution to EPS	1,250.00	1,250.00	
Employer Contribution to PF	1,986.00	1,986.00	

Note : This is a computer generated payslip and does not require authentication.



भारतीय विमानपत्तन प्राधिकरण AIRPORTS AUTHORITY OF INDIA

F. No.A.12024/12/2019-Rectt. Cell

Dated: 27.05.2019

Roll No. 340990400018

SHRI ARINDAM MONDAL
S/o Shri Alik Kumar Mondal
4 Uttar Para Road
P.O.- Rahara
North 24 Parganas
West Bengal-700118

विषय : भारतीय विमानपत्तन प्राधिकरण में प्रबंधक (इंजीनियरिंग इलेक्ट्रिकल) के पद पर नियुक्ति का प्रस्ताव :

विज्ञापन संख्या 02/2018

**Subject: Offer of Appointment to the post of Manager (Engg.- Electrical) in
Airports Authority of India - Advt. No. 02/2018**

आपके आवेदन तथा चयन प्रक्रिया पूरी होने पर, प्रबंधन की ओर से आपको भारतीय विमानपत्तन प्राधिकरण में प्रबंधक (इंजीनियरिंग इलेक्ट्रिकल) के पद पर निम्नलिखित नियमों एवं शर्तों के साथ नियुक्ति का प्रस्ताव प्रदान किया जाता है।

With reference to your application and on completion of selection process, the management is pleased to offer you the post of Manager (Engg.- Electrical) in Airports Authority of India on the following terms and conditions: -

2. आपका प्रारम्भिक मूल वेतन 60,000 - 1,80,000/-रुपए के वेतनमान में 60,000/- रुपए प्रति माह होगा। इसके अतिरिक्त आपको प्राधिकरण के मान्य तथा समय-समय पर यथासंशोधित नियमों के तहत स्वीकार्य भत्ते भी मिलेंगे।

Your initial Basic Pay will be Rs. 60,000/-per month in the pay scale of Rs. 60,000-1,80,000/-. In addition, you will receive usual allowances as admissible under rules of Authority in force and as amended from time to time.

3. आपके द्वारा कार्यभार ग्रहण करने की तिथि से, आप एक वर्ष की अवधि के लिए परिवीक्षाधीन रहेंगे, जिसे प्राधिकरण द्वारा बढ़ाया जा सकता है किन्तु एक वर्ष से अधिक नहीं। इस अवधि की समाप्ति पर अथवा इस अवधि के दौरान, आपकी सेवाएं प्राधिकरण के स्वविवेक पर बिना किसी नोटिस दिए अथवा कोई कारण बताए बिना समाप्त की जा सकती हैं। आपकी सेवाएं तब तक स्थायी नहीं मानी जाएंगी जब तक कि इसके प्रभाव संबंधी पुष्टिकरण पत्र जारी नहीं हो जाता।

From the date of your assuming charge, you will be on probation for a period of one year, which may extend for such period as the Authority may specify, but which shall not exceed one year. At the end of or during such period, your services are liable to be terminated without notice or without assigning any reason, at the sole discretion of the Authority. Your services will not be regarded as confirmed until a letter of confirmation is issued to that effect.

4. आपकी नियुक्ति तथा सेवा में निरन्तरता सरकारी अस्पताल के सिविल सर्जन / चिकित्सा अधीक्षक रैंक के चिकित्सा अधिकारी द्वारा जारी चिकित्सा फिटनेस के अधीन है।

Your appointment and continuation in service shall be subject to medical fitness issued by a Medical Officer of Government Hospital of the rank of Civil Surgeon/Medical Superintendent.

 Contd--/2

5. भारतीय विमानपत्तन प्राधिकरण में प्रबंधक (इंजीनियरिंग इलेक्ट्रिकल) के पद पर अखिल भारतीय स्थानान्तरण का दायित्व होता है तथा भारतीय विमानपत्तन प्राधिकरण में सेवा के दौरान आपको भारत में कहीं भी स्थानान्तरित किया जा सकता है।

The post of Manager (Engg.- Electrical) in Airports Authority of India carries all India transfer liability and you can be transferred anywhere in India during the service in Airports Authority of India.

6. प्राधिकरण के पास अपने स्वविवेक से आपको आवश्यकता होने पर समान वेतनमान में पुनः पदनामित करने का अधिकार सुरक्षित है।

The Authority reserves the right to re-designate you in identical scale of pay, if felt necessary, at its sole discretion.

7. नौकरी की अवधि के दौरान आप :

- क) समय-समय पर आपको दिए गए सभी अनुदेशों का तत्परता व ईमानदारी से पालन करेंगे।
 - ख) अपना पूरा समय तथा ध्यान पूरी तरह प्राधिकरण के कार्यों के प्रति समर्पित करेंगे तथा कोई अन्य व्यवसाय या गतिविधि में किसी भी क्षमता में, प्रत्यक्ष या अप्रत्यक्ष रूप से पूर्णकालिक या अल्पकालिक रूप में नहीं जुड़ेंगे।
 - ग) प्राधिकरण के कार्यों की अखंडता और गोपनीयता पूर्ण रूप से बनाए रखेंगे।
- You shall during the period of employment:
- a) Diligently and faithfully carry out all instructions given to you from time to time.
 - b) Devote your whole time and attention exclusively to the business and affairs of the Authority and not engage directly or indirectly in any other business or activity in any capacity either full time or part time.
 - c) Maintain complete integrity, secrecy about the affairs/business of the Authority.

8. इस नियुक्ति पत्र के किसी खंड के होते हुए भी, प्राधिकरण के पास यह अधिकार सुरक्षित है कि वह आपको बिना कोई कारण बताए, एक माह के नोटिस अथवा उसके बदले एक माह के वेतन के भुगतान पर अपने स्वविवेक के आधार पर आपकी सेवाएं समाप्त कर सकता है। इसी प्रकार आप को भी एक माह का नोटिस देकर अपनी सेवाओं से इस्तीफा देने की छूट होगी।

Notwithstanding any of the clause of this letter of appointment, the Authority reserves the right to terminate your appointment at its absolute discretion after giving you one month's notice or on payment of one month's salary in lieu thereof, without assigning any reason. Similarly, you shall be at liberty to resign from the services after giving one month's notice.

9. यह नियुक्ति आपके द्वारा अपने आवेदन प्रपत्र में दी गई सूचना तथा दस्तावेजों के सत्यापन के समय जमा कराए गए दस्तावेजों के आधार पर की गई है। यदि इनमें से कोई सूचना किसी भी रूप में गलत पाई गई तो आपकी नियुक्ति को रद्द किया जा सकता है।

This appointment is based on the information furnished by you in your application form and the documents submitted at the time of verification of documents. In the event of any information given therein found incorrect in any respect, the appointment may be held void.

10. आप समय-समय पर लागू होने वाले प्राधिकरण के नियम एवं शर्तों का पालन करेंगे।

You will abide by the Rules and Regulations of the Authority which may be in force from time to time.

11. यह नियुक्ति आपके अच्छे आचरण का भारत सरकार या राज्य सरकार के अलग-अलग राजपत्रित अधिकारियों या प्रथम श्रेणी के मजिस्ट्रेट या संसद या राज्य विधानसभा के सदस्य द्वारा दो चरित्र प्रमाण-पत्रों की प्रस्तुति के अधीन है। (Annexure-F)

This appointment is subject to your furnishing a good conduct certificate from two different Gazetted Officers of Government of India or State Government or a First Class Magistrate or a Member of Parliament or a State Legislature. (Annexure-F)



12. आपको प्राधिकरण के नियमों के अनुसार भारतीय विमानपत्तन प्राधिकरण की प्रोविडेंट फंड कॉन्ट्रीब्यूशन स्कीम, ग्रुप पर्सनल एक्सिडेंट इन्श्योरेंस स्कीम, ग्रुप ग्रेच्युटी कैश एक्क्यूमुलेशन स्कीम, ग्रुप सेविंग लिंक्ड इन्श्योरेंस कॉन्ट्रीब्यूशन स्कीम तथा बेनोवोलेंट फंड कॉन्ट्रीब्यूशन में शामिल होना आवश्यक है।

You are required to join the Provident Fund Contribution Scheme, Group Personal Accident Insurance Scheme, Group Insurance Scheme, Group Gratuity Cash Accumulation Scheme, Group Saving Linked Insurance Contribution Scheme & Benevolent Fund Contribution of the AAI in accordance with the schemes in vogue & Rules of the Authority.

13. यदि, आप अनुसूचित जाति/अनुसूचित जनजाति /अन्य पिछड़ा वर्ग/ पूर्व सैनिक श्रेणी से संबंध रखते हैं तो आपको उपयुक्त प्राधिकरण द्वारा जारी प्रमाण-पत्र की सत्यापित प्रति स्वीकृति पत्र के साथ भेजनी होगी।

In case, you belong to Scheduled Castes/Scheduled Tribes/Other Backward Classes/Ex-Serviceman category, a certified attested copy of Certificate from the appropriate Authority should be sent along with the letter of acceptance.

14. कार्यभार ग्रहण करते समय आपको वैवाहिक घोषणा पत्र, **Annexure-G** के अनुसार जमा करनी होगी।

You will have to furnish a marital declaration at the time of joining as per **Annexure G**.

15. कार्यभार ग्रहण करते समय आपको यह घोषणा करनी होगी कि आपने किसी अन्य स्थान पर नौकरी के लिए आवेदन नहीं किया है तथा यदि आपने आवेदन किया हुआ है तो, या तो आप अपनी पात्रता वापिस लेंगे अथवा इसके लिए सक्षम प्राधिकारी से अनुमोदन प्राप्त करेंगे।

You will have to give a declaration at the time of joining that you have not applied for a job elsewhere and if you have done so, you will either withdraw your candidature or obtain approval of the Competent Authority for the same.

16. आप सक्षम प्राधिकारी की पूर्व अनुमति के बाद ही किसी परीक्षा में बैठेंगे अथवा किसी संस्थान में प्रवेश लेंगे।

You may appear in any examination or seek admission in any Institution only with the prior permission of the Competent Authority.

17. कार्यभार ग्रहण करते समय आपको निर्धारित प्रपत्रों में संपत्तियों और देनदारियों की रिटर्न जमा करनी होगी।

You are required to submit a Return of Assets and Liabilities in the prescribed forms at the time of joining.

18. यह नियुक्ति अनंतिम है तथा उचित माध्यम से शैक्षणिक योग्यताएं/जाति प्रमाण पत्र / अनुभव प्रमाणपत्रों / चरित्र तथा पूर्ववृत्तों इत्यादि के सत्यापन के अधीन है। यदि सत्यापन के दौरान यह पता चलता है कि उम्मीदवार का दावा झूठा है तो आपको बिना कोई कारण बताए आपकी सेवाएं समाप्त कर दी जाएंगी तथा विपरीत प्रभाव डाले बिना ऐसे मामलों में आगे भारतीय दंड संहिता के प्रावधानों के तहत की जा सकने वाली कार्रवाई की जाएगी।

The appointment is provisional and subject to verification of Educational Qualifications / Caste Certificate / Experience Certificates / Character & Antecedents etc. through proper channels. If the verification reveals that the claim of the candidate is false, your services will be terminated forthwith without assigning any reason and without prejudice to such further actions as may be taken under the provisions of Indian Penal Code for production of false certificate.

19. यदि आपको नियम एवं शर्तें स्वीकार्य हों तो इस पत्र की प्राप्ति के तीन दिनों के भीतर नियुक्ति प्रस्ताव की स्वीकृति (**Annexure-A**) पर हस्ताक्षर कर इस कार्यालय को ईमेल (mnatarajan@aai.aero) द्वारा अथवा महाप्रबंधक (मा.सं.), स्थापना अनुभाग-II/III/IV, निगमित मुख्यालय, भारतीय विमानपत्तन प्राधिकरण, राजीव गांधी भवन, नई दिल्ली -110003 को स्पीड पोस्ट द्वारा भेज दें।

Contd--/4

In case the Terms and Conditions are acceptable to you, the acceptance of offer of appointment (**Annexure-A**) duly signed may be forwarded to this office within three days of receipt of this letter through E-mail (**mnatarajan@aai.aero**) or by speed post to General Manager (HR), Establishment Section-II/III/IV, Corporate Head Quarters, Airports Authority of India, Rajiv Gandhi Bhawan, New Delhi-110 003.

20. नियम एवं शर्तें स्वीकार करने तथा चिकित्सीय रूप से फिट घोषित होने पर आप **Airport Director, Airports Authority of India, Imphal International Airport, Imphal Tuliha-795140 (Manipur)** को दिनांक **17.06.2019** तक या इससे पहले ड्यूटी के लिए रिपोर्ट करें अन्यथा आपका नियुक्ति प्रस्ताव अन्य किसी अगले संदर्भ के बिना निरस्त माना जाएगा।

In the event of acceptance of Terms and Conditions and being declared medically fit, you shall report for duty to the **Airport Director, Airports Authority of India, Imphal International Airport, Imphal Tuliha-795140 (Manipur)** on or before **17.06.2019**, failing which the offer of appointment will be treated as Cancelled without any further reference.

संलग्नक : यथोक्त / Encl.: As stated above



(RISHYKESH PRIYADARSHY)
Dy. GENERAL MANAGER (HR)

FOR AND ON BEHALF OF AIRPORTS AUTHORITY OF INDIA

Copy for information & necessary action to:

- Regional Executive Director, Regional Head Quarters, Airports Authority of India, LGB International Airport, Guwahati-781 015
- Airport Director, Airports Authority of India, Imphal International Airport, Imphal Tuliha-795140 (Manipur)



भारतीय विमानपत्तन प्राधिकरण AIRPORTS AUTHORITY OF INDIA

B

F. No. A.12024/12/2019-Rectt. Cell

Dated: 27.05.2019

मुख्य चिकित्सा अधिकारी / चिकित्सा अधीक्षक
Chief Medical Officer / Medical Superintendent
सरकारी अस्पताल / Govt. Hospital

विषय: भारतीय विमानपत्तन प्राधिकरण में प्रबंधक (इंजीनियरिंग इलेक्ट्रिकल) के रूप में नियुक्ति के उद्देश्य के लिए मेडिकल बोर्ड द्वारा चिकित्सा जांच
Subject: Medical Examination by Medical Board for the purpose of Appointment as Manager (Engg.- Electrical) in Airports Authority of India

महोदय / Sir,

सूचित किया जाता है कि SHRI ARINDAM MONDAL का भारतीय विमानपत्तन प्राधिकरण में प्रबंधक (इंजीनियरिंग इलेक्ट्रिकल) के पद पर रूप 60,000-1,80,000/- के वेतनमान में चयन किया गया है। इस पद पर नियुक्ति के लिए फिटनेस हेतु विधिवत गठित मेडिकल बोर्ड द्वारा उनकी चिकित्सा जांच करने की आवश्यकता है।

This is to inform you that SHRI ARINDAM MONDAL has been selected for appointment to the post of Manager (Engg.- Electrical) in the scale of Rs.60,000-1,80,000 in Airports Authority of India. He / she is required to be medically examined by a duly constituted Medical Board for fitness for appointment to the aforesaid post.

2. अनुरोध है कि उपर्युक्त पद के लिए उक्त उम्मीदवार की चिकित्सा जांच संलग्न प्रोफार्मा के अनुसार की जाए और उनकी फिटनेस या अन्यथा को इंगित करने वाला एक अस्थायी प्रमाणपत्र कृपया उम्मीदवार को सौंप दिया जाए तथा अंतिम रिपोर्ट मेडिकल सर्टिफिकेट (मूल रूप में) Airport Director, Airports Authority of India, Imphal International Airport, Imphal Tuliha-795140 (Manipur) को भेज दी जाए।

It is requested that the above candidate may please be medically examined for the above post as per the proforma enclosed herewith and a provisional certificate indicating his / her fitness or otherwise may please be handed over to the candidate and the final report along with Medical Certificate (in original) may please be sent to the Airport Director, Airports Authority of India, Imphal International Airport, Imphal Tuliha-795140 (Manipur).

भवदीय / Yours Faithfully

(RISHY KESH PRIYADARSHY)
Dy. GENERAL MANAGER (HR)

प्रति / Copy :

SHRI ARINDAM MONDAL : कृपया इस पत्र तथा संलग्न प्रोफार्मा के साथ चिकित्सा जांच हेतु सरकारी अस्पताल के मुख्य चिकित्सा अधिकारी / चिकित्सा अधीक्षक से संपर्क करें। चिकित्सा जांच के समय आपको विधिवत भरे उम्मीदवार के विवरण और घोषणा पत्र (Annexure-C) मेडिकल बोर्ड को प्रस्तुत करने की भी आवश्यकता है।

SHRI ARINDAM MONDAL : You are required to contact the Chief Medical Officer / Medical Superintendent of Govt. Hospital along with this letter and enclosed proforma for medical examination. You are also required to submit duly filled candidate's statement and declaration form (Annexure-C) to the medical board at the time of medical examination.

PROFORMA FOR MEDICAL EXAMINATION

Name: _____ Age: _____

Post: _____ Department: _____

Signature of Candidate: _____ Date: _____

PHYSICAL EXAMINATION

1. General Development: Good: _____ Fair: _____ Poor: _____
Thin: _____ Average: _____ Obese: _____

Height (Without shoes): _____ Cms weight : _____ Kg.

Best weight : _____ Kg. when: _____

Any recent change in weight: _____ Temperature: _____

GIRTH OF CHEST

(a) After full inspiration: _____ Cms Abdomen: _____

(b) After expiration: _____ Cms Girth: _____

2. Skin : Any obvious disease

3. Eyes:

- i. Any disease:
- ii. Night Blindness:
- iii. Defect in colour Vision:
- iv. Fundus examination:
- v. Field of vision:
- vi. Visual Acuity:

Acuity of Vision		Naked Eye	With Glasses	Strength of Glasses		
				Spherical	Cylindrical	Axis
Distant vision	RE					
	LE					
Near Vision	RE					
	LE					

4. Ears: Inspection: _____ Hearing _____
Right Ear _____ Left Ear: _____

5. Glands: _____ Thyroid: _____

6. Condition of teeth: _____

7. Respiratory system: Does physical examination reveal anything abnormal in the respiratory organ? _____

If yes explain fully Circulatory System.

(a) Heart Any organic lesions?

Rate Standing: _____ After hopping 25 times: _____

2 minutes of after hopping: _____

(b) Blood Pressure: systolic: _____ diastolic : _____

Abdomen: girth _____ Tenderness: _____ Hernia: _____

8. (a) Palpable: Liver: _____ Spleen: _____ Kidney: _____ Tumors: _____

(b) Harmornods: _____ Fistula: _____

9. Nervous system: Indications of nervous of mental disability:

10. Loco-Motor system: Any abnormality: _____

11. Genite Urinary system: Any evidence of Hydrocele: _____

Varicocele Etc.: _____

(a) Physical appearance: _____ (b) Sp. Gr.: _____

(c) Albumin: _____ (d) Sugar: _____ (e) Castes: _____

(f) Cells: _____

12. Reports of Screebug / X-ray (No. _____ &

Dated _____) Examination of Chest: _____

13. Is there anything in the health of the candidate likely to render him/her unfit for the efficient discharge of his/her duties in the services for which he/she is a candidate _____

14. (i) Fit

(ii) Unfit on account of

(iii) Temporarily unfit on account of

Member: _____

Member: _____

Chairman: _____

Employee Details				Payment & Leave Details						Location Details		
Emp No.	1712535			Bank Name	HDFC Bank					Location	Ecospace - 2A-NSTP	
Grade	BPO2	UAN	XXXXXXXX0091	Acc No.	XXXXXXXX1635					Base Br.	TCS - Kolkata	
PAN	XXXXXXXX204R			Days paid	31					Depute Br.	TCS - Kolkata	
				Leave Balance	EL	X	SL	X	CL	X	WON/SWON	2963159

Net Pay (INR)	37,261.00
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* Please Note, Annual Income is after considering the exemption - if any.



Ericsson India Global Services Pvt Ltd
Knowledge Boulevard, A-8A, Sector 62A, Noida
INDIA - 201 309
Pay Slip for the Month of OCT 2019

Emp. No	: EGIL10473	Name	: DHIMAN KUNOU
PAN No	: AVZPK8873H	PF No.	: GN/GGN/26237/16022
UAN No	: 100136781189	EPS Number	: GN/GGN/26237/X/14127
Gender	: M	Bank A/C No	: 5056719336
Job Stage	: 6	Designation	: Tech Lead
Cost Center	: 2828081059	Location	: KOLKATA
D.O.B.	: 26/12/1983		
Resign Date	: -		

EARNINGS	MASTER RATE	PAID	DEDUCTIONS	Amount (Rs.)	STANDARD DAYS	31.00
Basic	56993	56993	Provident Fund	6839	DAYS WORKED	31.00
House Rent Allowance	34196	34196	Income Tax	21197	LOSS OF PAY DAYS	0.00
Composite Allowance	44463	44463	Professional Tax	200	LOSS OF PAY REV DAYS	0.0000
Leave Travel Allowance	4749	4749			LOSS OF PAY ARREAR DAYS	0.0000
					PAYMENT	Bank
					BANK	Citibank
					A/C No.	5056719336

Total Earnings	140401	Total Deductions	28236	Net Salary	112165
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Income Tax Calculation					Investment Details	
Particulars	Cumulative Total	Add: Projected	Less: Exempted	Annual	Provident Fund	82068
Basic	398951	284965	0.00	683916	Life Insurance Premium	1504
House Rent Allowance	239372	170980	0	410352	PPF	150000
Composite Allowance	311241	222315	0.00	533556	Total Investment U/S 80C	233572
Leave Travel Allowance	33243	23745	0	56988	SECTION 80 CCE(SEC80C + SEC80CCE + SEC80CCD)	233572
Total	982807	702005	0	1684812		

Add: Income received from Previous Employer 0

Net Taxable Income 1684812

Less: Prof. Tax recovered by Previous Employer 0

Less: Standard Deduction 50000

Less: Prof. Tax recovered by Current Employer 2400

Add: Other Taxable Income reported by the employee 0

Gross Taxable Income 1632412

Salary after Section 16 1632412

(+) Income from House Property 0

(+) Income from Other Sources 0

Gross Total Income 1632412

Less: SEC80.00C - Deduction U/s 80C (Limit Rs.150000/-) 192136

Less: 80DD03042 - Physically Handicapped Dependent 0

Medical Insurance 42136

Income Chargeable to Tax (Rounded Off) 1440276

Income Tax Deduction

Income Tax Payable 244583

Less: Relief under Section 87 0

Net Income Tax Payable 0

Add: Surcharge on Income Tax 0

Add: Cess 9783

Total Income Tax & S/C & Cess Payable 254366

Less: I. Tax & S/C paid by Prev. Employer 0

I. Tax & S/C & Cess to be recovered 254366

I. Tax & S/C & Cess recovered till last month 127182

Balance I. Tax & S/C & Cess to be recovered 127184

Avg. Monthly I. Tax & S/C & Cess to be recovered 21197

Note:



ISWARIGACHA

Provisional Payslip for the month of September 2019

Employee No : 56096 Employee Name : DIPANKAR NATH Date of Joining : 06-Aug-2018 Grade : JM1 Date of Birth : 03-Jul-1994
Designation : PROBATIONARY OFFICER Department : 19-BRANCH PAN No : ASQPN8671A Last incr Dt : 01-Jan-1900 Next incr Dt : 01-Aug-2019
Zone : 211349-ZONAL OFFICE BARASAT Branch/Office : 210905-ISWARIGACHA Bank A/C No : 50448016974 Pay Days : 30.00 Scale : SCL1

Earnings		Amount	Deductions		Institution	Account	Account Number	Amount	
BASIC PAY		23700.00	NPS CONTRIBUTION		211583-PALASI 210032-HEAD OFFICE	CC/OD SB/CT	110143193329 50488857401 20014819312	3983.97	
HRA		1659.00	PROFESSIONAL TAX					200.00	
DA		16139.70	OD LOAN					1440.00	
SPECIAL ALLOWANCE		3087.58	UNION SUBSCRIPTIONS (AIBOC/AIABOA)					200.00	
Total		44586.28						Total	5823.97
Take Home Pay:		38762.31	Salary in words THIRTY EIGHT THOUSAND SEVEN HUNDRED SIXTY TWO AND THIRTY ONE PAISE ONLY						
Income Projections		Exemptions		Perks		Tax Details		PF Details	
Description	Amount	Description	Amount	Description	Amount	Description	Amount	Description	Amount
BASIC PAY	284400.00	Tax on Employment (Professional Tax)	2400.00			TOTAL TAXABLE INCOME	478806.60	PF Subscription Balance	0.00
HRA	20160.80						TAX ON TOTAL INCOME	11440.00	Loan Type
DA	189457.80	PF/NPS(80 C)	47385.78			REBATE UNDER 87a	11440.00	Loan Balance	0.00
CCA	464.00	TOTAL U/S 80C	0.00			TAX AFTER 87a	0.00		
SPECIAL ALLOWANCE	36724.00	TOTAL U/S 80ccc to 80u	0.00			SURCHARGE & EDU CESS	0.00		
TOTAL GROSS	531206.60	TOTAL OF DEDUCTION UNDER Chapter VI-A(80C)	0.00			TAX PAYABLE	0.00		
TOTAL INCOMES	531206.60	STANDARD DEDUCTION	50000.00			RELIEF UNDER SECTION 89	0.00		
						RELIEF UNDER SECTION 90/91	0.00		
						TAX PAYABLE	0.00		
						TAX DEDUCTED AT SOURCE u/s 192(1)	0.00		
						TAX PAYABLE/REFUNDABLE	0.00		

Leave Balances

CL 10.00
PL 30.00
SL 32.50

This is an electronically generated salary slip. So no signature is required.



PI Industries Ltd
5th floor, Vipul Square, B Block Sushant Lok, Phase - 1
Gurugram, Haryana 122009, GURGAON - 122001
HARYANA

Pay Slip for the month of October 2019
All amounts in INR

Emp Code : 105555	Location : GUJARAT
Emp Name : Prasenjit Sadhukhan	IFSC Code : ICIC0000003
Department : Technology Transfer	Bank A/c No. : 000301592343 (ICICI BANK LTD)
Grade : E4	PAN : ECZPS6875L
Gender : Male	PF No. : GJSRT3016513489
Payable Days : 31.00	PF UAN. : 100888435853
	ESI No. : No

Earnings					Deductions	
Description	Rate	Monthly	Arrear	Total	Description	Amount
Basic	25310.00	25310.00	0.00	25310.00	INCOME TAX	4818.00
House Rent Allowance	10124.00	10124.00	0.00	10124.00	PF	3037.00
Special Allowance	38571.00	38571.00	0.00	38571.00	PROF. TAX	200.00
APA	21600.00	21600.00	0.00	21600.00	Canteen Deduction	63.00
Attendance Bonus	2000.00	2000.00	0.00	2000.00	Bus Fare	50.00
					Other Recovery	21600.00
GROSS EARNINGS	76005.00	97605.00	0.00	97605.00	GROSS DEDUCTIONS	29768.00

Net Pay : 67837.00 (SIXTY SEVEN THOUSAND EIGHT HUNDRED THIRTY SEVEN ONLY)

Income Tax Worksheet for the Period April 2019 - March 2020

Description	Gross	Exempt	Taxable	Deduction Under Chapter VI-A		Taxable HRA Calculation(Non-Metro)	
Basic	303720.00	0.00	303720.00	Investments u/s 80C		Rent Paid	96000.00
House Rent Allowance	121488.00	65628.00	55860.00	LIC DIRECT	122781.29	From: 01/04/2019	
Special Allowance	462852.00	0.00	462852.00	Provident Fund	36446.00	To: 31/03/2020	
APA	21600.00	0.00	21600.00			1. Actual HRA	121488.00
Attendance Bonus	24000.00	0.00	24000.00			2. 40% or 50% of Basic	121488.00
Arrear OT	430.00	0.00	430.00			3. Rent - 10% Basic	65628.00
Over Time	8007.00	0.00	8007.00			Least of above is exempt	65628.00
						Taxable HRA	55860.00
Gross	942097.00	65628.00	876469.00	Total Investments u/s 80C	159227.29	TDS Deducted Monthly	Amount
Tax Working				80E	50000.00	Month	
Standard Deduction			50000.00	80CCD1B	8000.00	April-2019	2063.00
Previous Employer Taxable Income			0.00	U/S 80C	150000.00	May-2019	0.00
Previous Employer Professional Tax			0.00	80D	1500.00	June-2019	2042.00
Professional Tax			2400.00	Total Ded Under Chapter VI-A	209500.00	July-2019	0.00
Under Chapter VI-A			209500.00			August-2019	0.00
Any Other Income			-100000.00			September-2019	0.00
Taxable Income			514569.00			October-2019	4818.00
Total Tax			15413.00			Tax Deducted on Perq.	0.00
Tax Rebate u/s 87a			0.00			Total	8923.00
Surcharge			0.00				
Tax Due			0.00				
Health and Education Cess			617.00				
Net Tax			16030.00				
Tax Deducted (Previous Employer)			0.00	Interest Paid on Housing Loan	100000.00		
Tax Deducted on Perq.			0.00	Total Any Other Income			
Tax Deducted on Any Other Income.			0.00				
Tax Deducted Till Date			8923.00				
Tax to be Deducted			7107.00				
Tax per month			1422.00				
Tax on Non-Recurring Earnings			3396.00				
Tax Deduction for this month			4818.00				

Personal Note: This is a system generated payslip, does not require any signature.

Employee Details

Employee ID: 136100 RAJAT SARKAR

Department: B03434 SINGTA_ SINGTAM, (SIKKIM)

Job Code: Single Window Operator - A **Grade:** CLK

Location: SINGTA_ SINGTAM, (SIKKIM) **Officer Code:** CLK

Union Code: Central Bank Of India Employee **Bank A/C No.:** 3711039916

H.R.A. CD.: Normal HRA **Pan Number:** FPZPS2123M

CCA Eligibility: **Due Date of Incr.:** 01/09/2019

Days W/P: 0 **Days H/P:** 0

Payment Date: 27/11/2019 **PF/Pension Option:** Contributory Pension

Fest. Adv. O/S: 0.00 **FPA Component:** 0.00

Earnings	Amount	Deductions	Amount
Basic Pay (मूल वेतन)	13075.000	Contributory Pension Employee	2245.000
Other Allowance	2000.000		
Special Allowance Basic	1013.310		
Special Allowance DA	726.540		
Transport Allowance (परिवहन भत्ता)	425.000		
Dearness Allowance (महंगाई भत्ता)	9374.780		
House Rent Allowance (म. कि. भ.)	980.630		

Gross Pay: 27595.26

Total Deduction: 2245.00

Net Pay: 25350.26

January 21, 2019

Shovan Debsarma
IIT - Hyderabad
Near NH-65, Sangareddy
Kandi, Telangana 502285

Re: Offer of Employment as Management Trainee – Process R&D

Dear Mr. Shovan,

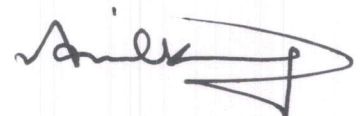
We are pleased to extend an offer of employment with Innovare Labs Private Limited (here after referred as “Company”) as **Management Trainee – Process R&D**, from mutually agreed date. Your remuneration (CTC) would be **Rs.5,00,000 p.a (Rupees Five Lakhs only per annum)**. Please refer **Annexure - 1** for detailed breakdown of remuneration. Your terms of employment and duties will be provided in employment agreement which will be delivered on or before joining date.

Please note that this offer is a conditional expression of interest by the Company to employ you as **Management Trainee – Process R&D** and your employment will be effective only upon:

- Accepting this offer by signing the letter and providing a copy of it to the company.
- Management Trainees are required to work for a minimum period of 2 years and a bond needs to be executed for the fulfilment of the same.
- The execution of the Employment Agreement on or before joining.
- Provision of relevant Relieving certificate from your previous employer at the time of joining.
- Provision of original documents supporting the accuracy of the testimonials and information provided by you at the time of joining.

This offer letter shall automatically lapse on **January 28, 2019** if all or any of the above conditions have not been achieved by you to the complete satisfaction of the Company. The Company also reserves the right to revoke this offer any time before the execution and delivery of the Employment Agreement.

1 of 3



Innovare Labs Pvt. Ltd.

REGISTERED OFFICE and R&D CENTRE:

Plot No. 64, Road No. 5, First Floor & Third Floor,
ALEAP Industrial Estate, Pragathi Nagar, Kukatpally,
Hyderabad - 500 090,
Telangana, India.
Ph : +91 8374212143

MANUFACTURING UNIT-1:

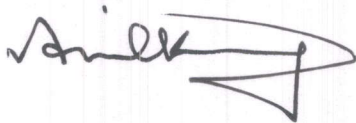
Plot No. 23-A & 23-B, Denotified Area-APSEZ,
Atchutapuram (PO), Lalamkoduru Village, Rambilli Mandal,
Visakhapatnam District - 531 011,
Andhra Pradesh, India.
Phone : +91 9100061633

If the above offer is acceptable to you, request you to report at **Innovare Labs Private Limited, Plot No.64, Road No.5,ALEAP Industrial Estate, Pragathi Nagar, Kukatpally, Hyderabad, T.S-500090** on mutually agreed date at **9:30 A.M.** In the meanwhile, please sign a duplicate copy of this letter by filling the mutually agreed date of joining and provide the same to the Company as confirmation of receipt of this letter and your acceptance of this offer of employment subject to the conditions stated herein above.

We are confident of your compliance with the conditions for employment stated herein above and we look forward to your association with the Company.

Warm regards,

Yours truly,



Anil Kumar

Authorized Signatory

Mutually agreed date of Joining: _____

I acknowledge, accept and agree to the above.

Name: Shovan Debsarma

Innovare Labs Pvt. Ltd.

REGISTERED OFFICE and R&D CENTRE:

Plot No. 64, Road No. 5, First Floor & Third Floor,
ALEAP Industrial Estate, Pragathi Nagar, Kukatpally,
Hyderabad - 500 090,
Telangana, India.
Ph : +91 8374212143

MANUFACTURING UNIT-1:

Plot No. 23-A & 23-B, Denotified Area-APSEZ,
Atchutapuram (PO), Lalamkoduru Village, Rambilli Mandal,
Visakhapatnam District - 531 011,
Andhra Pradesh, India.
Phone : +91 9100061633

Annexure 1

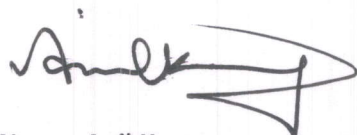
Name	Shovan Debsarma
Designation	Management Trainee
Department	Process R&D

Salary components	Amount Rs.
Basic	1,91,360
House Rent Allowance	76,544
Conveyance Allowance	19,200
Children Education Allowance	2,400
Children Hostel Allowance	7,200
Leave Travel Allowance	15,947
Medical Allowance	15,000
Special Allowance	1,50,750
Gross Salary	4,78,401
Employer Provident Fund	21,599
Cost to Company (CTC)	5,00,000

In addition Group Medical Insurance coverage for self and family is being provided wherein Coverage is Rs.2,00,000/-.

In addition Accidental Policy coverage is being provided which is 5 times of your CTC.

Note: Gratuity, Bonus are not included in above computations.



Name: Anil Kumar
Authorized Signatory

Innovare Labs Pvt. Ltd.

REGISTERED OFFICE and R&D CENTRE:

Plot No. 64, Road No. 5, First Floor & Third Floor,
ALEAP Industrial Estate, Pragathi Nagar, Kukatpally,
Hyderabad - 500 090,
Telangana, India.
Ph : +91 8374212143

MANUFACTURING UNIT-1:

Plot No. 23-A & 23-B, Denotified Area-APSEZ,
Atchutapuram (PO), Lalamkoduru Village, Rambilli Mandal,
Visakhapatnam District - 531 011,
Andhra Pradesh, India.
Phone : +91 9100061633

NATIONAL TEST HOUSE, Mumbai

Controller : PAO (Consumer Affairs) Mumbai
Employee Name : (S*S003M91003) Souvik Sarkar
Designation : Scientific Assistant
Pay Band : Pay Level 7 (44900-142400)
PRAN No : 110193505184

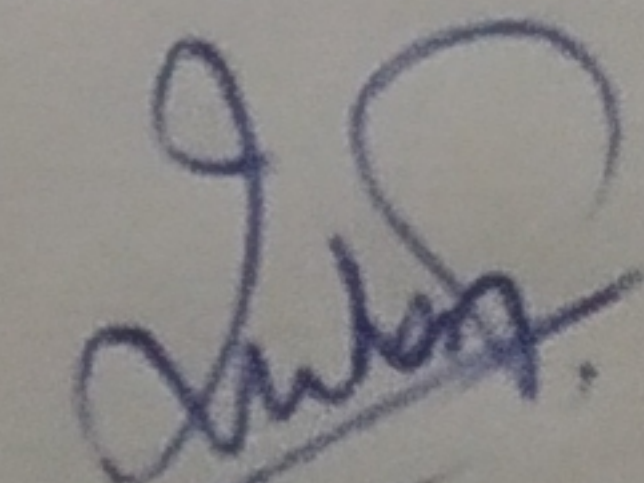
Salary Month : October-2019

Basic Pay : 44900

Bank A/c No : XXXXXXXX3826

Emoluments		Govt. Recoveries			Non Govt. Recoveries		
Particulars	Amount (Rs.)	Particulars	Amount (Rs.)	Inst. No.	Particulars	Amount (Rs.)	Inst. No.
Basic/Off. Pay	44900	Prof Tax	200		NTH EMPLOYEES CREDIT SOCIETY	1000	
DA	7633	CGEGIS	20				
HRA	10776	EmpTier1	5253				
TPT Allow	4212	CGHS	650				
Total Emolument	67521	Total Govt. Recoveries	6123		Total NG Recoveries	1000	
Net Pay : 60398 (Sixty Thousand Three Hundred Ninety Eight only)					Signature of DDO		
Voucher No : V660 Voucher Date: 24-10-2019							

GENERATED FROM THE DATABASE


प्रशासनिक अधिकारी (प्रभारी)
Administrative Officer In-charge)
राष्ट्रीय परीक्षण शाला च क्षेत्र
National Test House W R
अंधेरी (पूर्व), पुंनई ४०००९३
Andheri (E), Mumbai 400093

Payslip

OCT 2019

MR. SUMAN CHAKRABORTI

Employee Details				Payment & Leave Details						Location Details		
Emp No.	255153			Bank Name	ICICI Bank						Location	Ecospace - 1A-STP
Grade	C3B	UAN	XXXXXXX6974	Acc No.	XXXXXXX2325						Base Br.	TCS - Kolkata
PAN	XXXXXXX269M			Days paid	31						Depute Br.	TCS - Kolkata
				Leave Balance	EL	X	SL	X	CL	X	WON/SWON	20014884

Earnings	Arrears <small>(INR)</small>	Current <small>(INR)</small>	Deductions	Amount <small>(INR)</small>
Basic Salary		26,500.00	Provident Fund	3,180.00
BoB Kitty Allowance		7,024.00	Voluntary Provident Fund	4,770.00
House Rent Allowance		10,900.00	Professional Tax	200.00
Leave Travel Allowance		3,000.00	Income Tax	10,395.00
Personal Allowance		41,510.00	Health Insurance Scheme Premium	3,039.00
Miscellaneous		31,860.00		
City Allowance		3,700.00		
Performance Pay		16,100.00		
Vehicle Maintenance		1,500.00		
Total Earnings <small>(Current + Arrears)</small>		1,42,094.00	Total Deductions 21,584.00	

Net Pay (INR)	1,20,510.00
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Projected Annual Tax Information				Chapter VIA Relief	
Annual Income*	12,31,182.00	Net Tax Income r/o	8,21,221.00	80C	1,50,000.00
Deductions under Sec 16	52,400.00	Total Tax Payable	79,814.00	80D	29,504.00
Hsg Loan Interest	1,78,057.00	Tax Deducted till date	60,975.00		
Chapter VIA relief	1,79,504.00	Balance Tax	18,839.00		

* Please Note, Annual Income is after considering the exemption - if any.

Your food card entitlement for the month of OCT 2019 is Rs. 500.00 and the same will be credited to your food card .