



Raniganj Girls' College

P.O. : Searsole Rajbari - 713358, Dist. Paschim Bardhaman, West Bengal
Principal : ☎ (0341) 244-4069, Telefax : (0341) 244-9274, Office : (0341) 244-5280
Email : raniganjgirlscollege@gmail.com website : www.raniganjgirlscollege.org
(NAAC Accredited : B+)

Ref. No.

Date.

TO WHOM IT MAY CONCERN

This is to certify that **Puja Sarkar** has been working as a SACT – I (State Aided College Teacher I) in Sociology at our College since 10th may 2018 (Vide Memo : ED-95/C44708/2020 dated 24/06/2020) till date. During this period her performance is highly appreciable to the best of my knowledge. She bears a good moral character.

I wish her all success in future life.

17th May 2023



Chhabi De

Dr Chhabi De

Principal

Raniganj Girls' College

Principal
Raniganj Girls' College
P.O.Searsole Rajbari, Burdwan

THE UNIVERSITY OF BURDWAN



Roll & No. : BUR SOC 2014/25

This is to certify that
PUJA SARKAR obtained the Degree of Master of
Arts in SOCIOLOGY in this University at the Final
Examination in the year 2016, and that he/she
secured Cumulative Grade Point Average 6.97
[Letter Grade B+ (Good)] under Choice Based Credit
System (CBCS).

Rajbati, Burdwan

The 1st December, 2017



Vice - Chancellor



PATRASAYER MAHAVIDYALAYA

Estd.-2005

Govt. Reg. NO.- 719-Edn (CS) dt.-24.10.05

Affiliated to Bankura University dt. 01.01.2017 (G.O No. 1098-Edn(U)/IU/(BAN)-06116 dt 26.12.2016)

Web site-www.patrasayermahavidyalaya.in :: Email-patrasayermahavidyalaya@gmail.com

P.O.-PATRASAYER :: P.S.-PATRASAYER :: DIST.-BANKURA :: PIN-722206

Memo No. PM/25/1/11 (SAET)/20Date 11/03/2020

From - The Principal
Patrasayer Mahavidyalaya
Patrasayer, Bankura

To - Banashree Mondal
Mt Pmt - AKI AKU, P.S - Madhabdih
Mt - Purba Bardhaman
WB PIN-713127

Sub:- Approval of engagement of Banashree Mondal as State Aided College Teacher, Category - I / II in Patrasayer Mahavidyalaya. ~~He~~ / She was earlier engaged as Guest Teacher (PTT/CWTT/GT) w.e.f. 03/09/2016...

You are hereby engaged as State Aided College Teacher, Category - I / II of Sociology 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-65/C44768/2020 dated 03.03.2020 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 / G.O. issued in this respect from time to time.

Encl:- Approval order of Education Directorate

S. K. Mondal 11/03/2020
Principal
Patrasayer Mahavidyalaya
Patrasayer Bankura
Principal
Patrasayer Mahavidyalaya
Patrasayer, Bankura

Serampore Girls' College

(Estd. : 1981)

Re-Accredited by NAAC : Grade B (2nd Cycle)

13, T. C. GOSWAMI STREET, SERAMPORE, HOOGHLY. PIN -712 201, WEST BENGAL.

E-mail : serampore_girls_college@yahoo.co.in

Website : www.seramporegirlscollege.org

Ref. No. 95/2020

Date. 21/7/2020

From
The Principal,
Serampore Girls' College, Serampore.
Hooghly, West Bengal

To
SAROJIT KAPASI
Srixampur, Sripally, Burdwan,
West Bengal, PIN - 713103.

Subject: Approval of engagement of Sarojit Kapasi -as state Aided College Teacher,
Category (I / II) in Serampore Girls' College. He/She was earlier engaged as (PT/CWTT/GT w.e.f.
22.08.2017

Dear Sir/ Madam,

You are hereby engaged as State Aided College Teacher, category- I / II of
SOCIOLOGY (Subject) 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/C11984/2020 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/Government orders issued / to be issued specifying detail conditions of service rules, leaves rules, medical benefits etc., in this respect from time to time.

You shall have to perform academic and related assignments as allotted to you from time to time

Soma Roy
Principal

Principal
Serampore Girls' College
Serampore, Hooghly

Encl: Approval order of Education Directorate.

Phone.03211255960

Fax.03211-255960



ARAMBAGH GIRLS' COLLEGE

Pallishree* Arambagh * Hooghly

(Estd.-1995)

Website: www.arambaghgirlscollege.org

E-mail: arambaghgirlscollege@gmail.com

Memo No. AGC/SACT/Appnt./07-20

Date – 30.06.2020

From,
The Principal
Arambagh Girls' College
Pallishree, Arambagh
Hooghly – 712601



To,
Jaheer Abbas Shaikh
C/O Jahangir Hossain Shaikh
Vill.- Khaghragarh, Uttarpara, Near Jamtala
P.O. – Rajbati
P.S – Burdwan Sadar
Dist- Purba Bardhaman, Pin – 713104

Sub: Approval of engagement of Jaheer Abbas Shaikh as State Aided College Teacher, Category-I in Arambagh Girls' College. He was earlier engaged as GT w.e.f. 09.10.2018.

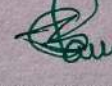
Sir,

You are hereby engaged as State Aided College Teacher, Category-I of Sociology 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/C44690/2020 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.

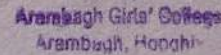
Thanking you,

Yours sincerely


30.6.20

[Dr. Syed Sajidul Islam]

Principal
Arambagh Girls' College
Arambagh, Hooghly



Encl. Approval order of Education Directorate

SL. No. 415

AGHOREKAMINI PRAKASHCHANDRA MAHAVIDYALAYA



(ESTD.-1959)
Accredited by NAAC at 'B' level
AFFILIATED TO THE UNIVERSITY OF BURDWAN & RECOGNIZED BY U.G.C.
SUBHASNAGAR ☆ P.O.- BENGAI ☆ P.S. - GOGHAT ☆ DIST.- HOOGHLY
STD.: 03211 ☎: 246 235 / 246 772, Fax: 913211 246 772,
Email: akpc_m@yahoo.co.in Website: www.akpcmahavidyalaya.org

Ref No: AKPC(SACT)/Apptt./325(32)/20

Date:30/06/2020

Memo: ED-95/C44736/2020 dated 24/06/2020

From The Principal

AGHOREKAMINI PRAKASHCHANDRA MAHAVIDYALAYA
BENGAI, HOOGHLY, PIN-712611

To

ARPITA KARMAKAR

Sub : Approval of engagement of ARPITA KARMAKAR as State Aided College Teacher, Category-I in AGHOREKAMINI PRAKASHCHANDRA MAHAVIDYALAYA. She was earlier engaged as GT w.e.f 30/07/2016.

You are hereby engaged as State Aided College Teacher, Category-I of SOCIOLOGY 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/C44736/2020 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-Edn(CS)/10M-83/2019 dt. 23.12.2019 and subsequent Memorandum/GO issued in this respect from time to time.

Principal

Aghorekamini Prakashchandra Mahavidyalaya
Bengai, Hooghly, 712611

Encl: Approval order of Education Directorate



Principal,
AGHOREKAMINI PRAKASHCHANDRA MAHAVIDYALAYA
P. O. Bengai Dt. Hooghly

KABI SUKANTA MAHAVIDYALAYA
(Affiliated to the University of Burdwan)
Bhadreswar, P.O.- Angus, Dist. Hooghly -712221, W.B.



Memo: KSM/ Apptt/SACT/Socio/01/2020

Date: 30/06/2020

From: The Principal
Kabi Sukanta Mahavidyalaya,
Bhadreswar, Post – Angus,
Dist. – Hooghly,
Pin – 712221


To: SOUMITRA SARKAR
C/O. Indranath Roy
Golapbag, Sukanta Pally
P.O. Rajbati
Dist. Purba Barddhaman

Sub: Approval of engagement of **SOUMITRA SARKAR** as State Aided College Teacher, **Category – I** in **KABI SUKANTA MAHAVIDYALAYA**. He was earlier engaged as **PTT** w.e.f. **07/07/2009**

You are hereby engaged as State Aided College Teacher, **CATEGORY- I** of **SOCIOLOGY** w.e.f. **01.01.2020** in terms of the **Memorandum No. 2081-Edn(CS)/10M-83/2019**, dated **23.12.2019** of the Higher Education Department, Govt. of West Bengal and memo no. ED-96/C44673/2020, dated 25/06/2020 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, dated 23.12.2019 and subsequent Memorandum / GO issued in this respect from time to time.




(Dr. Md. Salauddin Khan)
PRINCIPAL
KABI SUKANTA MAHAVIDYALAYA
P.O.-ANGUS, DIST. - HOOGHLY

Encl: Approval order of Education Directorate

SL. No. 417



BANKURA ZILLA SARADAMANI MAHILA MAHAVIDYAPITH

(Govt. Sponsored)

NAAC Accredited 'A' Grade College

NUTANCHATI, BANKURA, WEST BENGAL (PIN-722101)

Phone : (03242) 251194, e-mail : sarada_06@yahoo.co.in

website : www.bzsmcollege.org

Ref. No. SM/engam2/SACT/2020/33

Dated 29.06.2020

Memo. ED-95/C44730/2020

Date 24/06/2020

From The Principal,
Bankura Zilla Saradamani Mahila Mahavidyapith,
Nutanchati, Bankura – 722 101

To
Monoj Kumar Dey

Sub: Approval of engagement of Monoj Kumar Dey as State Aided College Teacher, Category- I in Bankura Zilla Saradamani Mahila Mahavidyapith. He was earlier engaged as Guest Teacher w.e.f. 05.08.2015

You are hereby engaged as State Aided College Teacher, Category - I of Sociology 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/C44730/2020 dated 24/06/2020 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.

[Signature]
Principal,

Bankura Zilla Saradamani Mahila Mahavidyapith,
Nutanchati, Bankura – 722 101

Principal
Bankura Zilla Saradamani
Mahila Mahavidyapith

Encl: Approval order of Education Directorate



KABI SUKANTA MAHAVIDYALAYA
(Affiliated to the University of Burdwan)
Bhadreswar, P.O.- Angus, Dist. Hooghly -712221, W.B.



Memo: KSM/Apptt/SACT/Socio/03/2020

Date: 03/07/2020

From: The Principal
Kabi Sukanta Mahavidyalaya,
Bhadreswar, Post – Angus,
Dist. – Hooghly,
Pin – 712221

To: Riya Das
C/o. Chittaranjan Das
Bandel Stn. Road, Vill. Kajidanga
P.O. Debanandapur, Dist: Hooghly,
Pin: 712123.

Sub: Approval of engagement of **RIYA DAS** as State Aided College Teacher, **Category II** in **Kabi Sukanta Mahavidyalaya**. She was earlier engaged as **Guest Teacher (GT)** w.e.f. **08.09.2015**.

You are hereby engaged as State Aided College Teacher, **Category II** of **SOCIOLOGY** w.e.f. **01.01.2020** in terms of **Memorandum No. 2081-Edn(CS)/10M-83/2019**, dated **23.12.2019** of the Higher Education Department, Govt. of West Bengal and Memo No:ED-97/C44673/2020, dated 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, dated 23.12.2019 and subsequent Memorandum/GO issued in this respect from time to time.




(Dr. Md. Salauddin Khan)
PRINCIPAL
KABI SUKANTA MAHAVIDYALAYA
P.O.- ANGUS, DIST. - HOOGHLY

Encl: Approval Order of Education Directorate

SL. No. 421

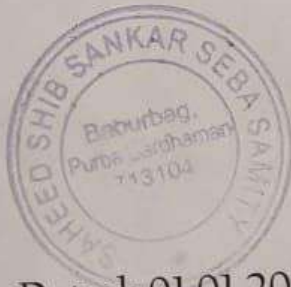
SAHEED SHIBSANKAR SEBA SAMITY
BABURBAG BURDWAN -713104
Phone No-0342- 2657251, 2657505
E-mail—shibsankarsebasamity@gmail.com

Ref. No:ASHA/ SSSS/Appo/ 94

Date: 01.01.2021

APPOINTMENT LETTER

This is to certify that Mrs. Monami Hazra D/O : Sri Asoke Kumar Hazra , Vill: Bhenpur, P.O: Shyamsundarpur, ,P.S: Galsi, Block: Galsi--II, Dist: Purba Bardhaman Pin: 713141 is hereby appointed to the post of District Trainer of ASHA programme from 1st January 2021 under our organization . She will be on contractual service from the date of her joining. She will be paid as guided by the rules down by the state ASHA cell, Govt of West Bengal and NHM. Her services will be guided by the rules laid down by the State ASHA cell, Govt. of West Bengal and Saheed Shib Sankar Seba Samity , Burdwan .



Dated: 01.01.2021
Burdwan.

Partha Sarathi Goswami
(Partha Sarathi Goswami)
Chief Functionary
Saheed Shibsankar Seba Samity

Chief Functionary
Burdwan DTC-ASHA Training
Saheed Shibsankar Seba Samity
Baburbag, Burdwan



QUARTESIAN

Letter of Initial Offer

MAR 07, 2021

Dear Mr. Ananyo Banerjee,

Welcome to Quartesian Clinical Research Pvt Ltd!

It gives us great pleasure to offer the role of “**Statistical Programmer - Trainee**” position for which you were interviewed by us. We strongly believe that the job role was explained to you clearly. We will be offering you a Cost to the Company of **INR. 3,00,000/-** (INR Three Lakhs only) per annum which is inclusive of all allowances and company contribution to Provident fund with effect from **MAR 15, 2021**.

You will be on probationary period for **Six months**. On acceptance of this offer you will be given a separate appointment letter on the joining date **MAR 15, 2021**.

You are eligible for Salary revision and Annual bonus for the year of 2021.

The role, in which you join us, is a very important one which will entail dealing with important and sensitive information, records and such other matters of the company. You will, therefore, be required to sign a “**Code of Conduct, Confidentiality and Non-disclosure Agreement and Employment Service Agreement for three years**” of our company at the time of your joining the company.

We look forward to you joining our team. We are sure that you will have a bright career with our company.

We take this opportunity to welcome you and your family into the folds of our company.

Please be advised that the validity of this offer letter is contingent upon the successful completion of your Background verification.

Best Regards,

Suman Raveesh

Suman Raveesh
Senior Manager - Human Resources
Quartesian|Bangalore

Reg Office: No.23/24, AMR Tech Park 1 A, 2nd floor, Hongasandra, Hosur Main Road,
Bangalore - 560068. Ph: 080 – 46471800. CIN: U73100KA2004PTC034625

Other Branches

Chennai


Guna Complex No.443 & 445, 4th FLR
Old No.304 & 305, Anna Salai, Teynampet
Chennai 600 018

Kolkata

No: ESNT4A0202, Eco Space
business park, New town action area
Rajarhat, Kolkata – 700156.

Hyderabad

Level 2, Spacion
Towers, Next to Westin Hotel
Madhapur, Hyderabad - 500 081



QUARTESIAN

Annexure: Salary and Benefit Statement

Emolument: Statistical Programmer - Trainee		
Description	Per Month	Annual
Basic	10,000	1,20,000
HRA	4,000	48,000
HDFC Food Card Allowance	1,100	13,200
Other Allowance (LTA)	2,200	26,400
Other Allowances	6,364	76,368
Gross Salary	23,664	2,83,968
Add: Employer Contributions		
PF	1,200	14,400
PF Admin	136	1,632
EMPLOYER ESI	-	-
EMPLOYER TRANSPORT FACILITY	-	-
Total	1,336	16,032
CTC	25,000	3,00,000
Less: Employee Contributions		
PF	1,200	14,400
PT	200	2,400
EMPLOYEE ESI	-	-
HDFC Food Card Allowance	1,100	13,200
Total	2,500	30,000
Net Take Home	21,164	2,53,968
		3,00,000
Annual COST TO THE COMPANY		
Income Tax will be applicable as per the IT slabs		

Additional Benefits:

- 1) Star Health Group Mediciam Insurance Coverage: Rs.3,00,000 per family
(Includes self, spouse and two children)
- 2) Star Health Group Personal Accident Insurance Coverage: Rs. 10,00,000 for self only
- 3) Gratuity as per Payment of Gratuity Act ,1972

Suman Raveesh

Sumit Sarvaghi (Mar 3, 2021 11:45 GMT+5:30)

Reg Office: No.23/24, AMR Tech Park 1 A, 2nd floor, Hongasandra, Hosur Main Road,
Bangalore - 560068. Ph: 080 - 46471800. CIN: U73100KA2004PTC034625

Other Branches

Chennai
Guna Complex No.443 & 445, 4th FLR
Old No.304 & 305, Anna Salai, Teynampet
Chennai 600 018

Kolkata
No: ESNT4A0202, Eco Space
business park, New town action area
Rajarhat, Kolkata - 700156.

Hyderabad
Level 2, Spacion
Towers, Next to Westin Hotel
Madhapur, Hyderabad - 500 081



India Post

भारतीय डाक

**O/o- the Assistant Superintendent of Post Offices
Burdwan 1st Sub Division
Burdwan -713101**

Annexure- II

ORDER OF PROVISIONAL ENGAGEMENT

No: A1/ASP/GDS /Rectt./Cycle-1/Amila BO Dated at Burdwan the ~~20~~³⁰.06.2020

In response to the notification no. RECTT./R-100/ONLINE/GDS/VOL-VI DATED 17.07.1998, Sri/Smt. SK MD INJAMUL S/o D/o w/o Sri/Smt - . SK MD AJIJULLA wose Date of Birth is 02.08.1996 and who belongs to OBC category/selected against OBC category is hereby engaged as GDSMC (ABPM) Amila BO in account with Sehara SO under Burdwan HO on PROVISIONAL BASIS with immediate effect in the TRCA scale of ₹10,000 – ₹24,470 Level-1. Sri/Smt SK MD INJAMUL shall be paid such allowances as are admissible from time to time.

Sri/Smt . SK MD INJAMUL S/o W/o D/o Shri/Smt SK MD AJIJULLA should clearly understand that his/her engagement as GDSMC (ABPM) Amila BO in account with Sehara SO 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.


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

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.

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

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.


30-06-2020
Asst. Super. of Post Offices
Burdwan 1st Sub-Division
Burdwan-713101

To (Regd AD)/By Hand


Sri/Smt. SK MD INJAMUL C/o. SK MD AIJIJULLA ;

VILL - DHARAN , PO- PALASHAN ,

PURBA BARDHAMAN -713424

A copy of this memo is issued to:

1. The Sr. Superintendent of Post offices, Burdwan Division for information
2. The Sr. Postmaster Burdwan HO for information. He will please draw allowance as admissible on receipt of joining charge report and obtaining of Fidelity Bond as per rule.
3. The SPM Sehara SO for information
4. The Overseers (Mails), Burdwan 1st Sub Division for information.
5. PF of the candidate concerned.
6. O/C/Spare.


30-06-2020
Asst. Super. of Post Offices
Burdwan 1st Sub-Division
Burdwan-713101

NO - AI/ASP/GDS/Recd/Cycle-1/Amile BO
Dated at Burdwan the 30.06.2020
ACG-61

Department Of Posts, India
CHARGE REPORT



Certified that the charge of GDSMO, Amile

was made over by

to SK. Md. Injammul

on 01.07.2020 Fore/after noon in accordance with

chs
[Signature]
01.07.2020

O/S (Mails)
Burdwan Line-I
ASPOs, Burdwan Int
Burdwan-713101

Relieved Officer

SK MD Injam
Relieving Officer

Copy to : SK. Md. Injammul

SL. No. 451

THE UNIVERSITY OF BURDWAN



Roll & No. : BUR CH 2018/073

This is to certify that SK MD INJAMUL bearing Registration Number 201501016095 of 2015-16 obtained the Degree of Master of Science in CHEMISTRY in this University at the Final Examination in the year 2020, and that he/she secured Cumulative Grade Point Average 8.71 [Letter Grade A⁺ (Excellent)] under Choice Based Credit System (CBCS).

Rajbati, Burdwan

The 24th February, 2023



Vice - Chancellor



India Post

भारतीय डाक

SL. No. 452

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/Madhabdihi 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.Pragati Kundu S/o D/o W/o Sri/Smt. Shyam Sundar Kundu whose Date of Birth is 08.07.1996 and who belongs to UR category/selected against UR category is hereby engaged as GDS BPM Madhabdihi B.O in account with Shyamsundar S.O under Burdwan H.O on PROVISIONAL BASIS with immediate effect in the TRCA scale of $\square 12,000 - \square 29,380$ Level-1. Sri/Smt Pragati Kundu shall be paid such allowances as are admissible from time to time.

2.Sri/Smt Pragati Kundu S/o. W/o D/o Shri/Smt Shyam Sundar Kundu should clearly understand that his/her engagement as GDS Branch Postmaster, Madhabdihi B.O in account with Shyamsundar 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

SL. No. 452

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 Post Offices
Burdwan Division-713101

To (Regd AD)/By Hand

Sri/Smt. -Pragati Kundu, C/o-Shyam Sundar Kundu,

Mobile-8016078405, Matre Bhavan, Tejgani

Burdwan , PIN-713103

A copy of this memo is issued to:

421. The Sub Division Head, Burdwan 1st Sub Division for information

422. The Sr. Postmaster/Postmaster Burdwan 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.

423. The SPM Shyamsundar S.O. for information

424. The Overseers (Mails), Burdwan 1st Sub Division for information.

425. PF of the candidate concerned.

426. O/C/Spare.

Sr. Supdt. of Post Offices
Burdwan Division-713101

SL. No. 452

ACG-61

Department Of Posts, India
CHARGE REPORT



O/S Mail (SSR Line)
Burdwan 1st Sub-Divn
Burdwan 713101

Certified that the charge of GDS B.P.M.
Machhabiti
was made over by Shantinath Bhattacharyay
to Pragati Kundu
on 1/7/20 Fore/after noon in accordance with

Shanti Nath Bhattacharyay
Relieved Officer

Pragati Kundu
Relieving Officer

Copy to :- Pragati Kundu

SL. No. 452

THE UNIVERSITY OF BURDWAN



Roll & No. : BUR CH 2018/053

This is to certify that
PRAGATI KUNDU bearing Registration Number
201501016043 of 2015-16 obtained the Degree of
Master of Science in CHEMISTRY in this University at
the Final Examination in the year 2020, and that
he/she secured Cumulative Grade Point Average 9.28
[Letter Grade A⁺ (Excellent)] under Choice Based
Credit System (CBCS).

Rajbati, Burdwan
The 24th February, 2023



Vice - Chancellor

SL. No. 453



India Post

भारत डाक

O/o- the Assistant Superintendent of Post Offices
Burdwan 1st Sub Division
Burdwan -713101

Annexure- II

ORDER OF PROVISIONAL ENGAGEMENT

No: A1/ASP/GDS /Rectt./Cycle-1/Pasanda BO Dated at Burdwan the 30.06.2020

In response to the notification no. RECTT./R-100/ONLINE/GDS/VOL-VI DATED 17.07.1998, Sri/Smt. RUPMITA SAHA S/o D/o w/o Sri/Smt - . SOUMITRA SAHA whose Date of Birth is 14.01.1998 and who belongs to UR category/selected against UR category is hereby engaged as GDSMD (ABPM) Pasanda BO in account with Raina SO under Burdwan HO on PROVISIONAL BASIS with immediate effect in the TRCA scale of ₹10,000 – ₹24,470 Level-I. Sri/Smt RUPMITA SAHA shall be paid such allowances as are admissible from time to time.

Sri/Smt . RUPMITA SAHA S/o W/o D/o Shri/Smt SOUMITRA SAHA should clearly understand that his/her engagement as GDSMD (ABPM) Pasanda BO in account with Raina SO 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.


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

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.

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

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.


Assistant Superintendent, Posts
Burdwan 1st Sub Division
Burdwan -713101

To (Regd AD)/By Hand

Sri/Smt. RUPMITA SAHA C/o. SOUMITRA SAHA ,

PASONDA, PASONDA

BURDWAN -713421

A copy of this memo is issued to:

1. The Sr. Superintendent of Post offices, Burdwan Division for information
2. The Sr. Postmaster Burdwan HO for information. He will please draw allowance as admissible on receipt of joining charge report and obtaining of Fidelity Bond as per rule.
3. The SPM Raina SO for information
4. The Overseers (Mails), Burdwan 1st Sub Division for information.
5. PF of the candidate concerned.
6. O/C/Spare.


Assistant Superintendent, Posts
Burdwan 1st Sub Division
Burdwan -713101

SL. No. 453

THE UNIVERSITY OF BURDWAN



Roll & No. : BUR CH 2018/063

This is to certify that

RUPMITA SAHA obtained the Degree of Master of Science in CHEMISTRY in this University at the Final Examination in the year 2020, and that he/she secured Cumulative Grade Point Average 8.81 [Letter Grade A⁺ (Excellent)] under Choice Based Credit System (CBCS).



Rajbati, Burdwan

The 24th February, 2023

Vice - Chancellor

SL. No. 462



19-JAN-2022

Letter Of Appointment

To,
Mr. Ayan Mondal
260
Chiladangi

Dear Mr. Ayan,

This has reference to our Offer of Employment in TATA Consultancy Services Limited vide TCSL/1732463/CAL/Business Process Outsourcing Services/BPA dated 13-Jan-2022 and your completing joining formalities as per TCSLs policy.

On the terms and conditions detailed in our Offer of Employment accepted by you, we are happy to appoint you as Process Associate in Grade BPO1 with effect from 19-JAN-2022.

Your Associate number is [REDACTED]

I take this opportunity to extend you a warm welcome to the TCSL Family !

Yours sincerely,
For TATA Consultancy Services Limited

A handwritten signature in blue ink, appearing to read 'Girish V. Nandimath'.

GIRISH V NANDIMATH
Global Head – Talent Acquisition

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

TCS House, Raveline Street, Fort, Mumbai-400 001, Maharashtra, India

Tel: 91 22 6778 9999 Fax: 91 22 6778 9000 website: www.tcs.com

Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai-400 021



01-JUN-2022

Letter Of Appointment

To,
Mr. Sk Jarjis
N0003
Kanaidanga Primary School
7063027933

Dear Mr. Sk,

This has reference to our Offer of Employment in TATA Consultancy Services Limited vide TCSL/1879197/CAL/Business Process Outsourcing Services/BPA dated 27-May-2022 and your completing joining formalities as per TCSLs policy.

On the terms and conditions detailed in our Offer of Employment accepted by you, we are happy to appoint you as Process Associate in Grade BPO1 with effect from 01-JUN-2022.

Your Associate number is 2427012.

I take this opportunity to extend you a warm welcome to the TCSL Family !

Yours sincerely,
For TATA Consultancy Services Limited

A handwritten signature in blue ink, appearing to read 'Girish V. Nandimath'.

GIRISH V NANDIMATH
Global Head – Talent Acquisition

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

TCS House, Raveline Street, Fort, Mumbai-400 001, Maharashtra, India

Tel: 91 22 6778 9999 Fax: 91 22 6778 9000 website www.tcs.com

Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai-400 021

I/119320/2021

SL. No. 480 & 481

Government of West Bengal
 Technical Education, Training and Skill Development Department
 Polytechnic Branch, KarigariBhawan
 B/7, Action Area-III, New Town, Rajarhat, Kolkata - 700160

Date : 08/02/2021

The Governor is pleased to appoint the following candidates recommended by the Public Service Commission, West Bengal provisionally for a period of 1 (one) year to the post of Lecturers in Mathematics of Govt. Polytechnics in the West Bengal General Service in the Pay Matrix of Pay under ROPA'2019 corresponding to Pay Band of Rs.15,600- 39,100/- plus A.G.P. Rs. 5,400/- or 6,000/- under ROPA'2009 as the case may be, per month, plus other admissible allowances with effect from the date of their joining the post at the Govt. Polytechnics as mentioned against their names at Column-4 until further orders :

Sl. No.	Name and permanent address of the candidates	Date of Birth & Educational Qualification	Place of Posting
1	Sri Surajit Duta, S/o Late Ratan Chandra Dutta, 450/A Rabindra Sarani, P.O.-Hatkhola, P.S.-Burtolla, Kolkata, PIN-700005	29-12-1991 M. Sc.	Central Calcutta Polytechnic, Kolkata
2	Sri Ratul Kar, S/o Sri Monoranjan Kar, Vill & P.O.-Barabankra, P.S.-Swarupnager, Dist.-North 24Parganas, PIN-743427, West Bengal	09-05-1992 M. Sc.	APC Roy Polytechnic, Kolkata
3	Ms. Jayashree Sen, D/o Late Mahadeb Sen, Khudiram Pally, P.O.-ABL, P.S.-NTPS, Durgapur, Dist.-Paschim Bardhaman, PIN-713206, West Bengal	17-05-1992 M. Sc.	MBC Institute of Technology, Purba Bardhaman
4	Sri Sanjoy Basak, S/o Sri Jatindra Basak, Hatsimla, P.O.-Samudragarh, P.S.-Nadanghat, Dist.-Purba Burdwan, PIN-713519, West Bengal	21-01-1990 M. Sc.	BPCIT, Krishnanagar, Nadia
5	Dr. Bappa Maji, S/o Sri Shyamal Kumar Maji, Vill-Berugram,P.O.-Chandipur Berugram, P.S.-Khandaghosh, Dist.-Purba Bardhaman, PIN-713142, West Bengal	02-05-1988 Ph. D.	Asansol Polytechnic, Paschim Bardhaman
6	Ms. Sharmistha Bhowmick, D/o Gobinda Pada Bhowmick, Vill & P.O.-Ananda Nagar,P.S.-Singur, Dist-Hooghly, PIN-712409, West Bengal	03-06-1991 M. Sc.	Women's Polytechnic, Chandannagar, Hooghly
7	Sri Abhik Majumder, S/o Ashis Majumder, 450 Baguipara Road, Chanditala Park, Subhash Gram, P.S.-Sonarpur, Kolkata-700147, West Bengal	13-09-1990 M. Sc.	J.C. Ghosh Polytechnic, Kolkata
8	Sri Soumya Das, S/o Sri Satyajit Das, Bonbakhali, P.O.-Gohalberia, P.S.-Shyampur, Dist.-Howrah, PIN-711315, West Bengal	19-03-1994 M. Sc.	Dr. MSIT, Haldia, Purba Medinipur
9	Ms. Piyali Kundu, D/o Sri Tapan Kumar Kundu, Barishal Pally, P.O. & P.S.-Rahara, Dist.-North 24 Parganas, PIN-700118, West Bengal	11-09-1992 M. Sc.	North Calcutta Polytechnic, kolkata

I/119320/2021

10	Sri Pintu Paul, S/o Madan Paul, Vill-Keshabpur, P.O.-Gobindapur Bajitpur, P.S.-Sutahata, Dist.-Purba Medinipur, PIN-721645, West Bengal	21-12-1994 M. Sc.	SKB Polytechnic, Paschim Medinipur
11	Sri Abhijit Dey, S/o Sri Ranjit Dey, Vill & P.O.-Tulin, P.S.-Jhalda, Dist.-Purulia, PIN-723212, West Bengal	04-12-1994 M.Sc.	Purulia Polytechnic, Purulia
12	Sri Anshuman Maity, S/o Phani Bhusan Nandy, Vill- Paschim Ramchandrapur, P.O.-Dakshin Badalpur, P.S.-Ramnagar, Dist.-Purba Medinipur, PIN-721423, West Bengal	20-02-1992 M. Sc.	Baruipur Govt. Polytechnic, South 24 Parganas
13	Sri Subhra Prakash Chowdhury, S/o Arun Kumar Chowdhury, Vill-Ilabazar, P.O. & P.S.- Chandrakona, Dist.-Paschim Medinipur, PIN-721201 West Bengal	18-04-1992 M. Sc.	ICV Polytechnic, Jhargram
14	Samim Sekh, S/o Kholil Sekh, House No-N0116, Vill-Malopara, P.O.-Chhabghati, P.S.-Suti, Dist.-Murshidabad, PIN-742201, West Bengal.	16-05-1995 M. Sc.	Murshidabad Institute of Technology, Murshidabad
15	Sri Nirmal Kumar, S/o Basanta Kumar, Vill-Kumardih, P.O.-Thakursima, P.S.-Arsha, Dist.-Purulia, PIN-723201, West Bengal	03-02-1996 M. Sc.	Purulia Polytechnic, Purulia
16	Sri Suman De, S/o Basudeb De, Vill & P.O.-Chandpur, P.S.-Rajarhat, Dist.-North 24 Parganas, PIN-700135, West Bengal	02-02-1988 M. Sc.	Canning Govt. Polytechnic, South 24 Parganas
17	Sri Jayanta Senapati, S/o Ashok Kumar Senapati, Vill & P.O.-Lakhanpur, P.S.-Hura, Dist.-Purulia, PIN-723104, West Bengal	06-01-1993 M. Sc.	Nazrul Centenary Polytechnic, Paschim Bardhaman
18	Aktar Alam, S/o Md Akbar Ali, Vill & P.O.-Mallik Para, P.S.-Chanchal, Dist.-Malda, PIN-732123, West Bengal	10-02-1993 M. Sc.	Malda Polytechnic, Malda
19	Sri Surajit Mandal, S/o Biswanath Manda, Vill-Chithalboni, P.O.-Khalseuli, P.S.-Jhargram, Dist.-Jhargram, PIN-721513, West Bengal	28-01-1994 M. Sc.	Bankura Govt. Polytechnic, Bankura
20	Sri Prabir Kumar Dey, S/o Pradip Kumar Dey, Ashoknagar, P.O.-Angus, P.S.- Bhadreswar, Dist.-Hooghly, PIN-712221, West Bengal	01-07-1994 M. Sc.	SRSV, Sury, Birbhum
21	Jiarul Hoque, S/o Late Mokbul Hossain, Vill-Kantatair, P.O.-Jahangirpur, P.S.-Gangarampur, Dist.-Dakshin Dinajpur, PIN-733124, West Bengal	21-03-1993 M. Sc.	Gangarampur Govt. Polytechnic, Dakshin Dinajpur
22	Iyasmina Khatun, D/o Seikh Imamul, Vill-Nonadanga, P.O.-Hetia, P.S.- Joypur, Dist.-Bankura, PIN-722138, West Bengal	02-01-1993 M. Sc.	RRK Govt. Polytechnic, Paschim Medinipur

23	Sekendar Hossain, S/o Nurmohammad Hossain, Vill-Kutubpur, P.O.-Kashimnagar, P.S.-Murarai, Dist.-Birbhum, PIN- 731221, West Bengal	14-03-1993 M. Sc.	HMSM Govt. Polytechnic, Birbhum
24	Sri Gour Gopal Biswas, S/o Nimai Biswas, Vill-Rajdharpur, P.O.-Bhattabati, P.S.-Nabagram, Dist.-Murshidabad, PIN-742149, West Bengal	26-04-1995 M. Sc.	Kaliachak Govt. Polytechnic, Malda
25	Sri Nirmal Biswas, S/o Sri Naresh Biswas, Vill-Bazar Colony, P.O.-Badkulla, P.S.-Taherpur, Dist.-Nadia, PIN-741121, West Bengal	27-10-1992 M. Sc.	Itahar Govt. Polytechnic, Uttar Dinajpur
26	Sk Golam Mohiuddin, S/o Sk Mabud, Vill-Raniganj, P.O.-Kuldiha, P.S.- Ausgram, Dist.-Purba Bardhaman, PIN-713153, West Bengal	01-05-1989 M. Sc.	Baghmundi Govt. Polytechnic, Purulia
27	Sri Rajat Naiya, S/o Sri Madhusudan Naiya, Vill-Raynagar, P.O.-Dakshin Barasat, P.S.-Joynagar, Dist.- South 24Parganas, PIN-743372, West Bengal	11-04-1993 M. Sc.	Siliguri Govt. Polytechnic, Darjeeling
28	Sri Hiranmoy Garai, S/o Sri Mantu Garai, Suryasen Colony, Durgapur, P.S.-NTS, Dist.-Paschim Bardhaman, PIN-713206, West Bengal	24-06-1993 M. Sc.	Siliguri Govt. Polytechnic, Darjeeling
29	Sri Pratik Biswas, S/o Tapan Kumar Biswas, Vill-Chapra Dignagar, P.O.-Dignagar, P.S.- Kotwali, Dist.-Nadia, PIN-741401, West Bengal	17-04-1994 M. Sc.	Jalpaiguri Polytechnic Institute, Jalpaiguri
30	Ms. Pinki Mondal, D/o Sri Sukriti Ranjan Mondal, Vill & P.O.- B. Raghunathpur, P.S.-Kashipur, Dist.-South 24 Parganas, PIN-743502, West Bengal	04-02-1992 M. Sc.	Birla Institute of Technology, Kolkata
31	Sri Prosenjit Mondal, S/o Sri Prasanta Mondal, Flat-2B, Block-3, Garden Enclave EA- 22, Deshbandhu Nagar, Baguihati, Dist.-North 24 Parganas, PIN-700059, West Bengal	02-06-1992 M. Sc.	Rajganj Govt. Polytechnic, Jalpaiguri
32	Sri Sujit Mondal, S/o Sri Sarojit Mondal, Vill-977 A.G. Colony, P.O.-Maniktala, P.S.-Habra, Dist.-North 24 Parganas, PIN-743263, West Bengal	28-08-1993 M. Sc.	Darjeeling Polytechnic, Darjeeling
33	Sri Sudip Ghorai, S/o Rabi Ghorai, Vill-Mahammadpur, P.O. & P.S.-Belda, Dist.-Paschim Medinipur, PIN-721424, West Bengal	01-05-1994 M. Sc.	Hilli Govt. Polytechnic, Dakshin Dinajpur

I/119320/2021

34	Sri Kartick Chandra Kaibartya, S/o Arun Kumar Kaibartya, Vill, P.O. & P.S.-Burwan, Dist.- Murshidabad, PIN-742132, West Bengal	11-03-1993 M. Sc.	Maynaguri Govt. Polytechnic, Jalpaiguri
35	Sri Sreerup Mondal, S/o Sri Shyamal Mondal, Vill-Purandarpur, P.O.-Purandarpur Math, P.S.-Baruipur, Dist.-South 24 Parganas, PIN-743610, West Bengal	25-10-1992 M. Sc.	Kalimpong Govt. Polytechnic, Kalimpong
36	Sri Sushovan Goswami, S/o Manoranjan Goswami, Khatra (Purbasha), P.O. & P.S.-Khatra, Dist.- Bankura, PIN-722140, West Bengal	05-07-1995 M. Sc.	Falakata Polytechnic, Alipurduar
37	Ms. Shibani Sardar, D/o Sri Radhakanta Sardar, Vill-Alipur, P.O.-Dakshin Alipur, P.S.-Bishnupur, Dist.-South 24 Parganas, PIN-743503, West Bengal	03-03-1992 M. Sc.	Behala Govt. Polytechnic, Kolkata
38	Sri Susanta Hansda, S/o Amita Hansda, Vill-Pukurkata, P.O.-Kuilapal, P.S.- Bandwan, Dist.-Purulia, PIN- 723129, West Bengal	07-04-1993 M. Sc.	Falakata Polytechnic, Alipurduar
39	Sri Biswajit Singh, S/o Bijay Singh, Vill-Amta Bandar, P.O. & P.S.-Amta, Dist.- Howrah, PIN-711401, West Bengal	18-11-1993 M. Sc.	Coochbehar Polytechnic, Coochbehar

2. The Candidate concerned will draw his/her pay in the Pay Matrix of Pay under ROPA'2019 corresponding to Pay Band of Rs.15,600-39,100/- plus A.G.P. Rs. 5,400/- or 6,000/- under ROPA'2009 as the case may be, per month, plus other admissible allowances with effect from the date of his/her joining the post of Lecturer at the Govt. Polytechnic mentioned against his/her name.

3. The above appointment is made provisionally for the period of 1 (one) year from the date of joining the post of Lecturer at the concerned Polytechnic mentioned at Column-4 of the table above, pending receipt of Medical Examination and Report of Verification of antecedents & character (Police Verification Report) of the candidates by the competent Medical Board and Police Authorities concerned respectively. In case, the PVR in respect of any candidate is found unsatisfactory by the concerned Police Authorities, the appointment in respect of the candidate is liable to be terminated forthwith without issuing any notice to him/her and/or without assigning any reason whatsoever.

4. The candidate concerned is liable to be transferred to any other Government Polytechnics in West Bengal as and when necessary.

5. The candidate concerned will report his/her duties in the post of Lecturer in Mathematics at the Polytechnic as mentioned at Col. 4 against his/ her name, within two months from the date hereof, if not extended by any special order in this effect, failing which his/her candidature is liable to be cancelled without assigning any reason thereof.

This provisional appointment is made in the interest of public service with the approval of competent authority of this Department.

By order of the Governor,


Joint Secretary
to the Govt. of W.B.

Dr. Reddy's



SL. No. 484



Richa Das

అధ్యక్షురాలు

2018-19

అధ్యక్షురాలు

2019-20

SL. No. 485



SFPL/SB-OFR/HR/21-22/131

19th Nov 2021

Name : Ms.Rituparna Saha,

Rabindra Pally,
PO & PS : East Burdwan,
Dist : East Burdwan,
Pin : 713101, WB.

Dear Ms.Rituparna,

With reference to your application and subsequent to the interview held with us, we are pleased to appoint you as **Senior Executive-Health & QC (Microbiologist)**.

You will be reporting to **Dr. Patil Sharadchandra Subhashrao, Senior Manager-Health & QC** and you are requested to report for duty on or before **19th Dec 2021** at the **KOLKATA-LAB-SB**, Suguna Foods Private Limited, 301, Aahirini, Action Area-1, PO & PS : Newtown, Dist : North 24 Pardans, Kolkata, Pin : 700156, WB.

While joining, you are requested to bring the copies of certificates and testimonials as per the annexure.

The appointment order will be issued at the time of your joining duty with us.

For **SUGUNA FOODS PRIVATE LIMITED.,**



Mr. Nilanjan Ghosh
Senior Manager-Human Resources

Suguna Foods Private Limited

Regional Office: 301, "AAHIRINI", Action Area-1, PO+PS New Town, Kolkata - 700 156 Phone : +91 3368158900

Web : www.sugunafoods.com

Reg. Office: 6th Floor, Jaya Enclave, 1057, Avinashi Road, Coimbatore - 641 018, India. CIN: U01222TZ1994PTC004951.

Annexure-A

Name : Ms.Rituparna Saha
 Designation : Senior Executive-Health & QC (Microbiologist)
 Location : KOLKATA-LAB-SB

Salary Components	Amount (Per Month)	Amount (Per Annum)
Consolidated Basic	10000	120000
House Rent Allowance	4000	48000
Washing Allowance	2000	24000
Other Allowance	1104	13248
Gross Salary - Total	17104	205248
Employer Contribution (PF) @ 12%	1572	18864
Employer Contribution (ESI) @ 3.25%	491	5892
Bonus/ Ex-Gratia (as applicable)	833	9996
Employee Retiral - Total	2896	34752
Fixed CTC - Total	20000	240000
Group Mediclaim Sum Insured (Self, Spouse, Two Children & Parents; if covered voluntarily)	Not Applicable	

In addition to the above, you are eligible for the following, as per the policy of the company:

- (i) Leave encashment on Basic salary for a maximum of 14 days per annum; Casual and Sick Leave as per policy of six days each in a calendar year

For SUGUNA FOODS PRIVATE LIMITED.,



Mr. Nilanjan Ghosh
 Senior Manager-Human Resources

**Annexure-B**

You are requested to submit all of the following documents at the time of joining:

S.No	Particulars	Required
1	Four Passport size colour Photographs, one Stamp size	Yes
2	Family Photograph	No
3	Two Reference Names, Designation, Email id & Contact Number from Current employer	Yes
4	Educational Qualifications-Photocopies (All) -Madhyamik/Class X;Higher Secondary/Class XII Certificates & Marksheets -Degree/PG/Other professional / technical qualifications certificates	Yes
5	Identity Proof (Photocopy of any one of the following) -Valid Passport -Valid Driving Licence -Voter's Identity Card -ADHAAR Card	Yes
6	Residential Address Proof (Photocopy of any one of the following) -Telephone Bill -Electricity Bill -Valid Passport -Latest LIC premium receipt -Ration Card -ADHAAR Card	Yes
7	PAN Card	Yes
8	Driving Licence	As required
9	RC copy of Vehicle (two / four wheeler - as per applicable)	As required
10	Copy of relieving & experience letter from previous employer's	Yes
11	Form 16 (from previous employers) - if applicable	As required
12	Bank account details (SBI / AXIS / ICICI)	Yes
13	ESI and PF/UAN Number of previous employer	Yes

Kindly bring all the originals of above mentioned documents for verification.



SL. No. 486

APPOINTMENT LETTER FOR THE POST OF ASST. TEACHER

Memo No. : TET-2014/ 1316	Date : 19.07.2021
Type of Appointment	Type of the Vacancy
GEN SC ST OBC-A ✓ OBC-B PH PARA EC EX-SERV	NORMAL Trained, 'A' Category

Name: MD ABUTALEB
S/O, D/O, W/O: MD TAMIZUDDIN
Vill: CHAR KABILPUR
PO: KABILPUR
PS: SAGARDIGHI
Dist: MURSHIDABAD
PIN: 742237

Roll No: 070120666
Date of Birth: 20.10.1993

ORDER

Sir / Madam,

In terms of the No. 778(22)/BPE/2021 dated 15.07.2021 of West Bengal Board of Primary Education you are hereby appointed as an Assistant Teacher on probation for two years from the date of joining in the following school in the District of South 24 Parganas on monthly pay and other usual allowances as per existing Govt. Rules in the scale of Rs. 7100 – 37600/- with Grade Pay Rs. 3600/- under ROPA-2009, corresponding to the Revised Pay under ROPA-2019 in the Pay level 9 plus other admissible allowances as per rules.

You will report to the Head Teacher / Teacher in Charge of the said school. You will submit the joining report, to the concerned Sub-Inspector of schools along with the original and attested copies of the qualification certificates, Mark Sheets, Age Proof Certificate, Caste Certificate, .P.H. Certificate for further verification through the Head Teacher / Teacher in Charge.

Your service is transferable and is purely temporary and is terminable on one month's notice on either side. One month's salary will be forfeited if You do not serve one month's notice prior to leaving your service.. You must abide by the Rules, regulations & order of the council.

This appointment letter is issued in compliance with order of the Honourable Calcutta High Court, passed on 04.03.2021 in the matter of MAT 298 of 2021 with CAN 1 of 2021, MAT 299 of 2021 with CAN 1 of 2021 & MAT 305 of 2021 with CAN 1 of 2021:

"This appointment shall not create any equity in your favour nor confer any vested right and your appointment should be governed by the result of the Writ Petition."

The appointment will be treated as cancelled without making any further reference in this regard if you fail to join your post from the date of issue of this appointment letter within the stipulated time (Fifteen days) mentioned herein above and/or on adverse verification report of any testimonial of yours.

No. T.A. will be allowed for your joining :

Name of the School: MADHUKHALI F.P.
DISE Code: 19180916703
Circle: CANNING
Dist: SOUTH 24 PARGANAS

PS:
Sub-Div: CANNING



Chairman
District Primary School Council
South 24 Parganas

Memo No. : TET-2014/ 1316 (1/4)
Copy forwarded to :

Date : 19.07.2021

1. Sub Inspector of Schools CANNING.....Circle.
The copy of this appointment letter is sent to you. You are requested to verify provisionally all the testimonials produced by the candidate and submit a report to the District Primary School Council. If candidate does not join within the stipulated (one month) period from the date of appointment, you must immediately inform the Chairman / Secretary, South 24 Parganas District Primary School Council
2. Controller of Finance of the South 24 Parganas District Primary School Council
3. Head Teacher / Teacher in Charge MADHUKHALI F.P. School take necessary action as per instruction given above.
4. L.D.C. / Bill / PF Section CANNING circle for necessary action.

Secretary
District Primary School Council
South 24 Parganas

GOVERNMENT OF WEST BENGAL
DIRECTORATE OF SCHOOL EDUCATION
BIKASH BHAWAN, 7TH FLOOR, SALT LAKE
KOLKATA-700091

Memo No.

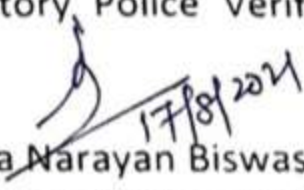
Date :-

Bhramar Dutta, daughter of **Kalidas Dutta** is hereby appointed on the recommendation of the Public Service Commission, West Bengal to officiate as **Assistant Mistress in Life Sc. (Bengali Medium)** at **New Integrated Govt. School under BRGF Scheme, Block – Kulpi, District – South 24 Parganas**, in the Pay Band-4, (Rs. 9000-40,500/- and Grade Pay Rs. 4,800/-) with initial Pay Rs. 15,960/- including Grade Pay under ROPA-2009, corresponding to revised Pay under **ROPA-2019** in the **Pay Level 15, (Rs. 42,600 - 1,09,800/-)** with initial Pay Rs. **42,600/-** per month plus allowances as admissible as per existing rules with effect from the date on which she joins the aforesaid post created vide G.O. No. 286-SE (Admn.)/4E-02/2014 Dated 03.02.2014

Her service is terminable by serving one month's notice from either side till the appointment is regularised as per rules.

The Accountant General, West Bengal, is being informed.

Her appointment letter is issued after receiving satisfactory Police Verification Report and Medical Examination Report.


Dr. Anindya Narayan Biswas, I.A.S.
Commissioner of School Education
West Bengal

Memo No. *GS 2/1(7)-se/s*

Date :- *18.08.2021*

Copy forwarded for information and necessary action to :-

- 1) The Accountant General (A & E), West Bengal, Treasury Buildings, Kolkata-700001,
- 2) The Principal Secretary, School Education Department , Bikash Bhavan,
(6th Floor), Salt lake City, Kolkata – 700091
- 3) The Treasury Officer, Alipore-I Treasury Office, Kolkata 700027
- 4) The District Inspector of Schools (S.E.), South 24 Parganas, New Administrative Building, Kolkata-700027
- 5) The Headmaster / Teacher-in-Charge,
New Integrated Govt. School under BRGF Scheme,
Block-Kulpi, Vill- Damodarpur, P.O. –Karanjali,
Dist.- South 24 Parganas, PIN- 743348



YES BANK



DEBJANI GON
Emp. No.: 6418003
Blood Group : A+ ve

YES BANK Limited,
*Ground Floor, Plot No. 406, G T Road, Birhata,
Kalitola, Barddhaman - 713101*
www.yesbank.in



Back Office IT Solutions Pvt. Ltd.

ISO 27001:2013 Certified & Microsoft Gold Certified Partner
CIN-U72200RJ2000PTC016780

www.navbackoffice.com

SL. No. 496

OFFER LETTER

Private & Confidential

Ref: BO/HR/POL/567

Dated: July 19th, 2021

Ms. Rittika Biswas

Dear Rittika,

With reference to your application and subsequent interview you had with us, we are pleased to offer you an appointment as **Asst. Manager with Back Office IT Solutions Pvt. Ltd.** based in **Jaipur**. As a part of your total compensation, you will receive a remuneration of **Rs. 12,00,000/- CTC per annum**. You are required to join us on, **20th October, 2021**.

Your Joining will be managed remotely by human resources group and we will be following a work modal which will be a combination of home and office support due to these pandemic times, and the period of such state of operations is indefinite for now. You will be required to join the office once the organization starts the operations on-premise with an advance intimation of 2 weeks. This offer is contingent on your having valid identity documents, signed offer letter, medical fitness and background verification, failing which the offer will automatically stand cancelled.

In addition to the foregoing and in lieu of your signing and returning a duplicate copy of this offer letter as a token of your acceptance of this offer letter within **7 (seven) days** of receipt of this offer letter, a one-time payment of **Rs. 1,00,000** (One lac only) (less applicable withholdings and deductions) will be payable to you as joining bonus ("Joining Bonus") in relation to you agreeing, acknowledging and understanding that you would report and join at Back Office with effect from **20th October, 2021** or on any other date given in writing by Back Office. The Joining Bonus will be remitted to your account number, as per the account details that will be furnished by you to Back Office.

You agree, acknowledge and understand that you shall maintain confidentiality of the terms and conditions mentioned in this offer letter. The detailed terms and conditions of your appointment, as discussed, shall be issued to you at the time of joining. We expect you to maintain the confidentiality of salary offered to you.

You are required to undergo a medical check-up at your own cost in any reputed Nursing Home or Hospital or by a Registered Medical Practitioner before your joining and will have to submit **test reports of Chest X-ray-PA View (Report only), Urine & Blood Group report, Blood F&PP and medical fitness certificate at the time of joining.**

Also, **please bring with you the following documents in original as well as a photocopy of the same:**

1. Proof of Age certificate (Xth Mark sheet/Certificate)
2. Educational/Professional/Technical Qualification certificates
3. Copy of Resignation Acceptance letter or relieving letter from last employer, if applicable.
4. Salary Certificate from last employer, if applicable.
5. 6 Passport size colour photographs
6. Copy of Present and Permanent Address Proof.
7. ID Proof (2 copies each)

If you fail to join on the aforesaid date and in absence of any written communication to this effect from you, the said Preliminary Offer letter shall automatically be treated as withdrawn.

We look forward to a long, successful and mutually beneficial association.

Yours sincerely,

For Back Office IT Solutions Pvt. Ltd.

Authorized Signatory

Registered Office :
F-220-225, EPIP, IT Park,
Sitapura, Jaipur-302022, India

City Office :
3, Behind IOC Petrol Pump
Sahkar Marg, Jaipur-302001, India

Email : hr@navbackoffice.com
Phone: +91-141-7156800
Fax : +91-141-7156811



Administrative Office:
58, Dr. Sundar Mohan Avenue, Kolkata - 700 014
Ph: +91 33 46020375 | E-mail: dugrosindia@dugros.nl

Factory:
Zone Nr 8 / Plot 622, Kolkata Leather Complex,
Kot-743502, India | Website: www.dugrosindia.com
30-01-2021

Mr. Tarasankar Paul
Garhberia Malbandi
West Bengal 721127

Email id: tpaul6291@gmail.com

Sub: Offer Letter for the Position of "Accountant"

Dear Tarasankar Paul,

We are pleased to offer you the position of "Accountant" at DUGROS LEATHER (INDIA) PVT LTD.

You will be in a probation period of 6 months and you will be paid gross emoluments of INR 12,500 per month. After completion of 6 months, based on your performance your probation period can be extended further to six months or you may get confirmed. You are eligible for increment and bonus after confirmation. Salary slab will be:

- Grade A (Managerial level and above): 30,000/- and above
- Grade B (Assistant level): 20,000/- till 29,999/-
- Grade C (Mid-Level): 15,000/- till 19,999/-
- Grade D (Below mid-level): Current minimum wage till 14,999/-

Your job appointment will begin on 1-02-2021. The duty hours are from 10.00 am till 6.30 pm. You will abide by the rules and regulations of the company as may be enforced from time to time.

As a token of acceptance of this offer, with the above conditions, please sign and return the duplicate copy of this letter.

The company looks for a long-term association with all its employees and expects the same from you.

Yours sincerely,
Sameer Khan
(Operations Director)



A Govt. of India Recognized
EXPORT HOUSE
An ISO 9001 : 2008 Certified Company : Certificate No. : FM 563255
A Socially Accountable Company under SA 8000: 2008 Certificate No.: IND 15-1545



SL. No. 498

HCL || Final Confirmation

1 message

Madhumita Murali <madhumita.m@hcl.com>

Thu, 25 Nov, 2021 at 2:33 pm

To: anurag.datta.a@gmail.com <anurag.datta.a@gmail.com>

Cc: Lokesh Kumar Manavalan <lokeshkumar.manav@hcl.com>, Abirami A <abirami.a@hcl.com>

Classification: **Public**

Hello Anurag Dutta,

Thank you for participating in test and interviews on that mentioned schedule.

We are glad to confirm that you have been selected for the opportunity with HCL.

Our onboarding team will reach out to you once we start onboarding.

Important Points:

1. CTC offered : INR 4.75 LPA
2. Selected Candidates should be willing to work on any assignment assigned by HCL Technologies including 24*7 operations and Shifts, willing to learn.
3. Selected Candidates should be Willing to work in any location within India or abroad as assigned by HCL Technologies.
4. Service Agreement for 24 Months (as applicable). In case they leave before completing 24 months, they are liable to pay 1.25 lakh to the organization.
5. Probation Period will be of 12 Months.

Please Note:

Your Joining with HCL is subject to BGV Clearance, Re-hire Policy(incase applicable) and Eligibility criteria as follows :

Minimum 75% throughout in academics(10th, 12th/Diploma & Graduation) & no Backlogs.

-Madhumita Murali

SL. No. 498

HCL Campus Recruitment



::DISCLAIMER::

The contents of this e-mail and any attachment(s) are confidential and intended for the named recipient(s) only. E-mail transmission is not guaranteed to be secure or error-free as information could be intercepted, corrupted, lost, destroyed, arrive late or incomplete, or may contain viruses in transmission. The e mail and its contents (with or without referred errors) shall therefore not attach any liability on the originator or HCL or its affiliates. Views or opinions, if any, presented in this email are solely those of the author and may not necessarily reflect the views or opinions of HCL or its affiliates. Any form of reproduction, dissemination, copying, disclosure, modification, distribution and / or publication of this message without the prior written consent of authorized representative of HCL is strictly prohibited. If you have received this email in error please delete it and notify the sender immediately. Before opening any email and/or attachments, please check them for viruses and other defects.

CYBER RESEARCH & TRAINING INSTITUTE

A College of Studies on ...

Management, Biotechnology and Computer Application

Affiliated to The University of Burdwan & WB S C T & VE & GD

Appointment/356/2021

To
Ms. Anwasha Basu
C/O Achiatya Kumar Basu
46, Hrishikesh Chatterjee Lane
Rajbati, Dist- Purba Bardhaman,
Pin-713104

Sub: Contractual Appointment for the post of Asst. Professor, Department of BCA (H), CRTI, Burdwan.

Dear Ms. Basu,


The undersigned is directed to inform you that you have been selected for the post mentioned above at Cyber Research & Training Institute under affiliation of The University of Burdwan, as per following terms & conditions:-

1. **Contractual Period** The tenure of appointment is initially for a period of 01 year from 03.01.2022 to 02.01.2023 and likely to be renewed / extended subject to satisfactory performance.
2. **Salary** A consolidate monthly remuneration of Rs. 12,000.00 (Rupees Twelve Thousand) only will be paid. No other allowances, such as D.A., P.F. etc shall be admissible.
3. **Others** Leaves (CL and ML) and other facilities will be as per existing Rules and Regulations of the Society.
4. **Notice period** Minimum 30 days from either side. In case of termination / resignation of above service contract, 1 month notice is to be served by either side or an amount equivalent to 1 month salary to be deposited or to be given by employee or employer as the case may be.

You will be placed under administrative control of Principal of CRTI.

A letter of acceptance may kindly be forwarded to the undersigned for taking further administrative action.

You are hereby requested to report the Principal at CRTI campus on 03.01.2022.


(Debashy Mukherjee)
Administrative Officer

Administrative Officer
Cyber Research
& Training Institute, Burdwan

C.C. to

1. Secretary for kind information
2. Accounts Division
3. Personal File

Tinkonia, Goods Shed Road, Burdwan-713101. Phone (0342) 2568909, 2568896

E-mail: info@borti.co.in. Visit us at: www.borti.co.in



SL. No. 500

July 15th, 2021

To,
Kazi Aftab Hossian
Green Park, Upper Chelidanga
Asansol
India

This formal letter is to offer you the following job at our company Remote Programmer Private Limited. Here are the details

Name of the Post : Application Developer
Probation Period : 6 Months
Monthly Pay (CTC) : 16000/- (Please do not share the salary information with anyone in our company)
Next appraisal : After 6 Months
Std. Working Hours : 10 to 7-30
Std. Working Days : Monday to Friday + First Saturday of the month

Minimum Service Period : 1 year

Approx Joining Date : within 15 days (approx)

Wish you a prosperous career with us.

Thanking you,

Lutfal Hoque

Director, Remote Programmer Private Limited

Please note: Not honoring this offer letter after acceptance will be considered a legal offence.



Offer Letter _ Nirmal Pal

Shubhamay Ghosh <shubhamay.digitalpiloto@gmail.com>

To: nirmal.digitalpiloto@gmail.com

Cc: nirmalpal.mail@gmail.com, Amlan Maiti <amlan@digitalpiloto.com>, Digital Piloto <info@digitalpiloto.com>

Dear Nirmal,

Congratulations!! You have been selected as SEO Trainee at Digital Piloto.

Joining Date - 2nd September 2021 (Thursday)

Designation - SEO Trainee

Daily Working hour - 10:00 am - 7:00 pm (Monday to Friday)

10:00 am - 2.30 pm (Saturday)

Last Saturday of the month is **OFF**

Work Type - WFH(Work From Home)

Probation period - First 6 Months

Thereafter you will get yearly appraisal.

Monthly Pay Out - You will get your salary every **5th day of the month.**

There is no bar, the more you produce, the more you get.

Perks and Benefits -

1. Performance bonus
2. Employees B'day celebration Gift
3. Work from home facility
4. Training from Real Industry Experts

Kindly furnish the following documents-

Please submit the scan copy of below mentioned documents: -

1. Any valid ID proof
2. Highest qualification certificate - If don't have as of now leave it
3. Passport size photograph
4. Bank Details
 - Name
 - Bank name
 - IFSC Code
 - Ac no
 - Branch

- **Note :**
-
- **1. You have to work using the tracker religiously - I will provide you the at the end of joining formalities**
- **2. You have to work and send mail using your official mail id - I will provide you after joining formalities are done**
- **3. You will acknowledge the mail and revert back on the same mail confirming you acceptance**
- **4. You will have to submit and complete all the joining formalities on an priority basis before starting your work**

Kindly acknowledge and revert back by "REPLY TO ALL".

Best of luck and All the best!!

Thanks and Regards,
Shubhamay Ghosh

HR Executive

Digital Piloto

digitalpiloto

[+91 8240645010](tel:+918240645010)

shubhamay.digitalpiloto@gmail.com

www.digitalpiloto.com



Offer: Computer Consultancy
Ref: TCSL/DT20217660398/Delhi
Date: 23/11/2021

Ms. Riya Paul
Hari Shankar Babus LaneChawk Bazar,
Mohamaya Mandir Opposite,
Bankura-722101,
West Bengal.
Tel# 91-9832154543

Dear Riya Paul,

Sub: Letter of Offer

Thank you for exploring career opportunities with TATA Consultancy Services Limited (TCSL). You have successfully completed our initial selection process and we are pleased to make you an offer.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,53,578/-** per annum, as per the terms and conditions set out herein.

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore / TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

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TCSL/DT20217660398



COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹15,000/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be ₹6,000/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Personal Allowance

You will be eligible for a monthly personal allowance of ₹1,035/- per month. This component is subject to review and may change as per TCSL's compensation policy.

4. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

PERFORMANCE PAY

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TCSL/DT20217660398

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

5th Floor, PTI Building, 4, Parliament Street, New Delhi 110 001 India

Tel: 91 11 6650 6555 Fax: 91 11 2331 1735 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore / Xperience Program.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.
- ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if



you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

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4

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

5th Floor, PTI Building, 4, Parliament Street, New Delhi 110 001 India

Tel: 91 11 6650 6555 Fax: 91 11 2331 1735 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board /University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are recommended to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance.

3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to



assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed



to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

11. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/- towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

12. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed. In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

13. Terms and Conditions

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TCSL/DT20217660398

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

5th Floor, PTI Building, 4, Parliament Street, New Delhi 110 001 India

Tel: 91 11 6650 6555 Fax: 91 11 2331 1735 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

14. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

15. Notice Period

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

16. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

18. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

19. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.



20. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the **nextstep portal** as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
 - *There is no criminal offence registered/pending against you
 - *There is no disciplinary case pending against you in the university
- If you were employed, a formal Relieving letter & Experience letter from your previous employer
The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

- *PAN Card (Permanent Account Number)
- *Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
- *Passport
- *NSR E-Card



21. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

22. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

23. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

24. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

25. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion



initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.



Withdrawal of Offer

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

A handwritten signature in blue ink, appearing to read 'Girish V. Nandimath'.

Girish V. Nandimath
Global Head Talent Acquisition & AIP



- Encl: Annexure 1: Benefits and Gross Salary
- Annexure 2: List of TCS Xplore Centres
- Annexure 3: Confidentiality and IP Terms



GROSS SALARY SHEET

Annexure 1

Name	Riya Paul
Designation	Assistant System Engineer-Trainee
Institute Name	University Of Burdwan, Burdwan

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	15,000	1,80,000
Bouquet Of Benefits #	8,785	1,05,420
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,800	21,600
Gratuity	721	8,658
Total of Annual Components & Retirals	2,522	38,158
TOTAL GROSS	28,807	3,53,578

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore / Xperience Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore / Xperience Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	6,000	72,000
Leave Travel Assistance	1,250	15,000
Food Card	500	6,000
Personal Allowance	1,035	12,420
GROSS BOUQUET OF BENEFITS	8,785	1,05,420



Annexure 2

Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007	Bangalore TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka
BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ),PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	Chennai TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgaon TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana	DELHI – Noida TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45,Ground, 1st to 5th Floor & 10th floor, Galaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309,UP
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFI House,G.S. Road, Dispur,Guwahati - 781006,Assam	Hyderabad TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	KOLKATA TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12 ,New Town, Rajarhat, Kolkata - 700160,West Bengal OR Auditorium,2nd Floor, Wanderers Building,Delta Park - Lords
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042	MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra
Trivandrum TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India	



Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.



2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.



4. **Prior knowledge**

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. **Use of third party material**

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. **Security policies and Guidelines.**

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. **Working in SBWS Framework:**

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.



(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

9. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.



10. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

11. General

(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay or omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.

SL. No. 504



Ref: TCSL/CT20202978607/1477780/Kolkata

Date: 24 March 2021

MR. SAYAN SUR

Durgapur, Bhastara, Gurap, Hooghly, 712303, 11no, Boinchi-Dhaniakhali Road,
Durgapur Baroyan Tola, Gurap,
West Bengal-712303.
Tel# 918670154990

Sub: Joining Letter

Dear Mr. Sayan Sur,

We would like to take this opportunity to extend a very warm welcome to TATA Consultancy Services Limited (TCSL) family.

We are pleased to inform you that your joining date at TCSL will be **05th April 2021**, your joining location is **Kolkata**, work location is **Kolkata** and your stream is **EIS & IOT**. This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining**.

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.



TCS Xperience Program

Learning is a way of life at TCSL. The TCS Xperience Program will open a world of opportunities and help you to scale greater heights in your professional life.

The program is carefully designed to develop software engineering skills, nurture professionalism and inculcate a process mindset. This program provides the perfect platform to polish the skills you have gained through the TCS Xplore program, making you 'project ready'.

The duration of your TCS Xperience Program is based on your performance in TCS Xplore program and business requirements.

The program has regular assessments based on pre-defined learning objectives. You are expected to meet the required standards during the TCS Xperience Program. In case, the performance does not meet the expectations, the management reserves the right to either extend your program or take appropriate action.

As communicated through various forums during the recruitment process, your appointment is subject to completion of your final academic (UG/PG) course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines. You also have to fulfill all the TCS eligibility criteria as stated in the Offer letter.

Kindly confirm your acceptance of this program by clicking on the 'I Accept' button in Nextstep portal. We encourage you to join us on the specified date to enjoy the benefit of timely processing and avail better opportunities.

SL. No. 504



We look forward to you joining us on an enriching career with TCSL. Together, let us take this organization to greater heights!

Gear up to experience the future!!

Warm regards,

A handwritten signature in black ink, appearing to read 'Janardhan S'.

Janardhan S
Global Head - Talent Development



[Click here](#) or use a QR code scanner from your mobile to validate the joining letter