

EMPLOYMENT OFFER LETTER

Cappgemini Ref: 5335255 /1110920,

12/22/2021,

SNEHASISH GHOSH
B-2/354, Congress Road, Kalyani, Nadia, West Bengal , PIN: 741235,,
Nadia ,West Bengal,
India

Confidential

Dear **SNEHASISH GHOSH**,

22/12/2021, 14:47

Print Preview

Pursuant to our discussions, we are pleased to offer you employment opportunity, on probation basis, with **Cappgemini Technology Services India Limited** ('Cappgemini' or 'Company') starting from **12/23/2021** (or such other date as may be communicated to you by the Company), as per details given below.

A) Your current designation will be **Software Associate/A3**

B) You will be required to work at the Company's offices in location **Kolkata**

C) Your all-inclusive annual target compensation (on a cost to company basis) will be INR 250,010.00 (Rupees Two Lakh Fifty Thousand and Ten only) which would comprise your salary, applicable statutory benefits, bonus, if any, and/or any incentives as applicable to you. Your compensation shall be paid on a monthly basis, in arrears. The Company shall deduct tax at source at the time of making payment.



राष्ट्रीय जैवचिकित्सा जीनोमिक्स संस्थान

(जैवप्रौद्योगिकी विभाग, भारत सरकार का स्वायत्तशासी संस्थान)

NATIONAL INSTITUTE OF BIOMEDICAL GENOMICS

(An Autonomous Institute of Department of Biotechnology, Government of India)

पी.ओ.: एन.एस.एस., कल्याणी, 741251 | P.O.: N.S.S., Kalyani 741251, India

Phone : (+91-33) 2589 2151; Fax : (+91-33) 2589 2150; www.nibmg.ac.in

No:

NO: NIBMG/ADMIN/ESTE/2020/2024/128

Date: August 04, 2020

UDAY SAHA

71 PURBACHAL, KHARDAH, RAHARA

KHARDAH

WEST BENGAL - 700118

+918420731616

udaysaha1999@gmail.com

[Subject: Selection Letter for Integrated MS-Ph.D. Program at NIBMG]

Dear Mr Saha,

On behalf of Director, National Institute of Biomedical Genomics (NIBMG), we are pleased to inform you that based on the recommendations of the Integrated Ph.D. Selection Committee you have been selected for pursuing an Integrated MS-Ph.D. Program at NIBMG beginning September 2020. This selection is contingent on your fulfilling the eligibility conditions for this program and a verification of essential documents.

During the first two years of this program you will receive a consolidated fellowship of Rs. 16,000/- (Rupees Sixteen Thousand Per Month) and subsequently on continuing for Ph.D., you will receive a doctoral fellowship (JRF/SRF as per GOI norms). You will be required to pay fees as listed below:

Fee	Amount	Payable
Academic Administration Fee	Rs. 5000/-	At the start of each semester
Tuition Fees	Rs. 6000/-	At the start of first 3 semesters
Hostel Fees	Rs. 2500/-	Deducted every month from consolidated fellowship (only applicable before being awarded doctoral fellowship i.e. JRF/SRF)
House Rent Allowance	As Applicable	Deductible every month from Ph.D.

		fellowship (only applicable after becoming JRF/SRF)
Medical Fees	Rs. 250/-	Deductible every month from fellowship

This is a residential program, staying in the hostel is mandatory for unmarried students. Note that, payable fees are subject to change or revision based on orders issued from time to time by Director, NIBMG.


The program consists of mandatory coursework including practical hands-on training, projects and Thesis research. Your continuation in the program and continuation of fellowship will depend on maintaining satisfactory performance at all stages of the program and following other rules and regulations of the Institute. In the event of discontinuing the program you would be awarded an MS degree provided you successfully complete Masters course-work with a CGPA of 6.5 or higher and subsequently complete and submit a MS Thesis (during the fifth semester) which is approved by competent authority.

You are required to confirm your acceptance within Aug 7, 2020 by sending an email to iphd@nibmg.ac.in and pay the fees for the first semester within Aug 14, 2020 (failing which your offer of admission into the program will be cancelled and passed on to next waitlisted candidate). Subsequently you will be required to report to NIBMG for joining the program with all documents for verification on or before Aug 21, 2020.

On behalf of the Director, we congratulate you once again and look forward to seeing you at NIBMG.

Best wishes,

Integrated PhD Coordinators



Samsiddhi Bhattacharjee
Associate Professor, NIBMG

संसिद्धि भट्टाचार्य, पी.एच.डी. / Samsiddhi Bhattacharjee, Ph. D.
सह-प्रोफेसर / Associate Professor
राष्ट्रीय जैवचिकित्सा जीनोमिक्स संस्थान
(जैवप्रौद्योगिकी विभाग, भारत सरकार का स्वायत्तशासी संस्थान)
NATIONAL INSTITUTE OF BIOMEDICAL GENOMICS
(An Autonomous Institute of Department of Biotechnology, Government of India)
पी.ओ.: एन.एस.एस., कल्याणी, 741251 | P.O.: N.S.S., Kalyani 741251, India
Phone : (+91-33) 2589 2151; Fax : (+91-33) 2589 2150; www.nibmg.ac.in



Sreedhar Chinnaswamy
Associate Professor, NIBMG

श्रीधर चिन्नास्वामी, एम.वी.एससी. एम.एस., पी.एच.डी.
Sreedhar Chinnaswamy MVSc, MS, PhD
सह-प्रोफेसर / Associate Professor
राष्ट्रीय जैवचिकित्सा जीनोमिक्स संस्थान
(जैवप्रौद्योगिकी विभाग, भारत सरकार का स्वायत्तशासी संस्थान)
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07/08/2020

Application No. : 20500389

Name: PADMANAVA DASGUPTA

Sub : Offer Letter of Admission to Int. PhD Programme

Dear Mr./ Ms. PADMANAVA DASGUPTA

Hearty Congratulations! Welcome to the highest ranked Institute in India based on Government of India rankings published recently.

We are delighted to inform you that based on your performance in the (i) academic performance for those applied to Biological Sciences and Physical Sciences (ii) online interview conducted by the department for those applied to Chemical Sciences and Mathematical Sciences respectively, you have been provisionally selected for admission to the Int. PhD Programme in BIOLOGICAL SCIENCE under the GN category.

Your provisional selection is based on your JAM - 5 rank, academic performance provided by you in the online application form and online interview performance(as applicable).

Please go through the terms and conditions attached herewith and also Annexure made available in the Applicant's Interface.

If you accept the offer, please complete the online admission formalities by logging to the Applicant's Interface and pay the admission fees by August 16, 2020.

If you have any queries / need clarifications, please feel free to send an email to admission.acad@iisc.ac.in / ar.acad@iisc.ac.in .OR. contact admission section over telephone 080-22932977 / 22932333.

We look forward to your joining the programme.

Best Wishes,

Yours sincerely,

**ASSISTANT REGISTRAR
(ACADEMIC)**

Encl: Terms and conditions

This is a computer generated Offer Letter and requires no signature.

Terms and conditions:

1. This offer is made based on the credentials you have entered while filling the online application form and declaring them as correct.
2. This offer made is subject to yourself possessing the prescribed educational qualification and qualifying in the National Entrance Test JAM/JEST as prescribed standard (as applicable to the discipline to which you are offered admission) based on which you were short listed for online interview and fulfill all the eligibility criteria as laid down in the online admission information brochure 2020.
3. You are required to upload/submit the original certificates in support of qualification, National Entrance Test (JAM/JEST Certificate), other academic records at the time of entry to the IISc campus (please see Annexure for more details). You are also required to produce EWS (Income and Asset Certificate)/ Scheduled Caste / Scheduled Tribe / OBC (NCL) Certificate / Disability Certificate/ Kashmiri Migration Certificate/State of Domicile Certificate for Kashmiri Pandits/Kashmiri Hindu Families (non-migrants) living in the Kashmir Valley as applicable to you at the time of entry to the IISc campus (please see Annexure for more details).
4. In case you are in the final year of your qualifying examination and you have completed all requirements (including examinations, dissertation project, viva-vice, etc.) for award of the degree and awaiting results, you should produce the course completion certificate and/or provisional degree certificate issued by the Principal / Head of the Institution / Controller of Examination at the time of entry to the IISc campus (please see Annexure for more details). In such a situation you will be given provisional admission, subject to the condition that you will produce all necessary documents entry to the IISc campus (please see Annexure for more details), failing which the provisional admission will be cancelled.
5. You will receive scholarship of **Rs.16000/- pm** effective from **1st October 2020**. However, scholarship and the accrued arrears will be paid only after your entry to the IISc campus (see Annexure regarding entry)..
6. Hostel accommodation will be provided on payment of monthly charges, subject to the availability of rooms. Hostel deposit amount will not be accepted at the time of admission. You will be intimated regarding payment of hostel deposit in December 2020/January 2021. Please note that hostel accommodation is subject to availability and cannot be guaranteed. Please see annexure for more details on hostel accommodation.
7. You will be governed by the Rules & Regulations framed / followed by the Institute from time to time.
8. Legal issues, if any, are subject to the jurisdiction of courts in the City of Bengaluru.

* * * * *

If you accept the offer on the terms and conditions indicated above:

Please convey your acceptance of the offer of admission online by remitting the Admissions Fee of **Rs.30637** on or before August 16, 2020.

You may login to Applicant's Interface and click on "Pay your Admission Fees" link. You can pay the admission fee through any one of the following modes using the appropriate links provided therein:

- (1) Online payment - using gateway through Credit/Debit Card, or
- (2) Net banking (Account to Account transfer)

DO NOT MAKE A SECOND PAYMENT. If you have got a transaction ID for having made your payment and amount deducted from your account, just check the application status after 24 hours. The status should have changed to "Admission Fee Received". In case you do not see this status after 24 hours, you may send an email to admission.acad@iisc.ac.in giving particulars of your Application number and payment transaction ID.

If, after acceptance and payment of the fees, you are not in a position to join the Institute please inform us by updating it online by clicking on "Withdraw Admission offer" on or before August 20, 2020. This will help us to operate the waiting list and fill up the vacancies. In the event of withdrawal/cancellation of admission you will be refunded amount paid towards admission fee and hostel deposit as per UGC norms.

You must report at the Institute along with the original documents and certificates as detailed under item-I of the Annexure-A link available in the Applicant's Interface. The date and time of reporting will be intimated to you later.

Since the Integrated Ph D programmes are highly structured, the online classes will start in full swing on the first working day in October 2020.

* * * * *

Sr. Superintendent of Post Offices

Burdwan Division, Burdwan-713101

Phone/Fax No. 0342-2662588, Email-doburdwan.wb@indiapost.gov.in

Annexure- II

ORDER OF PROVISIONAL ENGAGEMENT

No :GDS BPM/Rectt/Cycle-1/Sudpur B.O Dated at Burdwan the 29.06.2020

In response to the notification no. **RECTT/R-100/ONLINE/GDS/VOL-VI DATED 05.04.2018**, Sri/Smt. **Sumanta Saha** S/o D/o W/o Sri/Smt. **Uttam Saha** whose Date of Birth is **16.07.1997** and who belongs to **OBC** category/selected against **OBC** category is hereby engaged as **GDS BPM Sudpur B.O** in account with **Srikhanda S.O.** under **Katwa H.O** on **PROVISIONAL BASIS** with immediate effect in the TRCA scale of **□12,000 – □29,380 Level-1.** Sri/Smt **Sumanta Saha** shall be paid such allowances as are admissible from time to time.

2. Sri/Smt **Sumanta Saha** S/o W/o D/o Shri/Smt **Uttam Saha** should clearly understand that his/her engagement as **GDS Branch Postmaster, Sudpur B.O** in account with **Srikhanda S.O.** shall be in the nature of a contract liable to be terminated by him/her or by the undersigned by notifying the order in writing and that her conduct and Engagement shall be governed by the Department of Posts, ***Gramin Dak Sevak (Conduct and Engagement) Rules, 2020*** as amended from time to time.

3. This Provisional Engagement is subject to satisfactory verification of the prescribed educational qualification, community certificate and other certificates, wherever prescribed.

4. The engagement is provisional and subject to all certificates being verified through proper channels. If the verification reveals that the claim of the candidate belonging to Scheduled Caste/Scheduled Tribe/ Other backward classes (not belong to creamy layer)/Physical Handicapped is false or educational certificates are not genuine or found unfit on Police Verification, his/her Engagement shall be terminated forthwith without assigning any further reasons and without prejudice to other criminal/legal action as may be taken under the provisions of Indian Penal Code for production of false certificate as a consequence.

5. The engagement of (Economically Weaker Sections) EWS candidates is provisional and is subject to the Income and Asset certificate being verified through proper channels and if the verification reveals that the claim to belong to EWS is fake/false, the Engagements will be terminated forthwith without assigning any further reasons and without prejudice to such further action as may be taken under the provisions of the Indian Penal Code for production of fake/false certificate

2022 10/12 22:50

6. If any information or documents submitted by the candidate is found false/ incorrect at a later stage, his/her engagement shall be terminated in accordance with Rule 8 of GDS (Conduct & Engagement) Rules, 2020.

It is also mentioned that his/her selection is provisional and subject to final outcome of WPCT No: 6356(W)/2018 pending before the Hon'ble High Court, Calcutta.

Sr. Supdt. of Posts Offices
Burdwan Division-713101

To (Regd AD)/By Hand

Sri/Smt. -Sumanta Saha, C/o-Uttam Saha,

Mobile-7699634094, Ghoshhat, Chanpapukur Par North

Katwa, PIN-713130

A copy of this memo is issued to:

103. The Sub Division Head, Katwa Sub Division for information
104. The Sr. Postmaster/Postmaster. Katwa H.O for information. He will please draw allowance as admissible on receipt of joining charge report and obtaining of Fidelity Bond as per rule.
105. The SPM Srikhanda S.O.. for information
106. The Overseers (Mails), Katwa Sub Division for information.
107. PF of the candidate concerned.
108. O/C/Spare.

Sr. Supdt. of Posts Offices
Burdwan Division-713101

To
The chairman,
Nadia District Primary School Council,



Through,
The proper Channel,

Sub: Joining Report

Sir/Madam

With due respect I, the undersigned, wish to inform that I have joined Fulkalmi G.S.F.P School, under Chapra South Circle as an Assistant Teacher on 10/10/2020 at 10:50 AM today as per Transfer Order issued by WBBPE memo No: 1706(22)/BPE/2020, dated 06/10/2020 and Release Order provided by North 24 parganas District Primary School Council bearing the Memo No: 45(766)/Idt, Dated : 09/10/2020 to continue my uninterrupted service.

For your kind information at first I was appointed in Dauki F.P School under Baduria North Circle as an assistant teacher vide DPSC North 24 parganas Memo No- 10768/TET- 2014/ Appt./2017, Dated: 03/08/2018.

Therefore you are earnestly requested to accept my joining letter.

Faithfully Yours,

Debjyoti Nag. (contact No. 9614473469)

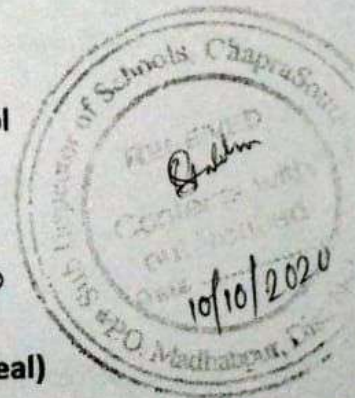
Date: 10-10-2020

Place: Chapra

Recommendation by the HT/TIC

Debjyoti Nag has joined as an assistant teacher in Fulkalmi G.S.F.P School today that is 10/10/2020 at 10:50 am after having transferred from North 24 Parganas DPSC on the basis of the memo mentioned above.

Srijan Ray
Teacher-in-Charge
Fulkalmi G.S.F Pry. School
Signature of the HT/TIC (with seal)





No : APEL / App /20-21/1

Date: 14.09.2020

Mr. Siddhartha Shankar Giri

Vill : Jamberia, P.O. Barbasudevpur

P.S. Sutahata Dist: Mednipur (East)

Pin: 721645

Dear **Mr. Siddhartha Shankar Giri**,

With reference to your application and interview held, we are pleased to appoint you as **Quality Control- Engineer** in our organization at our Factory, ALOM POLY EXTRUSIONS LIMITED situated at Banganagar, Falta, South 24 pgs. on the following terms & Conditions :-

1 **DATE OF JOINING**

Your joining the organization is effective from 14.09.2020. (Fourteenth September , Two Thousand Twenty).

2 **SALARY**

Your Compensation detail with effect from your date of joining is as per the attached Annexure – 1

3 **POSTING & REPORTING**

You will be posted at our Factory situated at Banganagar, Falta, 24 pgs South and you will report to the Unit Head or Director or such other persons to whom you will be asked to report.

4. **DATE OF BIRTH**

The Date of birth declared by you is **15-10-1997**. You will be bound by such declared date of birth in respect of all service matters with the organization, including your retirement age.

5. **WORKING HOURS**

You will be required to work for hours as discussed and mutually agreed with/by you.

6. **JOB RESPONSIBILITY**

You will be responsible for performing the duties of **Quality Control- Engineer** as per direction of the unit Head and/or any other Job & responsibilities that may be assigned to you from time to time by the Unit Head or **Director** , You should abide by the direction.

7. **LEAVE**

You will be eligible for leave as per company's policy.

8 **TRANSFER**

The company reserves the right to transfer you to any other location, department, establishment, factory or branch of the company in India or Abroad, existing on date and/or may come in existence in future. In such condition, you will be governed by the terms and conditions of the new assignment.



-: 2 :-

9 **TERMINATION NOTICE**

After confirmation, your employment with us is terminable by either party with 30 (Thirty) days' notice period in writing or equivalent salary in lieu of your notice period. However the Management reserves the right to retain the services for 30 days in view of Official Exigency. During the Notice Period you cannot go on leave without prior permission of the Management. The organization may require you to complete all the assignments pending with you as on the date of resignation, before agreeing to your release. In such circumstances you will be required to return all documents and property belonging to the company on or before your last working day, to secure release. You are also specifically restrained from keeping copies or extracts of any of the organization's or clients documents with you after your release from the services of the organization except with specific written permission of the Management. The company reserves the right to claim the recruitment process cost, relocation cost, training cost whichever is applicable, if you leave within a year of service. If you remain absent from your regular duties continuously for 10 (Ten) days without any information to the Management then the Management will be liable to take disciplinary action including termination of your service.

10 **PROBATION PERIOD**

You will be on probation for a period of 6 (Six) Months from the date of your joining and upon completion of the above period, your performance during the probation shall be evaluated through, a 'Confirmation Appraisal' Form and in case the performance is found satisfactory, your services will be confirmed in the regular service of the company. During the probation period, your services may be terminated by anytime without assigning any reason. The management reserves the right to terminate your services, if you fail to satisfy the requirements of post, for which you have been appointed. Unless you are confirmed in writing, you will continue as probationer.

11 **CONFLICT OF INTEREST**

Your employment with 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 work on advisory capacity or be interested directly or indirectly (Except as Share holder or Debenture Holder) in any trade or business during your employment with the company without permission from the Management.

12 **CONFIDENTIALITY**

Maintaining confidentiality is a condition to your employment. You will not either during employment with the organization or after cessation of service, divulge to anyone any information, secrets, accounts or dealings related to the organization's business, its affairs or to its clients, service providers, subcontractors or vendors, other than the Directors of the organization or the authorized representatives.

13 **INTELLECTUAL PROPERTY PROTECTION**

The nature of work to be assigned to you might be such that the clients may retain exclusive ownership rights on the resulting work products on unconditional basis. Further, the organization may need to provide a client with material without acknowledging each individual who worked on it. By signing this agreement you are: Acknowledging and agreeing to the condition that all existing and future intellectual property rights, in any materials, information and technology of any nature created by you, either singly or jointly with other persons, are the exclusive property of the organization with authority for utilization or disposal of the same.



14 CODE OF CONDUCT

The Code of Conduct Policy addresses how people in the organization should behave and conduct business in a wide range of settings and situations. It is the responsibility of all to consistently and appropriately enforce the Code of Conduct and other organization policies.

15 PROTECTION AND COMPUTER SOFTWARE/ORGANIZATION ASSETS

The organization has a strict policy prohibiting the unauthorized reproduction or use of computer software purchased or licensed from an outside vendor. You will be required to sign a declaration annually that you are complying with this policy. All organization property, including computer software, methodologies, documentation, materials, working papers, any other items developed during the course of employment, security cards and keys which are rightfully the property of the organization, including any copies thereof which may have been reproduced, must be returned to the organization on termination of employment or whenever requested by the organization. You will be provided with access to a computer for your business use in the office. If you are allocated a portable computer for use with your work, you are required to take additional responsibility for the physical security of the equipment as well as the information stored therein. You must make yourself aware of and comply with the organization's relevant policies and procedures applicable to usage of the organization's computer equipment, including the organization's policies on the appropriate use of e-mail and the Internet.

16 RETIREMENT AGE

The retirement age in the organization is fixed at the age of 58 years, unless terminated earlier or extended by the Management in their best discretion.

17 NON SOLICITATION & NON COMPETENCE

Upon leaving the organization you will not, without prior written consent of the organization, for a period of Thirty Six months from the date of ceasing employment, canvass, solicit, and interfere with any organization or corporation or entice away any person who has at any time during your employment been;

- A client of the organization with whom you have had contact or been involved in the provision of services, or
- An employee of the organization.

To prevent any potential conflicts of interest; of breaches of confidentiality, you will not accept an appointment offered by a client for whom an assignment is being performed or on which you are working for (3) three years after the assignment is completed, or a Competitor of the Organization unless appropriate written agreement of the Management is obtained. It is mandatory to immediately notify your Director of any such offer.

18 INDEPENDENCE

The organization's Independence Policy requires you to maintain integrity and independence in thought and action in all work related matters and provide written confirmation to this effect from time to time as per organization's policy/circulars. The conduct of your service and private affairs must be in a way that avoids any doubt that the impartiality of the organization's professional standing has been or could be compromised.

**19. EXCLUSIVITY**

During the continuance of your employment with the organization, it is a condition of your employment that you will not engage yourself in any other trade, business or occupation, including private practice and consulting, without obtaining prior written permission from a Director of the organization.

20. GENERAL

You would keep the organization informed about any change in your personal particulars, change of address etc. and shall file updated nomination forms on your own initiative in case of any such change. You will also abide by all other Rules & Regulations in force and issued from time to time. All matters relating to your service with the organization will be subject to the jurisdiction of the courts in Kolkata.

- a) This offer of appointment has been made to you with the express understanding that you will serve the organization for a minimum period of 2 (two) years from your date of appointment and during this period you undertake not to look for equivalent jobs in other competitive organization. The organization reserves the right to waive the above condition on specific grounds like serious breach of conduct, theft, impersonation & misrepresenting of facts by which understanding such employment offer has been made and any other ground that has the potential to cause serious damage to the company's business and reputation in the market by any act of yours.
- b) In the event, you wants to exit the organization prior to the period stipulated above, such application shall be made to the management and the management retains the discretion of rejecting such request.

Nothing contained herein above shall constitute to mean or convey that the organization cannot terminate the appointment within the stipulated period of two years on grounds other than those mentioned above and that such grounds as mentioned above are representative of common circumstances leading to dismissal.

The above conditions are integral part of the offer of appointment and is binding on you on acceptance of the said offer.

Please sign the duplicate copy of this letter as a token of your acceptance of the above terms and conditions of appointment and return it to us for our records.

Wishing you all the best and a long association with us.

Thanking you,

Yours Sincerely,

For **ALOM POLY EXTRUSIONS LIMITED**

GM-HR



Reference No. - 1383965988

Shantanu Kanjilal

Date: 01 Apr 2020

Name: Shantanu Kanjilal

Reference ID: 1383965988

Dear Shantanu,

Sub: Participation in certificate course in Sales Management at ICICI Bank Sales Academy

Congratulations!

With reference to your application and subsequent interview for the position of Sales Officer at ICICI Bank, we are pleased to confirm your selection to join the ICICI Bank Sales Academy as part of Sales Management Certificate Course (hereinafter referred to as "Certificate Course"). On completion of the Certificate Course, which includes classroom training and on the job internship, you shall be awarded a certificate in Sales Management.

On successful completion of classroom training, you will undergo 15 days of on the job internship at ICICI Bank. On commencement of on the job internship at ICICI Bank, you will be absorbed in the grade of Sales Officer Trainee posted at **BAGNAN_BR**. The date of joining ICICI Bank post successful completion of classroom training will be informed to you at the Sales Academy during your classroom training.

On successful completion of the 15 days on the job internship, you shall be fitted at the grade of Officer and shall be on probation for a period of 11 months from date of completion of on the job internship or such extended period as may be decided by ICICI Bank depending on your performance during the probation period. On successful completion of probation period including that of extended period, if any, you shall be confirmed in the services of ICICI Bank by way of a written communication. Your role as a sales officer would entail new customer acquisition, generation of prospective customer base, outdoor field sourcing and other activities relevant to the role.

The following detailed terms and conditions shall govern classroom training, on the job internship period and your employment with ICICI Bank which includes probation period:

Certificate Course Details & Benefits

1. The classroom training would span over a period of 15 (fifteen) days in ICICI Bank Sales Academy followed by 15 (fifteen) days of on the job internship at

ICICI Bank Limited
ICICI Bank Towers
Bandra Kurla Complex
Mumbai 400 051, India.

Tel. (91-22) 2653 1414
Fax. (91-22) 2653 1122
Website www.icicibank.com

Regd. Office : "Landmark",
Race Course Circle,
Vadodra 390007, India.



Reference No. - 1383965988

Shantanu Kanjilal

- ICICI Bank. On successful completion of the classroom training and on the job internship, you will be awarded a certificate in Sales Management.
2. The Certificate Course at ICICI Bank Sales Academy is scheduled to commence from **15-Mar-2020**. You are required to report at the academy on **13-Mar-2020**
 3. You will be reimbursed the cost of train travel by sleeper class for the travel to city of the ICICI Sales Academy to join at the Certificate Course by the shortest route from your current place of stay, on submission of original ticket for the journey.
 4. The course fee of the Sales Management certificate program is Rs 17,500/- along with the applicable service tax, out of which you are required to pay to the sales academy Rs. 12,500/- along with the applicable service tax, at the time of joining the course. The fee is inclusive of expenses on faculty, training material, boarding and lodging etc.
 5. For the first 15 days of the Certificate Course at ICICI Bank Sales Academy, you will be provided with boarding and lodging facilities by ICICI Bank. There shall be no stipend paid to you during this period of Certificate Course.
 6. ICICI Bank shall have the right to allot you any duties/role for which you may be considered competent on successful completion of the on the job internship programme and shall also have the right to post/transfer you to any of its own branches/offices and/or to any of the ICICI Group Companies/Subsidiary Companies, depending upon the exigencies/requirement.
 7. During the Certificate Course and employment with ICICI Bank you will be governed by the terms and conditions framed by ICICI Bank Sales Academy/ICICI Bank from time to time.
 8. Your joining the Certificate Course, subsequent appointment at ICICI Bank and your continuation in employment is subject to your being found medically fit by a Bank appointed doctor and reference checks.
 9. Your appointment and your continuation in employment are subject to your successful completion of your graduation and submission of your certificate and mark sheet within 3 months of joining.

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel. (91-22) 2653 1414
Fax. (91-22) 2653 1122
Website www.icicibank.com

Regd. Office : "Landmark",
Race Course Circle,
Vadodra 390007, India.



Reference No. - 1383965988

Shantanu Kanjilal

10. Termination from the Certificate Course : You are liable to be terminated from the Certificate Course in the event of:

- a. Any breach on your part of the terms and conditions of the Certificate Course or the employment with ICICI Bank that may be promulgated by ICICI Bank/ ICICI Bank Sales Academy from time to time.
- b. Any incorrect information or documents furnished by you.
- c. Any act of commission and omission on your part which is prejudicial to the interest and reputation of the ICICI Bank/ICICI Bank Sales Academy.

11. Remuneration:

- a. During on the job internship period, you will be paid an all-inclusive gross lump sum stipend of Rs. 7,636/- (Rupees Seven thousand Six Hundred and Thirty Six only) per month. This is subject to necessary taxes and deductions..
- b. On successful completion of on the job internship and on commencement of the probation period, you will be absorbed in the grade of Officer on a total annual salary (on a cost-to-company basis) of Rs. 1,71,742 lakh (Rupees One Lakh Seventy One Thousand Seven Hundred and Forty Two Only), the breakup of which is mentioned in subsequent paragraphs.
- c. Your Basic Salary will be Rs. 72,000/- (Rupees Seventy Two Thousand only) per annum.
- d. You will be eligible for HRA of Rs. 36,000/- (Rupees Thirty Six Thousand only) per annum.

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India

Tel. (91-22) 2653 1414
Fax: (91-22) 2653 1122
Website: www.icicibank.com

Regd. Office: "Landmark",
Race Course Circle,
Vafodara 390007, India



Reference No. - 1383965988

Shantanu Kanjilal

- e. You will be covered under Group Medical Insurance, Group Life Insurance and Group Personal Accident Insurance Schemes of ICICI Bank from the commencement of on-the-job internship.

12. Supplementary Allowances:

- a. You will be eligible for a Supplementary Allowance of Rs. 19,200/- (Rupees Nineteen Thousand two Hundred only) per annum. Supplementary allowance will include -, Conveyance / Travel Allowance, LTA, Medical Reimbursement, Canteen and any other allowance. All the components of supplementary allowance are subject to limits and rules prescribed by Income tax act and policies of the bank.
- b. The composition of supplementary allowance can be decided once in a year. The unexercised amount of the supplementary allowance will be paid to the employee subject to deduction of tax at source.

13. Superannuation Allowances:

- a. You will be eligible for a Superannuation Allowance of Rs. 8,100/- (Rupees Eight Thousand One Hundred only) per annum.

14. Benefits:

- a. Comprehensive Mediclaim Coverage for you and your immediate family up to Rs. 400,000/- (Rupees Four Lakh only) per annum. Your immediate family includes yourself, your spouse and dependent children.
- b. You will also be eligible for Retirement Benefits of ICICI Bank; namely Provident Fund and Gratuity in accordance with the statutory requirements and/or, as per Bank policy.
- c. The salary and perquisites including supplementary allowance are subject to limits and rules prescribed by the Income Tax Act / Rules and policies of the Company.

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Shantanu Kanjilal



Reference No. - 1383965988

Shantanu Kanjilal

- d. Maternity leave benefits as defined under the Maternity Benefit (Amendment) Act, 2017 are offered to eligible women employees by the Bank. Details of all types of leaves including the Maternity leave benefits offered to employees and eligibility criteria for availing such benefits are notified by the Bank under "Employee Benefit Policies" available on the Bank's intranet which will be accessible upon joining the Bank.

Other Terms and Conditions of Service:

1. **Professional Ethics & Confidentiality:** While you are in the service with ICICI Bank including on the job internship period, you are not permitted to carry on any business or profession or enter, for any part of your time, in any capacity, the services of, or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to your office work to promote the interest of ICICI Bank. You will not divulge details like your compensation structure (CTC), performance rating, variable pay amount, increment, etc. and will not divulge to any person or utilize any of ICICI Bank's secrets or other related information (which you may possess by reason of your association with the Bank) with any external agencies, press etc. outside ICICI Bank. Any act in breach of this term would entail initiation of appropriate action as deemed fit by ICICI Bank.
2. **IT Security Practice & Procedures:** While you are in the service with ICICI Bank including on the job internship period, you will adhere to the IT Security Practice & Procedures as prescribed by ICICI Bank. Any instance/s of violation or any attempted violation of the aforesaid IT Security Practices and Procedures on your part shall result in disciplinary action.
3. **Notice Period:** In case you decide to leave ICICI Bank's services during probation period, you will be required to give forty-five days' notice. ICICI Bank in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to ICICI Bank the gross salary for the notice period so reduced/waived off. In case you decide to leave ICICI Bank's services after confirmation, you will be required to give ninety days' notice. ICICI Bank in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to ICICI Bank the gross salary for the notice period so reduced/waived off. After confirmation, your services would be liable to be terminated by ICICI Bank, by giving ninety days' notice or on payment of ninety days' gross salary in lieu of the notice period.

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Reference No. - 1383965988

Shantanu Kanjilal

4. Transfer: ICICI Bank shall have the right to transfer you to any of its offices or ICICI Group companies in India and abroad.
5. Joining Competitor: In the event of termination of your services by ICICI Bank or your resignation from the services of ICICI Bank, you shall not join any Banking or Financial Services Company for a period of six months from the date of resignation/termination.
6. Please note that during the course of your services with ICICI Bank or in the event of cessation of your services in future, due to any reason whatsoever, you shall, for a period of six months from the date of such cessation, directly or indirectly, either on your own accord or on behalf or in conjunction with any other person/s, firm or company refrain/desist from canvassing or soliciting or attempting to or inducing any employee(s)/business associate(s) to leave their current employment with ICICI Bank/Group Companies/Business Partners to join the services of your new employer/firm/company or any other competitor of ICICI Bank/Group Companies/Business Partners. Any act in contravention of the above provision shall entail initiation of appropriate action as deemed fit by ICICI Bank.
7. Please note that during the course of your services with ICICI Bank you cannot be a member of any anti-social/national outfits or of any outfit which is declared as banned by the Government. Any act in breach of this term would entail initiation of appropriate action as deemed fit by ICICI Bank.
8. Please note that while joining the services of ICICI Bank and during the course of your services with ICICI Bank, you would be required to notify ICICI Bank immediately with details of civil or criminal case/s instituted against you in any court of law or any complaint/show cause notice /prosecution with/by any police station or by any statutory authority, as also you will notify any outcome of such complaint like filing of chargesheet /arrest/conviction/acquittal/discharge. Any act in breach of this term would entail initiation of appropriate action as deemed fit by ICICI Bank.
9. ICICI Bank expects resolution of issue/s relating to your employment, if any, within the framework internally, at all times during your service period and even after cessation of service due to any reason whatsoever. As such please note that any attempt to bring any outside influence – directly or indirectly – upon any authority to further your interest/s in respect of matters pertaining to your services with ICICI Bank would amount to breach of employment contract leading to initiation of appropriate action.

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Reference No. - 1383965988

Shantanu Kanjilal

10. Please note that during the course of your services with ICICI Bank, you will not take part in any demonstration/agitation against ICICI Bank and its official/s for or on behalf of any external bodies/political outfits- either as a member or as a sympathizer. Any act in contravention of the above would be treated as prejudicial to the interest and reputation of ICICI Bank leading to initiation of appropriate action.
11. Termination of Employment: In addition to what has already been mentioned in the foregoing, your services with ICICI Bank are liable to be terminated:
- Without assigning any reason and without giving any notice during probation period including on the job internship period. After confirmation by giving 90 days notice or notice pay in lieu thereof
 - At any time during your services with ICICI Bank including your on the job internship in the event of:
 - Any breach of the conditions mentioned in this letter on your part
 - Any incorrect information furnished by you like:
 - Mismatch in your previous employment data even for a day
 - Mismatch in your previous pay slip
 - Fake qualification certificates etc.
 - Suppression of any material information by you.
 - Any breach of the Rules and Regulations of ICICI Bank as applicable/may be made applicable to you from time to time.

General:

12. You will be bound by the Rules and Regulations of ICICI Bank.

13. You will keep us informed of any change in your residential address.

ICICI Bank Limited
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Rajiv Gandhi Circle,
Vadodra 390007, India.



Reference No. - 1383965988

Shantanu Kanjilal

If you are agreeable to the above-mentioned terms and conditions, please intimate your acceptance to us by returning a copy of this letter, duly signed by you, within seven days of receipt. In case no confirmation is received within the above-mentioned period the appointment letter shall be deemed to have been withdrawn.

Yours sincerely,

Vemuri Sai Sowmya
HR MANAGER

I have read all the terms and conditions of the offer and would like to confirm my acceptance.

Signature of Applicant

Digitally signed by VEMURI SAI SOWMYA
Date: 2020.04.01 12:40:10 +05:30
Reason: Offer Letter
Location: Mumbai

ICICI Bank Limited
ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel. (91-22) 2653 1414
Fax. (91-22) 2653 1122
Website www.icicibank.com

Regd. Office: "Landmark",
Race Course Circle,
Vadodra 390007, India.

Reference No. - 1383965988

Shantanu Kanjilal

Group: RETAIL BANKING GROUP

Position: OFFICER

Designation: SALES OFFICER - CASA

	Monthly	Annual
Basic	6,000	72,000
HRA	3,000	36,000
Supplementary Allowance *	1,600	19,200
Superannuation Allowance	900	10,800
Total	11,500	138,000
Retirals		
Retirals (PF, Gratuity) **	1,412	16,942
Fixed CTC	12,912	154,942
Statutory Bonus***	1,400	16,800
Total CTC	14,312	171,742

Performance based variable pay

In addition to the fixed CTC, you will also be entitled to the Variable Incentive Scheme which would be based on your performance as per the conditions laid down in the Bank's policy. This amount will be payable on a monthly basis. The scheme will enable you to earn incentives maximum upto 70% of your fixed salary which would translate to upto Rs.8050/- per month and upto Rs.96,600/- per annum

**** Please Note:- The payment of Bonus act, 1965, will be applicable to you and you will be covered by section 17(b) of the act. With reference to the act, you will be entitled to a Maximum Statutory Bonus of Rs 16800/- per annum, which will be adjusted against the incentives that you would earn for the year.

*Supplementary allowance will include Conveyance / Travel Allowance, LTA, Medical Reimbursement, Canteen and any other allowance.

** You will be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity, in accordance with the statutory requirements and/or, as per Bank policy

#Please note that there is no guaranteed performance bonus, subject to however provisions of the payment of Bonus Act 1965, wherever applicable.

Date : 01 Apr 2020

Digitally signed by VEMURI SAI SOWMYA

Date: 2020.04.01 12:40:11 +05:30

Reason: Offer Letter

Location: Mumbai

ICICI Bank Limited

ICICI Bank Towers
Bandra-Kurla Complex
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Race Course Circle,

Vadodra 390007, India.





DHRUBA CHAND HALDER COLLEGE

(FORMERLY DAKSHIN BARASAT COLLEGE)

ESTD. – 1965

A NAAC Accredited Degree College Affiliated to University of Calcutta

P. O. Dakshin Barasat • Dist. South 24-Parganas • West Bengal • Pin 743372

E-mail : dchcollege@yahoo.com, Website : www.dchcollege.org.

Phone : (03218)-222550 (Prin.) / 223-668 (Off.)

Ref. No. Apptt/SAC/41/2020

Date 06.08.2020

From

The Principal

Dhruba Chand Halder College, Dakshin Barasat

Dist: South 24 Parganas, Pin: 743372

To

Swarnaditya Mondal

State Aided College Teacher, Category II,

Department of Botany

Sub: Approval of engagement of Swarnaditya Mondal as State Aided College Teacher, Category – I/II in Dhruba Chand Halder College. He was earlier engaged as GT w.e.f. 06.07.2017

You are hereby engaged as State Aided College Teacher, Category II of Botany w.e.f. 01.01.2020 in terms of the Memorandum No. 2081-Edn(CS)/10M-83/2019 dt. 23.12.2019 of the Higher Education Department, Govt. of West Bengal and Memo No. ED-95/C11993/2020 of Education Directorate.

The benefits/ remuneration will be admissible as laid down in the Higher Education Department's Memorandum No. 2081-Edn(CS)/10M-83/2019 dt. 23.12.2019 and subsequent Memorandum/ GO issued in this respect from time to time.

Principal, Dhruba Chand Halder College 4.8.2020

PRINCIPAL
Dhruba Chand Halder College
P.O.- D. Barasat, P.S.- Joynagar
24 Pgs. (S), Pin-743372

Encl: Approval order of Education Directorate

DEROZIO MEMORIAL COLLEGE

ESTD. - 1996

(RE-ACCREDITED BY NAAC WITH B++ GRADE) (2ND CYCLE)

RAJARHAT ROAD, P.O. R-GOPALPUR
NORTH 24 PARGANAS, KOLKATA - 700136

Ref. No. DMC/ESTB-56/151/0-43/2019-2020

Date. 30/06/2020

From **The Principal,**
Derozio Memorial College,
Rajarhat Road, P.O- R.Gopalpur
Kolkata-700136
North 24 Parganas

To **Mr. Rupak Saha,**
101, Ajaynagar, Dumdum
P.O- Motijheel
Pin: 700074
North 24 Parganas

Sub: Approval of engagement of. **Mr. Rupak Saha** as **State Aided College Teacher,**
Category-II in Derozio Memorial College. He was earlier engaged as Guest Teacher (GT)
w.e.f. 01.09.2018.

You are hereby engaged as **State Aided College Teacher, Category II** of (Subject) **Botany** w.e.f. 01.01.2020 in terms of the Memorandum No. 2081-Edn (CS)/10M-83/2019 dt.23.12.2019 of the Higher Education Department, Govt. of West Bengal and memo no.ED-97/C43392/2020 dt.29.06.2020 of Education Directorate.

The benefits / remuneration will be admissible as laid down in the Higher Education Department's Memorandum No. 2081-Edn(CS)/10M-83/2019 dt. 23.12.2019 and subsequent Memorandum/ GO issued in this respect from time to time.



D. Talapatra
Dr. Dibyendu Talapatra
(Principal) 30/6/2020
Derozio Memorial College
Principal
Derozio Memorial College
Rajarhat Rd., Kol-136



SARSUNA COLLEGE

ESTD : 1999

Accredited by NAAC : B

Govt. Aided

4/HB/A, HO-CHI-MINH SARANI, SARSUNA UPANAGARI

KOLKATA - 700 061, P. S. - SARSUNA, Ph. No. : (033)-2452-3699 / 4104

E-mail : sarsuna.college@rediffmail.com • Website : www.sarsunacollege.ac.in

Ref. No. : SEL/10/GT/SACT-II (02)/2020,

Date : 29/06/2020

From :

The Principal
Sarsuna College
4/HB/A, Ho-Chi-Minh Sarani,
Sarsuna Upanagari,
Kolkata – 700 061.

To

Mr. MRINMOY MAHAJAN
MAHAJAN VILLA
DAKSHIN GOBINDAPUR
PIN – 700145.

Sub : Approval of engagement of Mr. MRINMOY MAHAJAN as State Aided College Teacher, Category - II in Sarsuna College. He was earlier engaged as Guest Teacher (PTT/CWTT/GT) w.e.f. 07.01.2019.

Dear Mr. Mahajan,

You are hereby engaged as State Aided College Teacher, Category-II of BOTANY w.e.f. 01.01.2020 in terms of the Memorandum No. 2081-Edn (CS)/10M-83/2019 dt. 23.12.2019 of the Higher Education Department, Govt. of West Bengal and memo no. ED-95/C11886/2020 dt. 24/06/2020 of Education Directorate.

The benefits / remuneration will be admissible as laid down in the Higher Education Department's Memorandum No. 2081-Edu(CS)/10M-83/2019 dt. 23.12.2019 and subsequent Memorandum/GO issued in this respect from time to time.

Subhankar Tripathi

Principal

Sarsuna College

Principal

Sarsuna College

Kolkata-61



Encl: Approval order of Education Directorate



Sub: Appointment Letter

Dear **Shasswato Majumdar**,

1. With reference to your application and subsequent interview, we are pleased to appoint you on the terms and conditions given below:

- | | | |
|----|---------------------|--------------------------------|
| A. | Designation | - Application Support Engineer |
| B. | Date of Appointment | - 1-September-2022 |
| C. | Place of joining | - As assigned |
| D. | Reporting To | - Respective Manager |

2. Your duties and responsibilities shall be as assigned from time to time.

3. Please note that your services can be assigned to any other department, division, branch, or associated organization anywhere in India or abroad at the sole discretion of the management

4. The assigned offer to you in the organization is on full-time basis and therefore, during your tenure you will not engage in any other trade, business and profession, whether part-time or full-time and will not directly or indirectly give professional advice to outsiders on the basis of your experience gained in this organization. You will maintain professional secrecy and avoid any act/omission prejudicial to the interest of the company. You are expected to maintain optimum standard of efficiency and economy.

5. You will be responsible for the safe custody and bona fide use of the property or documents of the company with utmost honesty and professional ethics. You will also maintain discipline and punctuality at all times. You are required to also observe and adhere to the service rules and regulations of the organization as made applicable/enforced from time to time. Any neglect involving moral turpitude or discipline or absence without leave will render immediate termination without any notice or compensation. The decision of the management will be final.

6. This appointment is subject to your being medically fit at all times in relation to your responsibility. Any change in your residential address, material personal particulars or physical disability must be communicated to the company without any delay.

7. It shall be open to the organization from time to time, to add, modify, abrogate any remuneration, benefit, facility, perquisite, working schedule, whatsoever, as deemed appropriate due to administrative reasons/business exigencies etc. and you shall be so bound therein.

8. You will not, during your employment with company (in terms of this letter except so far as may be proper in the ordinary course of business and for the interest of the company) or at any time thereafter, divulge or make known any information in any way whatsoever relating to the company or its business/or of its customer and/or any other information, secret processes or Data and material, which may come to your knowledge during the course of your employment. You will always maintain strict secrecy regarding any technical information or any other information gained or acquired or imparted to you in the course of your employment.

9. During your employment with the company, you will be governed by the service Rules and Regulations of the company, in force or as introduced or amended, from time to time. You will also be governed by the company's policies and rules regarding Leave, Provident Fund, Medical Reimbursement, Leave Travel Assistance, Travel, Misconduct, Discipline and/or other matters.

Considering the highly specialized and time bound responsibilities, it has been explained, specifically agreed/ consented that any appointment under this Appointment Letter can be cancelled and the services dispensed with immediately without any notice/compensation in lieu, on ground of indiscipline, moral turpitude, prolonged sickness, misbehavior, misrepresentation and / or concealment of material facts or personal particulars, or professional and academic record, unauthorized absence, vexatious tactics, malingering, physical / mental unfitness, delay in assigned duties / projects as required by the clients, spreading rumours or dis-satisfaction, arrest, or criminal prosecutions or any other act / omission which is prejudicial to good order and office discipline, and / or abetting any such act / omission.

10. Your Salary breakup is given in the attached Annexure A.

11. The age of retirement will be 58 years or earlier in case you are found physically/mentally unfit to work any longer or for continued ill-health as certified by the medical officer/medical practitioner nominated by the company. The company, however, reserve the right to retain services of a superannuated employee without prejudice to its right to ask him to retire at any time after the age of retirement.

12. The Performance Bonus (as applicable per your BU) is assessed half yearly i.e., OCTOBER - MARCH AND



APRIL - SEPTEMBER. Employee joining in between the half year will be assessed for total duration in the next half year but paid pro rata for the actual working in both the half years. (This Performance Bonus is purely on merit and performance based and solely at the discretion of the management).

It is clarified that an employee would be eligible for Performance Bonus only if he has served for three months as a regular employee and is on the confirmed rolls of the company as on 1st April and 1st October (For the Bonus payable in May and November respectively). However, the total reckonable service would be considered as and when eligible for performance Bonus in the next review cycle.

Annual Salary appraisal is based on your performance at management's discretion and as per client feedback and assessments.

13. Loyalty Bonus is an annual component and you are only eligible for it, after you complete one year of continuous service with Outworx and if it is part of your Salary Break UP (Refer Annexure as below). Annual bonus will be subject to the company performance.

14. In the event that you left the organization within One-year, additional Benefits such as Joining Bonus, Relocation expense and Training Expenses, as applicable, will be recoverable in your F/F. Also, in case of BGV Failure, salary paid to you during that period, will be recoverable in F&F.

15. You have been appointed on the presumption that the particulars furnished by you in your Bio-Data, Interview, relieving letter or any other document are factually correct. In case any of the said particulars/facts are found to be factually incorrect or that you have concealed/withheld material fact, your appointment will stand terminated/cancelled without any notice or compensation in lieu.

16. A) You have a probation period of 3 months, which can be extended at the sole discretion of the management. However, if you do not receive any communication extending your probation period within 3 months of joining, you are deemed to have been confirmed.

B) Termination by the Employer:

The Company may terminate the employment with or without cause under the following conditions:

(i) With Cause: The Company may, immediately and without notice, terminate the EMPLOYEE from employment with "Cause". The term "Cause" shall, as used in this document, mean (1) the commission of a crime involving moral turpitude, theft, fraud or deceit; (2) conduct that has an adverse effect on the Company's reputation; (3) substantial or continued unwillingness or inability to perform duties assigned to the EMPLOYEE; (4) gross negligence or deliberate misconduct; (5) any material breach of terms and conditions specified in this letter; or (6) Un-authorized absence from work for a period of three or more consecutive days without due consent or notifying your superior officer.

(ii) Without Cause: In the event that the employment is terminated Without Cause, the EMPLOYEE will be provided with a notice period as confirmed by the client and can further be entitled for maximum 30 days extension which will be treated as Leave Without Pay.

C) Termination by the Employee:

If you wish to leave the services of the Company, a clear written notice as per **Annexure B** has to be given to the company. In case of failure to give such written notice within the prescribed time, you are bound to make good or loss suffered by the Company and any other charges/liabilities Company incurs consequent to the failure to give required written notice.

17. Payment of statutory Dues like Income Tax, Profession Tax will be the individual responsibility of the employee.

18. Please acknowledge receipt on the duplicate copy of this letter in token of your acceptance of the above terms and Conditions.

19. All matters subject to Noida Jurisdiction.

Looking forward to a long and mutually beneficial association.



ANNEXURE

Name:	Shasswato Majumdar	
Date of Joining	01-Sep-2022	
PAN	DHHPM5905H	
Salary	Amount (in Rs.) Per Month	Amount (in Rs.) Per Annum
Basic & DA	21,000.00	2,52,000.00
HRA	10,500.00	1,26,000.00
Statutory Bonus	1,749.00	20,988.00
Conveyance	1,600.00	19,200.00
Reimbursement	1,250.00	15,000.00
Other allowance	14,602.00	1,75,224.00
Gross Salary	50,701.00	6,08,412.00
Employee PF Contribution @ 12%	1,800.00	21,600.00
LWF Employee Contribution	2.00	24.00
PT	150.00	1,800.00
Net Take home (Before Tax)	48,749.00	5,84,988.00
Additional:		
Employer PF contribution @ 12%	1,800.00	21,600.00
PF Admin Charge @ 1%	150.00	1,800.00
Mediclaime	500.00	6,000.00
Gratuity	1,010.00	12,120.00
LWF Employer Contribution	5.00	60.00
CTC	54,166.00	6,49,992.00

For –



Outworks solutions Pvt. Ltd.
Vinod Singh Bhandari
HR Manager

DECLARATION:

I confirm receipt of the Appointment Letter. I declare that I am a resident of India and none of the Director of the Company is related to me. I accept the appointment on the terms and conditions contained in this letter and other conditions and service rules as applicable to the employees of the company from time to time. I have read and understood the service rules of the company and will abide by them.



ANNEXURE - B	
Leave Entitlement	1.25 Leave Per Month *
Notice Period	60 Days (Including in Probation Period)
<i>* - For 1st Month of joining 1.25 Leave if joined between 1st to 10th of the month, 0.5 leave if joined between 11th to 20th of the month. No leave will be earned for that particular month, if joined after 20th.</i>	

Signature:

Name/Date:



भारत सरकार, संचार एवं सूचना प्रौद्योगिकी मंत्रालय
Government of India, Ministry of Communication & IT
डाक विभाग/Department of Posts

प्रति डाक अधीक्षक का कार्यालय, उत्तर प्रेसीडेंसी डिवीजन, बैरकपुर/कोलकाता-700120
To the Sr. Superintendent Of Posts, North Presidency Division
Barrackpore/Kolkata-700120



कर्मचारी आयडी/Employee ID: 50497296

नाम/Name: **DEBRAJ DEY**

पद/Designation: GDS

Sign. of Holder
धारक का हस्ताक्षर

Sign. of Issuing authority
प्राधिकरण जारी करने का संकेत

INDIA POST



ICICI Bank

Arup Kundu

Employee No. : 874398

Issuing Authority



Employment Contract

notice has been given by either party and until this Contract expires, The School may at its sole discretion

- continue to let The Employee work without any change, or
- release The Employee from any duties but retain his/her services in full or in part, or
- release The Employee from all duties and services

15. Summary Termination

The School and The Employee may terminate this Contract and the employment immediately at any time for

- any reason which would justify immediate termination by law, or
- willful breach of any of the provisions of the Contract, or
- gross negligence in conducting The School's affairs, or
- absence from duty without reasonable cause, or
- gross misconduct including insobriety and bankruptcy

16. Law

Any dispute or claim arising out of or in connection with this Contract, or the breach, termination or invalidity thereof, shall be settled as per the laws of India and by the Courts of Kolkata.

Date: 09.08.22

Signed: Md. Meraiz Chowdhury

Siksha Ha Spee Kary



EMPLOYEES' STATE INSURANCE CORPORATION

BO - Baidyabati

PAYSLIP FOR THE MONTH OF : Nov - 2020

Employee ID	: 183830	PRAN/GPF A/C	: 183830	PAN No	:
Emp.Name	: SUBHADIP BANERJEE	Bank A/C No	: Not Updated	Date of Joining	: 05/10/2020
Designation	: UDC	MICR Code	: Not Updated	Pay Level	: Level 4
Gender	: Male	Bank Name	: Not Updated	GPF Balance *	: NA
				as on 31.10.2020	

Earnings	Amount (Rs)	Deductions	Amount (Rs)	Recoveries	Amount (Rs)
Dearness Allowance	4335.00	NPS	2984.00		
House Rent Allowance	6120.00	Professional Tax	0.00		
Transport Allowance	4212.00	Society Recovery	0.00		
7th CPC Basic Pay	25500.00	Union Subscription	50.00		
		Recreation Club Subscription	30.00		
Total Earnings	40167.00	Total Deductions	3064.00	Total Recoveries	0.00
				NET PAY	37103.00

Adhoc Details

Earnings	Amount (Rs)	Deductions	Amount (Rs)
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* Details as available online, in case of any mismatch or discrepancy, please contact the concerned department immediately for updation/rectification.

Note : It is system generated report and doesn't require any signature



Sep 09, 2020

Debarghya Chakraborty
Kapsit(V&P),Arambagh(PS),
Hoogly(D),West Bengal – 712 613.

OFFER OF APPOINTMENT

Dear **Debarghya Chakraborty**,

This has reference to the interview and discussions you had with us. We are pleased to offer you the position of **“Senior Research Associate”** under the grade of **“Professional”** in level **“P2”** in **“Chemistry Solutions”** of our organization and you will be based at **Bangalore**.

Your Annual CTC will be **Rs. 5,50,000/-- p.a. (Rupees Five Lakhs Fifty Thousand only Per Annum)**. This includes Annual Gross Salary of **Rs.4,75,272/-** and Retirals & Benefits of **Rs. 74,736/-** per annum. Detailed CTC breakup is given in Annexure.

Please note that you are required to join the organization on or before **Dec 16th, 2020** failing which this offer of appointment stands withdrawn. Kindly note that this offer is confidential. A detailed letter of appointment shall be given to you on joining. You are requested to undergo pre-employment medical checkup before the date of your joining.

Please note that your employment will be subject to:

1. Medical fitness as per the pre-employment medical checkup report.
2. Clearance in the background verification checks that may be required as per the company policy.
3. Submission of all the following documents at the time of joining:
 - i. Relieving letter and service certificate from current employer
 - ii. Last 3 months pay slips
 - iii. Form-16 if applicable
 - iv. Four copies of your latest passport size photographs
 - v. Copies of all Service certificates from past employment
 - vi. Copies of all the educational certificates
 - vii. PAN Card
 - viii. Aadhar Card

Please sign and return the duplicate copy of this letter as a token of you acceptance of this offer.

Yours Sincerely
For GVK BIOSCIENCES PVT. LTD

Suresh Anubolu
Chief Human Resources Officer

I accept the offer of appointment on the above terms.

Signature of the candidate: _____

Date: _____

GVK Biosciences Pvt. Ltd.
Plot No. 28A, Street No. 15
IDA Nacharam, Hyderabad – 500 076



ANNEXURE

SALARY STRUCTURE – DEBARGHYA CHAKRABORTY

Salary Components	Per Month (Rs.)	Per Annum (Rs.)
A. Gross salary		
Basic	15,842	1,90,104
HRA	6,337	76,044
Special Allowance	17,427	2,09,124
Gross Salary (A)	39,606	4,75,272
B. Retiral & Other benefits		
Provident Fund	1,800	21,600
Statutory Bonus	2,466	29,592
Gmc	1,200	14,400
Gratuity	762	9,144
Total value of benefits (B)	6,228	74,736
Total Cost to Company (A +B)	45,834	5,50,008

1. PF & ESI/Group Medical Insurance Premium mentioned are employer's contribution.
2. Statutory Bonus & Gratuity are payable as per the Act and the Gratuity shown above is annualized amount.
3. In addition to the above you will be covered under company's GPA, GTLI and EDLI Policy

Yours Sincerely
For GVK BIOSCIENCES PVT. LTD

Suresh Anubolu
Chief Human Resources Officer

I accept the offer of appointment on the above terms.

Signature of the candidate: _____

Date: _____



Private and Confidential

PAYSLIP FOR THE MONTH OF December 2020

Name : Sayan Mukherjee	Location : Karnataka	Company cd : IBM India Pvt Ltd
Emp No : 0000VB4	Department : INEIP	Emp group : Regular full time
Pay period : 01.12.2020 - 31.12.2020	PF No. : PY/KRP/19214/1064844	Emp subgrp : Salaried
	UAN No : 101143920067	

Transfer date	Bank Name	Account No.	Amount =	Earnings	-	Deductions	+	Adjustment
31.12.2020	ICICI BANK	331501501450	56,723.32 =	70,683.32	-	13,960.00	+	0.00

Earnings		Deductions		Perks/Other income/Exemp/Rebates	
Monthly Basic Salary	28,219.69	Ee PF contribution	3,386.00	Agg of Chapter VI	72,700.74
Flat Allowance	33,863.63	Prof Tax - split period	200.00		
Retro:Shift Allow # A	200.00	Income Tax	10,374.00		
Retro:Shift Allow # C	7,600.00				
Shift Allow # A	800.00				

Take Home Pay	56,723.32
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		Form 16 summary
		Ann Reg Income 518,696.13
		Ann Irr Income 30,600.00
		Gross Salary 736,292.13
		Balance 736,292.00
		Std Deduction 50,000.00
		Empmnt tax (Prof Tax) 2,400.00
		Gross Tot Income 683,892.00
		Agg of Chapter VI 72,700.74
		Total Income 611,192.00
		Tax on total Income 34,738.40
		Tax payable and surcharge 36,128.00
		Income Tax 10,374.00

This Payslip is computer generated and doesn't require any signature



GOVERNMENT OF WEST BENGAL
O/o the SUPERINTENDENT OF POLICE, JHARGRAM
PAY SLIP

Ref No.: 20201209293784

Name: SUVENDU RANA SI(UB)
Department: Home and Hill Affairs
PRAN / GPF A/C No.:
PAN No.: BORPR4590A
TAN No.: CALS39780G
Employee No.: 2019018236
Designation: Sub Inspector of Police (UB)
Cadre: Others
Scale or level: 10
Group: B

Bill No.: 539/130(12)20
Bill Date: 22/12/2020
Token No / Date: 10746 / 28/12/2020
T.V. No / Date: 2055/55 / 28/12/2020
Gross Bill Amt.: 7838192
Net Bill Amt.: 6450146
Pay Head: 68-2055-00-109-001-01-V
Establishment: SUB INSPECTOR
DDO Code: (MIEHMP001)

December , Year 2020

Earnings (Rs.)			Deductions (Rs.)			Recoveries of Loan (Rs.)					Out of Account Deduction	
Item	Amount	Cumulative	Item	Amount	Cumulative	Item	Inst. No.	Amount	Cumulative	Balance	Item	Amount
18% RA	5958	23633	GISI87	12	120							
BP	33100	327000	GISS87	28	280							
DA			PT	200	1700							
HRA	3972	15888										
RtnA	1500	15000										
GRAND TOTAL	44530	381521		240	2100							
Net Pay Rupees: 44290 Net Pay Rupees in Words : Forty Four Thousand Two Hundred Ninety only												

SUPERINTENDENT OF POLICE, JHARGRAM

18% RA:18% Risk allowance for STF, CIF, Police posted LWE Areas & DoS * BP:Basic/ Band/ Deputation Pay * DA:Dearness Allowance * GISI87:State GIS Insurance 1987 * GISS87:State GIS Savings 1987 * HRA:House Rent Allowance * PT:Professional tax * RtnA:Ration Allowance

* System generated report and does not require signature.