



श्रद्धावान् लभते ज्ञानम्

# Heramba Chandra College

Affiliated to the University of Calcutta

NAAC Accredited 2016 (2<sup>nd</sup> Cycle)

THE FOLLOWING PORTION OF THE DOCUMENT CONTAINS –

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1	List of outgoing students placed during the Academic Year 2022-23
2	Supporting documents of students placed during the Academic Year 2022-23

Principal  
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## 1. List of outgoing students placed during the Academic Year 2022-23

Year	Name of student who has been placed	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (In INR Per Annum)
2022-23	Subhajit dutta	BCOM	2022	Sun knowledge 9th Floor, Plot L1, Block GP, Sector 5, Saltlake, Kolkata 91	259000
2022-23	Aishik Das	BCOM	2021	Writer Safe guard	144000
2022-23	Apurba Kumar Pramanik	BA in Education	2021	Four wheeler company, finance department	144000
2022-23	Arka Saha	BCOM	2021	Mookherjee biswas & pathak	144000
2022-23	Arpan Das	BCOM	2021	Exide industries	144000
2022-23	Atul Kumar Singh	BCOM	2021	Focus Edumatic	144000
2022-23	Ayan Das	BCOM	2021	Minsure Private Limited.	259000
2022-23	Sagnik Sarkar	BCOM	2021	Chatterjee & Co	259000
2022-23	Sayan Das	BCOM	2022		259000
2022-23	Sneha Biswas	BCOM	2022	CA Sumit Bihani : 9830638499	259000
2022-23	Sohiny Chakraborty	BSc in Economics	2021	Amazon SPS	259000
2022-23	Soumyadipta Chaudhuri	BCOM	2022	Tutor Suite Technologies LLP, website: <a href="https://tutorsuite.com/">https://tutorsuite.com/</a>	259000
2022-23	Sumit Das	BCOM	2022	Zacks Research pvt ltd.	259000
2022-23	Sushmita Narjinary	BCOM	2022	Tech Mahindra A-6, Sector 64, Noida UP	259000



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2022-23	Amal Mahato	BSc in Geography	2021	Sivanath Sastri College	259000
2022-23	Amit Singh	BA in History	2021	Working as content writer in Godrej properties	259000
2022-23	Ampriti	BSc in Economics	2021	Dafodill English Medium School	259000
2022-23	Avik Karmakar	BA in Bengali	2021	Delhi Public school, kolkata	259000
2022-23	Debmalya Mukherjee	BA in History	2021	IDFC First Bank Ltd., Sales Officer	259000
2022-23	Dipsi Banerjee		2021	Pulse Diagnostics, Accounts Executive	259000
2022-23	Dipto Das	BA in Political Science	2021	Working at Front office Associate at Vistel-A Boutique Hotel	259000
2022-23	Jayabrata Majumder	BSc in Economics	2021	Meyer Organics Pvt Ltd	259000
2022-23	Lipi Ghosh	BSc in Geography	2021	KPMG Assurance and Consulting Services LLP	259000
2022-23	Mainak Biswas	BSc in Geography	2021	Practo Technologies Private Limited	259000
2022-23	Manab Aich	BSc in Geography	2021	Tata NYK Shipping (India) Pvt Ltd	259000
2022-23	Manaj Mondal	BA in Education	2021	Cyber Security Administration(Junior Cyber Security Analyst)	259000
2022-23	Manisha Bar	BA in Education	2021	Junior Executive of operation & production Mallcom India Ltd	259000
2022-23	Megha Singh	BCOM	2021	Floating Chip, Sales Executive	259000
2022-23	Pradut Kumar Makal	BA in Education	2021		259000
2022-23	Pritam Paul	BA in Political Science	2021	Sales Manager in Bajaj Finserv Health Ltd.	120000



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2022-23	Proloy Gayen(7449606593)	BA in History	2021	Graphix designer	120000
2022-23	Purnima Naskar	BA in History	2021	Working at Citizen Alliance Pvt Ltd	120000
2022-23	Pushpita Sinha	BCOM	2021	Audit and Accounts Service, Govt of West Bengal	120000
2022-23	Rahul Bhounmik	BA in History	2021	Working in Nvent Properties solutions Pvt Ltd. (real estate)	120000
2022-23	Ritick Mitra	BCOM	2021	TCS BPS	120000
2022-23	Rittika Ghosh	BSc in Geography	2021	Tele performance	120000
2022-23	Rupak Chatterjee	BA in Political Science	2021	Reporter for News Portal Ventur 'khas khobor' working as Journalist and Psephologist (Uhura Media Pvt. Ltd.)	120000
2022-23	Sagar Das	BA in Political Science	2021	Asst Manager at Sandip Indane, Zinzira Bazar	120000
2022-23	Sairaj Sinha	BSc in Geography	2021	WB Police	120000
2022-23	Sampriti Surai	BSc in Economics	2021	BT (BT-eServ India Pvt Ltd DLF IT Park II (IT SEZ ) Kolkata - 700156)	120000
2022-23	Samrat Pandit(8167286795)	BA in History	2021	Working at Reliance retail Ltd.	120000
2022-23	Santana Mondal		2021	St. Stephen's College, Assistant Teacher	120000
2022-23	Santu Das	BA in Education	2021	V5 Global Services private limited	120000
2022-23	Saptarshi Guha	BSc in Geography	2021	Nuvoco	120000
2022-23	Sayanti Basak	BSc in Economics	2021	Bajaj Alianz	120000
2022-23	Sayona Paul		2021	Wipro	120000



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2022-23	Shahala Parveen	BA in Education	2021	Dilkusha Nursing Home	120000
2022-23	Shankar Rajbanshi	BA in History	2021	Jobs	120000
2022-23	Somiya Menon	BA in History	2021	Beyond Average BA in Educational Research Pvt. Ltd	120000
2022-23	Soumyarup Ghosh	BSc in Economics	2021	Bijaygarh Jyotishroy College	120000
2022-23	Souptik Dey	BSc in Economics	2021	Territory Sales Manager, Centaur Pharma, Kolkata	120000
2022-23	Sourav Das	BA in Political Science	2021	Raw material manager in Everest Industries Ltd.	120000
2022-23	Souvik Kundu		2021	Aditya Birla Capital	120000
2022-23	Souvik Dey	BSc in Economics	2021	Evelyn	120000
2022-23	Sreeja deb	BSc in Economics	2021	Research Associate, Zacks Investment Research Pvt. Ltd.	120000
2022-23	Sreeja Malakar	BSc in Economics	2021	Simplified BA in Education	120000
2022-23	Subham Sharma	BSc in Economics	2021	Business Analyst INFOSYS	120000
2022-23	Subhojit Naskar	BA in Political Science	2021	Works as Jr. Asst. in Manappuram Finance Ltd., BataNagar, kolkata 700104	120000
2022-23	Sudipto Sikdar	BA in History	2021	Spanish teacher in a school in Bangalore, Rajbaug, Next to Hadapsar, Loni Kalbhor, Pune: 412201	127000
2022-23	Sushmita Bhowmik	BSc in Economics	2021	SBI LIFE Insurance Company	127000
2022-23	Tapashi Podder	BCOM	2021	Infosys	127000
2022-23	Uppma Mukherjee	BSc in Economics	2021	Bajaj Capital LTD	127000
2022-23	Aarshi De	BSc in Economics	2021	ADITYA BIRLA FINANCE LIMITED	127000



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2022-23	Abhirup Bhanja	BCOM	2021	Jr Executive Accounts N.F.Forgings Pvt Ltd.	127000
2022-23	Abhishek Agarwal	BSc in Economics	2021	Morgan Stanly, 2-4 F, Campus 8B, RMZ Ecoworld, Sarjapur, Bangaluru-560103	127000
2022-23	Abhradeep Das	BCOM	2022	Deloitte	127000
2022-23	Adday Mitra	BSc in Economics	2022	WIPRO	127000
2022-23	Aishiki Das	BA in Bengali	2022	Wipro Insurance Solution, 1195/5 Bhonsle Height, 3rd floor Pune 411015	127000
2022-23	Aman ali	BCOM	2021	Technocraft 168 Linton Street, Kolkata 14	127000
2022-23	Aman Shaw	BCOM	2021	Ortho Care, Worli, Mumbai	127000
2022-23	Anam Ehtesham	BCOM	2021	Technocraft 168 Linton Street, Kolkata 14	127000
2022-23	Ananya Ghosh	BA in Education	2019	Mount Litera Zee School, Barrackpore. Mobile98754422599	127000
2022-23	Ananya Halder	BA in History	2021	Investmate Edtech Private Limited. Corporate office 3rd floor Tower 157/2/AGopal Laal tagore Road , Kolkata 700108	127000
2022-23	Animesh Sinha	BCOM	2020	Team Lease Registered Address: BMTC Commercial Complex, 6th Floor, 80 Feet Road, Koramangala, Bangalore - 560095.	127000
2022-23	Arjo Banerjee	BCOM	2019	McLeod Russel Four Mango Lane Surendra Mohan Ghosh Sarani Kolkata - 700001 Tel: (33) 2243-5391, 2248-9434, 2248-9435 Fax: (+91) (33) 2248-8114, 2248-3683	127000
2022-23	arkaprobho dutta	BCOM	2023	IPAC, Recruitment Team, 7003158703	127000



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2022-23	Arko Chatterjee	BA in Political Science	2021	Tribeca Care 2A Ramesh Mitra Road , Bhawanipur, Kolkata 700025	127000
2022-23	Arpita Mondal	BCOM	2018	RV Vidyaniketan, Mailasandra, Bengaluru, Karnataka 560059, India	180000
2022-23	Ashik Ali	BCOM	2019	Barisha Purba Para High School	180000
2022-23	Atul Singh	BCOM	2020	FOCUS EDUMATICS PVT. LTD., #31, 4th Floor   Above A2B Restaurant   Outer Ring Road  Bhadrappa Layout   Bengaluru   Karnataka 560094( +91 80 61424243	180000
2022-23	Avijit Dey	BA in Bengali	2022	Accountant of Fashion insight Diamond Chamber 4 Chowrangee Lane, Kolkata 700016	180000
2022-23	Avijit Ghosh,	BCOM	2021	B.G.Distributors Pvt Ltd BT Road Kolkata	180000
2022-23	ayan roy	BCOM	2023	IPAC, Recruitment Team, 7003158703	180000
2022-23	Ayush Bhattacharjee	BCOM	2021	SouthEnd Consulting Group	180000
2022-23	Babita Saha	BA in Education	2019	Growth Solution (Child Company of Asu Creation) Address – 5/12 Sitala Mata Lane, Noapara. Kolkata – 700090	180000
2022-23	Barun Pusti	BCOM	2022	HDFC BankRetail Branch Banking, Suhas Saklikar, +91 9619990945	180000
2022-23	Beeksmann Show	BCOM	2020	NACS Cleantech Private Limited	180000
2022-23	Bikash Sardar	BCOM	2021	HDFC Life	180000
2022-23	Biswajit Mondal	BA in Education	2020	Neurotherapy Holistic Healing , 21/5 Bankim Mukherjee sarani, Sahapur Colony, Kolkata 700053	180000



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2022-23	Chandrika Bhowal	BCOM	2022	ITC VIRGINIAHOUSE, 37, J. L. NEHRU ROAD, KOLKATA – 700071 PHONE: (033) 2288-4086/6228/1946 • FAX: (033) 2288-9980	180000
2022-23	Chayan halder	BCOM	2021	Swiggy Kolkata Jadavpur	180000
2022-23	Debabrata Mistry	BSc in Geography	2019	Ghutari Sharif BM Vidyapith	180000
2022-23	Debanjan halder	BCOM	2023	IPAC, Recruitment Team, 7003158703	180000
2022-23	Debarghya Shaw	BCOM	2023	IPAC, Recruitment Team, 7003158703	180000
2022-23	Debasjyoti Paul	BCOM	2021	Owner Paul Tea House	180000
2022-23	Debisree Roy Karmakar	BSc in Economics	2020	Consultant In Intugine Technology Bangalore, Attic Space karna, 4th Floor, No 9 marathahalli, Sarjapur RoadBangaluru 560034	180000
2022-23	Debjit Roy	BCOM	2021	IBM	180000
2022-23	Debshikha Mondal	BSc in Economics	2021	HiTech firm and Broadcast academy Private Limited, 113 A Matheswartala road Kolkata	180000
2022-23	Deepayan Saha	BCOM	2022	Eastern Agencies, Kolkata 700028	180000
2022-23	deepjoy nag	BCOM	2023	IPAC, Recruitment Team, 7003158703	180000
2022-23	dibya gurung	BCOM	2023	IPAC, Recruitment Team, 7003158703	180000
2022-23	dibyendu pain	BCOM	2023	IPAC, Recruitment Team, 7003158703	180000
2022-23	dipanjana bose	BCOM	2023	IPAC, Recruitment Team, 7003158703	180000
2022-23	Dipannita Naskar	BCOM	2018	Bajaj Allianz	180000
2022-23	Dronacharya Mitra	BCOM	2023	IPAC, Recruitment Team, 7003158703	180000
2022-23	Gaurav Bhattacharya	BCOM	2023	IPAC, Recruitment Team, 7003158703	180000



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2022-23	Hrishi Chakraborty	BCOM	2023	IPAC, Recruitment Team, 7003158703	180000
2022-23	Indranil Saha	BCOM	2023	IPAC, Recruitment Team, 7003158703	180000
2022-23	Ipshita Mallick	BCOM	2023	IPAC, Recruitment Team, 7003158703	180000
2022-23	Ishan Chandra	BCOM	2018	IDFC First Bank	180000
2022-23	Ishani Das	BCOM	2018	Extropy Advisory Llc	180000
2022-23	Jonali Mukherjee	BA in Political Science	2021	Currently working in concentrix as senior process associates	180000
2022-23	jyoti prasad	BCOM	2023	IPAC, Recruitment Team, 7003158703	220000
2022-23	Kali Prasad Ghosal	BCOM	2019	Federal Bank	220001
2022-23	Kalyan Das	BA in Political Science	2021	Manager operations persistency and MIS in Progressive Associates, 1st Floor Subarnarekha, 187 Rajdanga nabapally kasba, Kolkata 700107	220002
2022-23	kiranmoy karmakar	BCOM	2023	IPAC, Recruitment Team, 7003158703	220003
2022-23	Kobita Modak	BCOM	2018	Capgemini Technology Service India Ltd, Rajarhaat, Kolkata	180000
2022-23	Madhumita Roy	BCOM	2023	IPAC, Recruitment Team, 7003158703	180000
2022-23	Md Nasim	BCOM	2022	Woodrock Infotech private limited Woodrock Infotech private limited, hr@woodrockgroup.in	180000
2022-23	Md. Firdous Abul	BA in Political Science	2019	Azadea Group Holding, Kuwait	180000
2022-23	Megha Singh	BCOM	2023	IPAC, Recruitment Team, 7003158703	180000



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2022-23	Megha Tamali	BA in Political Science	2021	MIS Consultad at Motovolt Mobility Pvt. Ltd. 23A Netaji Subhas Road, Kolkata 700001	180000
2022-23	Meghadri Bhattacharyya	BCOM	2022	Microfinance Executive Bandhan Bank	180000
2022-23	Moumita Majumder	BCOM	2020	Archstudio Consultant Architect and Interior, Kolkata 700033	180000
2022-23	MOYUKH GHOSH	BCOM	2020	Ruia Car Rentals	180000
2022-23	Nafisa pervin	BSc in Economics	2020	Interglobe Aviation Limited	180000
2022-23	Nitu Kumari Harijan	BCOM	2021	Department of Post, Ministry of Communication, Government of India	180000
2022-23	parthib sutradhar	BCOM	2023	IPAC, Recruitment Team, 7003158703	180000
2022-23	Pijush Das	BCOM	2022	SRFB Traders Pvt Ltd, Kolkata 700078	180000
2022-23	Prerana Saha	BCOM	2019	The Bhawanipur BA in Education Society Kolkata 700020	180000
2022-23	prithyjit dey sarkar	BCOM	2023	IPAC, Recruitment Team, 7003158703	180000
2022-23	Priti karmakar	BCOM	2021	Indian institute for secondary and technical BA in Education 4/10 A Poddar Nagar, Ground Floor, Kolkata 68	180000
2022-23	Priya Naskar	BA in History	2021	Catalogue Q/C agent at Netscribes Data and insights pvt ltd ,Office number 504, 5th floorLodha Supremus , Maharashtra	120000
2022-23	Pronay Mukherjee	BCOM	2019	Consultant to the Sports & Youth Services Department, Government of Odisha (Sports Administrator)	120000
2022-23	rahul jha	BCOM	2023	IPAC, Recruitment Team, 7003158703	120000



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2022-23	Rahul Kumar Shaw	BCOM	2021	Central Industrial security force CISF RTC DEOLI, TONK, RAJASTHAN	86400
2022-23	RAINA SAHA	BA in Education	2020	AMAZON DEVELOPMENT CENTRE INDIA,26/1 Brigade gateway. World Trade centre, 10th Floor,Dr rajkumar road maleswaram, Bangalore:560055	86400
2022-23	raja gharami	BCOM	2023	IPAC, Recruitment Team, 7003158703	86400
2022-23	rajdeep chakroborty	BCOM	2023	IPAC, Recruitment Team, 7003158703	144000
2022-23	Ranajoy Naskar	BCOM	2021	Dollar Industries Ltd Kolkata 700071	144000
2022-23	Razzak Safi	BSc in Economics	2021	Reship, India PVT. LTD(Merchant, Navy), 809 Tecom , Dubai, United Arab Emirates	144000
2022-23	Ria Sarkar	BA in Education	2021	Paddy Procurement	144000
2022-23	Ridom Dey	BCOM	2021	Maa Shibani Enterprise, Kolkata 700150	144000
2022-23	Rinty Das	BA in Political Science	2021	Works in Pace setters Business solutions pvt ltd., NO1 Boribangalor, 49 S K bole Road, Mumbai 400028	144000
2022-23	Rishov Tola	BSc in Geography	2021	IESPL,210/1A Rashbehari Avenue, Kolkata 700029	144000
2022-23	Ritick mitra	BCOM	2023	IPAC, Recruitment Team, 7003158703	144000
2022-23	Ritu Gupta	BCOM	2019	A.K.Memorial School	144000
2022-23	Rohit Choudhury	BCOM	2020	Rawatsons Engineers Pvt. Ltd Kolkata 700054	144000
2022-23	Rohit Nag Chowdhury	BCOM	2022	HDFC BankRetail Branch Banking, Suhas Saklikar, +91 9619990945	144000
2022-23	Rohit Thakur	BCOM	2019	ICRA Analytics Ltd, Salt Lake, Kolkata 700091	144000



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2022-23	Rudrashis Bhattacharya	BCOM	2021	Genpact Atul Anand Human Resources – Recruitment Genpact, Bangalore, India. Ph.No - 7001010849	144000
2022-23	rupa sharma	BCOM	2023	IPAC, Recruitment Team, 7003158703	144000
2022-23	rupannita paul	BCOM	2023	IPAC, Recruitment Team, 7003158703	144000
2022-23	Rushswati Das	BA in Political Science	2021	Working at ICICI Bank credit operation department	144000
2022-23	Sachin Shaw	BCOM	2019	Movie Director of "The Mirror"	144000
2022-23	sahelika sadhukhan	BCOM	2023	IPAC, Recruitment Team, 7003158703	144000
2022-23	Samiran Samaddar	BCOM	2021	SVARNA TEXTILES LIMITED. Kolkata 700019	120000
2022-23	sampa banerjee	BCOM	2023	IPAC, Recruitment Team, 7003158703	120000
2022-23	samrat banerjee	BCOM	2023	IPAC, Recruitment Team, 7003158703	120000
2022-23	saradindu bera	BCOM	2023	IPAC, Recruitment Team, 7003158703	120000
2022-23	Sarita Ghosh	BSc in Economics	2021	S G Analytics, 601 & 602 6th Floor, Wing 2, Cluster 3, Eon Free Zone Pune 411014	120000
2022-23	Sarthak Sinha	BCOM	2020	DCG Data Core Systems (India) Pvt Ltd	120000
2022-23	Saurav Mukherjee	BCOM	2018	Future Gems Academy	187064
2022-23	Sayan Ghosh	BA in Political Science	2021	Rainbow Service	120000
2022-23	Sekhar Sardar	BA in Political Science	2019	Satyam Creation Private Limited, Kolkata Leather Complex Phase 1 zone 9, Plot 1642 kolkata	120000
2022-23	Shahala Parveen	BA in Education	2021	Dilkusha Nursing Home	120000
2022-23	Shilpa Shaw	BCOM	2019	Uco Bank as SWO-A	180000



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2022-23	Shivam Kumar	BCOM	2022	HDFC BankRetail Branch Banking, Suhas Saklikar, +91 9619990945	450000
2022-23	shivang singh	BCOM	2023	IPAC, Recruitment Team, 7003158703	240000
2022-23	Shounak Das	BCOM	2019	Department of Tech, BA in Education and Training, Govt of West Bengal	135000
2022-23	Shourya Roy	BCOM	2022	Genpact Atul Anand Human Resources – Recruitment Genpact, Bangalore, India. Ph.No - 7001010849	220000
2022-23	Shrestha Kundu	BCOM	2020	HDFC ASSET MANAGEMENT COMPANY	187064
2022-23	Shubham Bhowmick	BCOM	2019	Income Tax Department, Government of India	187064
2022-23	Shyam Kalyan Bhattacharya	BSc in Geography	2019	Baruipur High School	187064
2022-23	Sk Arshad	BCOM	2022	HDFC BankRetail Branch Banking, Suhas Saklikar, +91 9619990945	187064
2022-23	Smriti Sinha	BCOM	2021	Punjab National Bank Circle Office Sector1 Koklata 64	187064
2022-23	sneha barman	BCOM	2023	IPAC, Recruitment Team, 7003158703	187064
2022-23	Sneha Rakshit	BCOM	2019	ONE SIGMA TECHNOLOGIES PRIVATE LIMITED	187064
2022-23	Sohan Adhikari	BCOM	2021	Kochartech	187064
2022-23	somnath baidya	BCOM	2023	IPAC, Recruitment Team, 7003158703	187064
2022-23	Somnath Mondal	BA in Education	2022	Priom Meditech, 46 C BidhanPally Jadavpur kolkata 700032	187064
2022-23	Soumalyo Pal	BCOM	2020	HDFC Bank Ltd., HDFC Bank House, Senapati Bapat Marg, Lower Parel (West), Mumbai - 400 013.	180000
2022-23	SOURAV MAL	BCOM	2021	Remi Sales And Engineering Ltd	180000



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2022-23	Souvik Biswas	BCOM	2021	Whole9Yards Global Ecom Pvt. Ltd. 1 Sarojini Naidu Sarani, Shubham Unit 307, Kolkata 700 017	180000
2022-23	souvik das	BCOM	2023	IPAC, Recruitment Team, 7003158703	180000
2022-23	Souvik Roy Chowdhury	BCOM	2019	Aditya Goenka Mad About Sports, Be10x	180000
2022-23	spandan chakraborty	BCOM	2023	IPAC, Recruitment Team, 7003158703	180000
2022-23	Sreejita Sarkar	BSc in Geography	2021	Amazon	180000
2022-23	sreemonti dey	BCOM	2023	IPAC, Recruitment Team, 7003158703	180000
2022-23	Sreenanda Ghosh	BCOM	2022	Indrajit Basu and associate 28, Naresh Mitra Sarani, Kolkat 25	180000
2022-23	sreenanda ghosh	BCOM	2023	IPAC, Recruitment Team, 7003158703	180000
2022-23	Sreshtha Roy	BCOM	2021-22	Genpact Atul Anand Human Resources – Recruitment Genpact, Bangalore, India. Ph.No - 7001010849	180000
2022-23	Sritapa Bhattacharjee	BCOM	2020	TATA AIG GENERAL INSURANCE COMPANY LTD	180000
2022-23	Sriyut Sarkar	BSc in Economics	2022	Working as a Chef in APPLEBEES'SAND IHOP (KOUT FOOD GROUP)	180000
2022-23	Subhajit Chakraborty	BA in Education	2022	Hi-Tech Film & Broadcast Academy Pvt. Ltd. (Production Artist)	142812
2022-23	subham das	BCOM	2023	IPAC, Recruitment Team, 7003158703	180000
2022-23	subham joardar	BCOM	2023	IPAC, Recruitment Team, 7003158703	396300
2022-23	subhayan mitra	BCOM	2023	IPAC, Recruitment Team, 7003158703	400000
2022-23	Subhojit Naskar	BA in BA in Political Science	2021	Manappuram Finance Ltd.	400000



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2022-23	subhrajit saha	BCOM	2023	IPAC, Recruitment Team, 7003158703	400000
2022-23	Subrata Adhikari	BCOM	2021	Health Point Hospital, KOLKATA	400000
2022-23	Subrata Das	BCOM	2021	Rama Overseas Ltd Kolkata 700091	400000
2022-23	subrata sarkar	BCOM	2023	IPAC, Recruitment Team, 7003158703	400000
2022-23	sudip naskar	BCOM	2023	IPAC, Recruitment Team, 7003158703	397296
2022-23	Sujan Kumar Bhowmick	BCOM	2021	KCP PROFESSIONALS PRIVATE LIMITED, Bishnupur, 743503, West Bengal	120000
2022-23	suman das	BCOM	2023	IPAC, Recruitment Team, 7003158703	167243
2022-23	Suman Kumar Roy	BCOM	2020	IFFCO-TOKIO General Insurance Company Limited	300000
2022-23	surajit mondal	BCOM	2023	IPAC, Recruitment Team, 7003158703	300000
2022-23	sushouvan chakraborty	BCOM	2023	IPAC, Recruitment Team, 7003158703	336000
2022-23	Susmita Malakar	BSc in Geography	2019	Cloudhouse Animation Studios Pvt Ltd.	120000
2022-23	Susmita Narjinary	BCOM	2021	Tech Mahindra Limited, A-G, Sector -64, Noida, UP 210301	120000
2022-23	susmita sani	BCOM	2023	IPAC, Recruitment Team, 7003158703	361905
2022-23	Swagata Das	BA in Bengali	2019	Sri Raamdoot Group	600000
2022-23	swapnanil mukhejee	BCOM	2023	IPAC, Recruitment Team, 7003158703	240000
2022-23	swapnashree ray	BCOM	2023	IPAC, Recruitment Team, 7003158703	120000
2022-23	swayatta datta	BCOM	2023	IPAC, Recruitment Team, 7003158703	144000
2022-23	sweety paik	BCOM	2023	IPAC, Recruitment Team, 7003158703	1000000
2022-23	taniya singh	BCOM	2023	IPAC, Recruitment Team, 7003158703	700000



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2022-23	Triparna day	BCOM	2022	Genpact Atul Anand Human Resources – Recruitment Genpact, Bangalore, India. Ph.No - 7001010849	360000
2022-23	Trisha Saha	BA in Political Science	2021	Primary Teacher, Nahar International School, Chandivalli Farm Road, Andheri Mumbai 400072	400000
2022-23	uttara das	BCOM	2023	IPAC, Recruitment Team, 7003158703	700000
2022-23	Victorchhetri Thakuri	BCOM	2023	Elegant Ophthalmics, Kolkata 700070	312000
2022-23	Zainab Begum	BA in Political Science	2020	Talent Acquisition Associate in serene info solution pvt. Ltd., Ergo tower, Suite 604, EP and GP Blo. sector 5, Vidhannagar Kolkata 700091	205464
2022-23	Subhankar Palit	BCOM	2017	Integrated Informati on Services Pvt Ltd Plot No-6 1st floor ,Sector – 140, Greater Noida-201310 Gautam Buddh Nagar Utt ar Pradesh M-8449500389	650000
2022-23	Somjit Dasgupta	BCOM	2005	Krib Information Services (A NASSCOM Member) Suite 04, C 51, Sector – 62, NOIDA – 201301, Uttar Pradesh, INDIA Phone No. - 0120-4102967, Fax No. - 0120-3101860 Website: www.kribindia.com	450000
2022-23	Soumyadeep Dutta	BCOM	2020	Real Check Verification Services SF-29, Pearls Omaxe Tower, Netaji Subhash Place, Pitampura, New Delhi-110034 Contact: Mb.: 011-41673224, 8882956082	450000
2022-23	Sweta Agarwal Ghosh	BA	2006	Securitas India	460000



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2022-23	Gautam Sharma	BCOM	2020	Indian Overseas Bank	360000
2022-23	Arafa Khatun	BCOM	2019	Punjab National Bank	360000
2022-23	Rittik Mitra	BCOM	2023	TATA Consultancy Limited	470000
2022-23	PRITHA DASGUPTA	BCOM	2022	RADIANCE House name" Camelia", 32/3F,Gariahat road (south)Landmark: Opposite HDFC bank , Jodhpur park branch Kolkata - 700031 Contact No :9804826827	320000
2022-23	Itali Banerjee	BA in Bengali	2022	BMWS,Bengal media network	340000
2022-23	Megha Upadhyaya	BSc in Economics	2022	Sarberia satadal Balika Vidyalaya,jaynagar, south 24 Pgs, 743385	450000
2022-23	Rabiya Khatun	BA in Political Science	2022	Trinee Skill Development, Karigari Bhawan , Action Area 3 Rajarhat, kolkata 700160	380000
2022-23	Sabrrin Khatun	BA in History	2022	Verification Executive at Netscribes Data and insights pvt ltd , Office number 504, 5th floorLodha Supremus , Maharashtra	460000
2022-23	Sohunkita Guha	BSc in Economics	2022	Deloitte	720000
2022-23	Souradeep Ghosh dastidar	BSc in Economics	2022	Senior Analist PWC, 3rd Floor Novus Tower, Plot No 18, sector 18, Gurgaon 122015	560000
2022-23	Tania Adhikari	BA in Bengali	2022	Mahabir Inst of Edn & Reasearch, 17/1 canel Street kolkata 700014	840000



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**2. Following Portion of the Document Contains Supporting documents of students placed during the Academic Year 2022-23**



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**Date : 7-7-2022**

**Dear Atul Kumar Singh,**

**Sub: Provisional Offer letter for 'Work-from-home' Online Tutor position**

We are pleased to offer you the provisional position for a "**Online Tutor**" on the following Terms and conditions and your date of joining is during July 2022.

1. You are entitled to a 30 day Online Training and Certification program after joining us, the start date of which will be confirmed upon consultation with your Placement department.
2. Please note that your confirmation of this 'Work-from-home' (WFH) Employment with us would be subject to your successfully completing your certification at the end of your 30 days of Online 'Training and Certification' and also subject to your being awarded your Degree this year in your respective course.
3. 100% attendance is compulsory during the Online 'Training and Certification' Program.
4. Prerequisite for the above 'Training and Certification' program & WFH Employment: Trainee should have Laptop or Desktop with UPS + Broadband Internet.
5. Internet reimbursement will be provided to you by the Company after your successful completion of Certification with us and start WFH.
6. You would be required to visit our Bangalore, Chennai or Coimbatore office for Finger-printing process immediately after your successful completion of 'Training & Certification' and before you get absorbed by us as a Full-time employee. This is as mandated by the US government policy.

**Work-from-Home Employment Terms & Conditions**

- a) Your total annual CTC will be Rs. 2,50,000/- (Rupees Two Lakh fifty thousand Only) for full-time work. You will be receiving the salary breakup from the finance team on the date of your joining us.

b) Your probation period will be for a period of six months. You automatically get confirmed after 6 months unless you are intimated in writing about the extension of your probation period. During the period of your probation, this contract can be terminated by the company without any notice and by you with one-month notice. After the completion of Probation, the notice-period would be two-months. The Company reserves the right to extend the probation period.

c) You would be required to work with our Company for a minimum period of 1 year. In the case of earlier separation, the Company reserves the right to recover the training cost and damages suitably from you. This cost could be maximum up to or equivalent to your notice-period gross salary.

The discretion of Focus Edumatics Pvt. Ltd. is final and binding.

We look forward to welcoming you into our family for a long, mutually beneficial, and enriching experience.

**Thanking you,**

**Yours sincerely,**

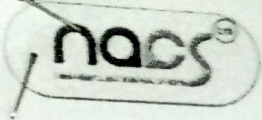
**For Focus Edumatics Pvt. Ltd,**



**Authorized Signatory**

Kindly do read the terms and conditions as per the 'Provisional Offer Letter' issued to you and accept the same and confirm your joining with effect from **July 7<sup>th</sup> 2022**





# NACS CLEANTECH PRIVATE LIMITED

CIN NO - U71999WB2019PTC230331

## JOB OFFER LETTER

Date: - 06.03.2023

To,  
Beekshmaan Show  
Vill: Senpukur PO Uttar Raipur  
PS Budge Budge Dist 24 Pgs (S)  
Kolkata-700137 (W.B)  
M: 9123864130

Ref: Appointment for the post of **Jr. Accountant**

Dear Beekshmaan Show

Pursuant to your personal interview on 03/03/2023 at Nacs Cleantech Private Limited, having its registered office at P-88/5, Helen Keller Sarani, Kolkata -700053. (West Bengal). (Hereinafter referred to as the "Company") is pleased to offer you job profile for the post of Jr. Accountant,

This position is offered subject to satisfactory reference and pre-employment checks and after completion of the Six-month probationary period during which time your performance will be reviewed.

Your pay Structure will be as follows:

**Your salary will be Rs 10,000.00 per month**

Your salary will be paid directly into your bank account on the 10<sup>th</sup> day of each month.

- **Hours and Location of work:**

1. The Company's normal hours of work are from 10.00 a.m. to 7 p.m. from Monday to Saturday inclusive.
2. Your initial posting shall be at Kolkata Head Office. However, the Company reserves the right to transfer you for any assignment/ work pertaining to any department/ unit of the

P 88/5 Helen Keller Sarani Kolkata-700053  
F-90 Phase-I, T P Nagar Kanpur Road Lucknow  
Website: [www.newagecleaningsolutions.com](http://www.newagecleaningsolutions.com)

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Company, to any place in India/ abroad, as it may be considered necessary from time to time.

- Your services can be terminated at any time by the Company, without assigning any reason by giving forty-eight (48) hours written notice in the event you are found to be incompetent to perform your duties, (such incompetence to be determined by the Company), or if you are found to be dishonest, intemperate, irregular in attendance at

Work or otherwise guilty of misconduct or negligence or if you commits any breach of the terms and conditions laid down in this offer Letter.

To accept this offer letter, we request you to sign and return a copy of this offer letter within 1 (One) days of receipt.

We are all looking forward to working with you and hope you will soon feel part of the team. If you have any questions, please contact me 9330023250.

Yours sincerely,

Nacs Cleantech Private Limited



*Received*



# EASTERN AGENCIES

54 L, P.K. GUHA LANE, DUM DUM CANTONMENT, KOLKATA – 700028.

E-mail – probhasispaul@gmail.com Telephone – 9830573324.

Deepayan Saha

Date: 12.06.23

87, Sethbagan Road,

Dum Dum,

Kolkata – 700030.

## Sub: Appointment to the post of Accounts Officer.

Dear Mr. Deepayan Saha,

With reference to your application dated 15.05.23 and your subsequent interview we have the pleasure to inform you that the Company hereby engages you for one year on probation to serve as an “Accounts Officer”.

Your services to the Company are to commence from June 12, 2023 and will be confirmed on the completion of your period of probation purely at the discretion of the management. You will be remunerated with a gross salary of Rs. 10,000 on a monthly basis except for certain government deductions levied from time to time as per law. Your annual increment and incentives will solely depend upon your performance, which will be closely monitored on a regular basis.

On joining our concern you are expected to be punctual and regular in your attendance and deliver the best of your ability with responsibility, experience & knowledge, maintaining a cordial and respectful relationship with the management and other colleagues. While you are an employee of the Company, you shall conform to the Service Rules for the employees provided herewith and shall abide by all other lawful orders / instructions / directions given by the Chief Executive of the Company and act in accordance as and when the situation demands, not confined to the job as an “Accounts Officer” only.

In case of discontinuation, you are to inform the Company in writing one month in advance or paying one month's salary in lieu of notice. The Company has every right to terminate your services with immediate effect without any claims, on non-performance, mismanagement, non-compliance with company policy, property, divulgence of confidential information, or any other reasons. You shall be held responsible for any unlawful activities committed on your part, misuse of Company's



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(2)

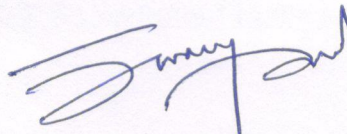
secrecy or anything that the Company feels is not appropriate or hurts the interest & image of the company.

I, on behalf of my Company and staff welcome you to our concern and assure you of extending our cooperation to you at every step as and when required.

Wishing you happiness and prosperity in the days ahead.

For, Eastern Agencies,

Probhasis Paul  
[Chief Executive]

  
[SWARAJ PAUL]  
PARTNER.




DECLARATION OF THE EMPLOYEE

*I do hereby accept the Terms and Conditions mentioned in the letter of Appointment & Service Rules of the Company and undertake to abide by the same.*

Date: 12.06.23

Signature Deepayan Saha.  
Name in full DEEPAYAN SAHA.  
Address 88, BETH BAGAN  
ROAD, DUMDUM, KOL-30  
Phone No: 9073274590  
Home: 9821209110

  
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Nov 24, 2023



Company Name – As Growth Solution (Child Company of Asu Creation)

Address – 5/12 Sitala Mata Lane, Noapara. Kolkata – 700090, Near Noapara Metro Station

GSTN Number – 19CHUPD5503Q1ZM

Dear Babita Saha,

We are pleased to offer you a position of Graphic Designer with As Growth Solution. This offer of employment is for a regular, part time position based in our Baranagar office. Your joining date is 01/12/2023 as a part timer where you will work 8:30 hours daily for our organization. Your work will be UI/UX design, Menu Design, Social Media post design, Video Editing, Website Banner Design and other stuffs related to graphics for our agency etc.

Your salary will be 17000 per month and subject to increasement. Work Hours – 10am to 6:30pm and 30 mins lunch break in between.

Please note that the terms of employment detailed in this document and annexure are confidential. These contents should not be disclosed to third parties without prior approval from the Company.

1. Compensation Your CTC will be INR 17000 per month after your joining.

**Salary/Benefits:** Your annual gross salary will be INR 2,04,000. Break-up of salary is attached in Annexure - A. During the term of your employment, you will be entitled to the benefits provided by the applicable Indian labor and employment laws and you will be eligible to participate in all of the Company's employee benefits plans as such are adopted by the As Growth Solution. The Company shall reserve the right to modify, amend or terminate any employee benefits at any time for any reason, without compensation for any such change or discontinuance.

2. Terms and Conditions of Employment


Your employment with us will be governed by the specific terms and conditions referred to in Annexure -B.

3. Commencement of Employment

You are required to commence employment on Dec 1st, 2023. This offer is not valid beyond the said date unless the date is extended by the Company and communicated to you in writing.

4. Probation period

The employee has to undergo a probation evaluation for three months from the day of joining. Once the employee successfully completes the probation period the employee status is confirmed to a full-time employee of the Company. The salary structure during the probation period is mentioned in the Annexure – A.

  
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**5. Document Submission Requirements**

You are requested to report on your date of commencement of employment (as mentioned in clause 3 above) to complete the joining formalities. At the time of joining, you are requested to submit the documents as per Annexure - C.

**6. Employment Invention Assignment Agreement**

You will be required to execute and be bound by an Employment Invention Assignment Agreement given to you as in Annexure - D. The Employment Invention Assignment Agreement shall coexist with this Employment Agreement.

**7. Entire Agreement**

This letter agreement (together with the agreements and annexures referred to herein) supersedes any prior agreements, representations or promises of any kind, whether written, oral, express or implied between you and the Company with respect to the subject matters herein. This letter (together with the agreements and annexures referred to herein) may not be modified or amended except by a written agreement, signed by the Company and by you.

To indicate your agreement with all terms and your acceptance of this offer, please sign the duplicate copy of the offer on all sheets at the bottom on the right corner and return the same to As Growth Solution. Also, please provide the date you will commence employment with As Growth Solution. Once you accept this offer and join the Company, this letter will serve as your formal Appointment Order.

We welcome you to As Growth Solution and look forward to a mutually rewarding association.

**For As Growth Solution**

*Ashis Das*

24/11/2023

\_\_\_\_\_  
Officials Signature

\_\_\_\_\_  
Date

Acceptance of Offer

I have read and accept this offer of employment.

*Babita Saha*

24/11/2023

\_\_\_\_\_  
Candidate Signature

\_\_\_\_\_  
Date

*[Signature]*  
**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**



## ANNEXURE - B

### TERMS AND CONDITIONS OF EMPLOYMENT

#### 1. Term of Employment

Subject to Clauses 3 and 4 below, the term of your employment with As Growth Solution is intended to be for indefinite period subject to termination pursuant to the terms of this Agreement and the requirements of applicable Indian laws.

#### 2. Outside activities/[Conflicts]

This position is for a full-time employment with As Growth Solution and you shall exclusively devote yourself to the business of the company. You shall not take on any other work for remuneration (part-time or otherwise) or work in an advisory capacity, or be interested directly or indirectly (except as shareholders or debenture holders) in any other trade or business, during your term of employment with As Growth Solution, without written permission from As Growth Solution. Similarly, you agree not to bring any third-party confidential information to As Growth Solution, including that of your former employer, and that in performing your duties for the As Growth Solution, you will not in any way utilize any such information, other than in the manner that may be directed by As Growth Solution while releasing such information.

You will be liable to be transferred in such capacity that the Company may determine, to any other department, branch, manufacturing unit or establishment under the same management or same principals, whether existing or to be set up in future. In addition, the Company reserves the right to assign you to other such units or companies as may be determined from time to time.

#### 3. Termination

**a)** During the term of your employment, should you desire to leave the services of As Growth Solution, you shall be required to give 30 days' notice or salary in lieu thereof. The company may, at its discretion, relieve you before the expiry of notice period without compensating for the remaining notice period.


**b)** As Growth Solution shall be entitled to terminate your employment without cause at any time by giving you 30 days' notice or salary in lieu thereof.

**c)** Notwithstanding anything mentioned in this Agreement, As Growth Solution may terminate your employment, with immediate effect by a notice in writing (without salary in lieu of notice), in the event of your misconduct, including but not limited to, fraudulent, dishonest or undisciplined conduct of, or breach of integrity, or embezzlement, or misappropriation or misuse by you of As Growth Solution's property, or insubordination or failure to comply with the directions given to you by persons so authorized, or your insolvency or conviction for any offence involving moral turpitude, or breach by you of any terms of this Agreement or As Growth Solution Policy or other documents or directions of As Growth Solution, or irregularity in attendance, or your unauthorized absence from the place of work (or remote check in in case of work from home) for more than five (5) working days, or closure of the business of As Growth Solution, or redundancy of your post in As Growth Solution, or upon you conducting yourself in a manner which is regarded by As Growth Solution as prejudicial to its own interests or to the interests of its clients and/or customers.

**d)** Notwithstanding anything aforesaid, termination by you shall be subject to the satisfactory completion of all your existing duties, obligations and projects etc.

**e)** During the notice period, Company will continue to pay its share of insurance premiums, if applicable.

**f)** On acceptance of the resignation notice, you will be required to immediately give to the company all correspondences, specifications, formulae, books, documents, market data, literature, materials, etc. retained by you, and all belonging to the company or relating to its business and shall not make or retain any copies of these items.

  
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#### 4. Holidays / Leave

General Holidays will be declared at the beginning of the Calendar year and all full-time employees are entitled to this benefit. You may be called upon to attend duties as and when required on holidays, as may be scheduled in accordance with the needs of the Company. You will be entitled to vacation and sick leave as per the company's Paid Leave policy. Casual leave without notice will be considered as Leave against Loss-of-pay. Additional leave will be against Loss-of-Pay. Medical Leave has to be authenticated with Medical Report and is at the discretion of the Management.

#### 5. Disclosure of Information

During the term of your employment with As Growth Solution, you are required to disclose all material and relevant information, which may either affect your employment with As Growth Solution currently or in the future or may be in conflict with the terms of your employment with As Growth Solution, either directly or indirectly, including but not limited to any and all agreements relating to your current or prior employment that may affect your eligibility to be employed by As Growth Solution or limit the manner in which you may be employed. It is As Growth Solution's understanding that any such agreements or information will not prevent you from performing the duties of your position and you represent that such is the case. If at any time during your employment, As Growth Solution becomes aware that you have suppressed any material or relevant information required to be disclosed by you, As Growth Solution reserves the right to forthwith terminate your employment without any notice and without any obligation or liability to pay any remuneration or other dues to you irrespective of the period that you may have been employed by As Growth Solution.

Any change in your personal information including residential address, marital status and educational qualification should be notified to As Growth Solution in writing within three (3) days from the start of such change.

Any notice required to be given to you shall be deemed to have been duly and properly given if delivered to you personally or sent by post to you at your address as recorded in As Growth Solution's records.

#### 6. Adherence to Company Policy


You agree to conform to and comply with As Growth Solution's Policies and such directions and orders as may from time to time be given by As Growth Solution.

#### 7. Travel

You will be working as WFM candidate.

#### 8. Non-Solicitation

You agree that during and upon termination of your employment and for one year thereafter, you shall not in any manner either directly or indirectly solicit or entice the other employees or customers of As Growth Solution to join or enter into transactions, as the case may be with either you directly or indirectly or with other entities which are in direct or indirect competition with As Growth Solution.

  
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## 9. Assignment

This Agreement is personal to you and will not be assigned by you. As Growth Solution will have the right to assign this letter of offer to its parent, subsidiaries, subdivisions, affiliates, successors and assigns, and all covenants and agreements herein will inure to the benefit of and be enforceable as such.

## 10. Arbitration

You agree that the interpretation and enforcement of this Agreement shall be governed by the laws of India and all disputes under this Agreement shall be governed by the provisions of the Indian Arbitration and Conciliation Act, 1996. The venue for arbitration will be.

## 11. Increment

All the increments are subject to performance and timely. You will receive increments between 10-20% every year. If you are becoming one good asset to our company then you will get increment in 6 months of time period.


This is to certify that I have read this Agreement and all Annexure and understood all the terms and conditions mentioned therein and I hereby accept and agree to abide by them.



---

Signature of Employee

Date: 24/11/2023



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## ANNEXURE - C

At the time of joining, you are requested to submit the copies of the following documents (as applicable):

- Your latest salary slips from last employer and salary certificate (IF Any)
- Your relieving letter from your last employer (IF Any)
- Experience Certificates from all previous employers (IF Any)
- Updated resume
- Form 16 or Taxable Income Statement duly certified by previous employer (Statement showing deductions & Taxable Income with break-up)
- Four Passport Size color photograph.
- Valid Passport and Work Permit in case of foreign citizens (IF Any)
- Proof of Age
- Proof of Address
- Copy of PAN Card

Please carry all the Photocopy's for validation.

### Employee Details

Full Name – Babita Saha

Fathers Name – Kamal Saha

Date of Birth – 07/01/1998

Pan Number – LUFPS1573N

Aadhar Number – 959428166905

Address – Dakshin Para, Gorkhara, Rajpur, Sonarpur (M), South 24 Parganas, West Bengal – 700150



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## CONGRATULATIONS

**Abhradeep Das**  
Batch 2022-24



Placed in

**Deloitte.**

**#GBSPlacements2024**

*Heramba Chandra*

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# Aditya Birla Finance Ltd.

(A part of Aditya Birla Capital Ltd.)



## ADITYA BIRLA CAPITAL

PROTECTING INVESTING FINANCING ADVISING

Dear Aarshi Dey,

Welcome to a **World of Opportunities** at **Aditya Birla Capital**!

We're pleased to offer you an appointment as a **Credit manager** in **Aditya Birla Finance Limited**. We're thrilled to have you onboard. We know you're going to be an asset to our company and can't wait to see what you accomplish. At Aditya Birla Capital, we look at creating the next generation of leaders who will further our vision of helping people meet their lifelong money needs. We offer our employees multiple opportunities to achieve professional success and an avenue to pursue their personal aspirations. We do this by investing in the development of our employees and by offering them a bouquet of career choices spanning across functions, businesses, and geographies at Aditya Birla Capital and at the larger Aditya Birla Group level.

We are happy to share that you are placed in **Aditya Birla Finance Limited** in the **Credit** function based out of **Kolkata**.

We look forward to having you on board with us on **17th June 2024, Monday in Mumbai**. The details of the venue for the induction would be mailed to you shortly.

**This offer is subject to:**

- **Having secured a certificate of completion as declared by your Institution/University.**
- **Found medically fit.**
- **Credit Score and Background Checks being satisfactory.**

Once again, we hope your career at Aditya Birla Capital is extremely fruitful and satisfying - both professionally and personally.

In case you have any queries, please feel free to reach out to [shamli.akolkar1@adityabirlacapital.com](mailto:shamli.akolkar1@adityabirlacapital.com)

We wish you the very best for your future with us. Please do sign a copy of this letter and add the date as a token of your acceptance.

Sincerely,


**Anunay Shrivastava**  
**Head – HR and Admin**  
**Aditya Birla Finance Limited**

### Aditya Birla Finance Limited

One World Center, Tower 1-C, 18th Floor, 841, Jupiter Mill Compound,  
Senapati Bapat Marg, Elphinstone Road, Mumbai 400 013.  
+91 22 4356 7100 | (F) +91 22 4356 7266 | Toll-free number 1800-270-7000  
[care.finance@adityabirlacapital.com](mailto:care.finance@adityabirlacapital.com) | <https://abfl.adityabirlacapital.com>

Registered Office  
Indian Registration No. 162266  
Gujarat - 362 266  
CIN: U65190GJ1991PLC064603  
**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**

Annexure "A"			
	Per MONTH	Per ANNUM	Remarks
<b>Salary</b>		<b>1,75,000</b>	
Basic Salary	14,583	1,75,000	This is paid on a monthly basis. Retirement benefits are linked to it.
<b>Allowances/ Reimbursements</b>		<b>2,07,483</b>	
Leave Travel Allowance	667	8,000	This covers reimbursement for travel on leave within India. It is governed by the IT Act where one can take tax exemptions twice in a block of four years.
Education Allowance	200	2,400	This is paid on a monthly basis.
Special Allowance	15,024	1,80,282	This is paid on a monthly basis. This does not have any link to retirement benefits or any other element of compensation.
Statutory Bonus	1,400	16,800	
<b>Guaranteed Cash</b>		<b>3,82,482</b>	
<b>Retirement Benefits</b>		<b>30,018</b>	
Employers Contribution to Provident Fund (12% of Basic)	1800	21,600	The employer contributes to the extent of 12% of basic salary.
Gratuity (15 days Basic)	701	8,418	This is governed by the Payment of Gratuity Act.
<b>Fixed Compensation w/o housing</b>		<b>4,12,500</b>	
<b>Housing</b>		<b>87,500</b>	
HRA	7,292	87,500	This is calculated @ 50% of Basic Salary. This amount is paid as a part of the monthly salary
<b>Fixed Compensation</b>		<b>5,00,000</b>	
<b>Variable Pay</b>		75,000	Assure Bonus is paid for Year 1, in lieu of Variable Pay. This is subject to confirmation and minimum performance rating of 'Delivered Full Performance'. Pay-out will be done upon confirmation and completion of one year from the Date of Joining
<b>Cost to company</b>		<b>5,75,000</b>	
<b>Benefits/ Perks not Valued</b>			
Mobile Phone		Yes	Rental and official calls (For VIL subscriptions only).
Hospitalization Insurance		Yes	As per company's GMC policy - Sum Insured is Rs 1.5 Lacs p.a. for self and dependents. This is a Co-Pay policy
Accident Insurance		Yes	As per company's GPA policy. This is borne by the company.
Term Insurance (Su-Nischint)		Yes	As per term plan (Su-Nischint policy) - Yearly Master Basic + Yearly Master Special Allowance * 3 (Minimum "6" Lakhs & Maximum 25 Lakhs)
<b>Notes:</b> - You will also be eligible for a Joining Bonus of 1L, upon joining, subject to recovery in case of exit before 1 year from Date of Joining. - Taxes as applicable, to be borne by the incumbent, as per prevailing tax laws.			

  
**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**

# Offer Letter

Inbox



Subho Banerj... 2 days ago

to me ▾



Dear Mr. Abhirup Bhanja,

With reference to your application and subsequent discussions you had with us, we are pleased to offer you the position of '**Jr. Executive - Accounts**' in **N. F. Forgings Pvt. Ltd.**

## Compensation

You will be eligible for a Gross salary of \_\_\_\_\_ per annum.


## Joining

We would like you to join the services of the organization **at the earliest**.

You will be presently posted at our **Kolkata Head Office**.

## Profile Verification

This offer is provisional to the verification of details furnished by you during the discussions and interviews held so far. If any of these details are found to be incorrect or falsified at any point of time during your employment, this and/or subsequent employment is cancelled with immediate effect.

  
Principal  
Heramba Chandra College  
Kolkata-700 029

Date: 15 July 2022

**Private and Confidential**

**Abhishek Agarwal**

**Email:** [abhishekagarwal91971@gmail.com](mailto:abhishekagarwal91971@gmail.com)

**Employee ID number: 930394**

**Contract of Employment: Abhishek Agarwal**

Dear Abhishek,

This is further to the discussions and the e mail dated **15 June 2022** confirming your selection.

We, Hays Specialist Recruitment Private Limited ("Company"), having its registered office at Office No. 2102, Space Inspire Hub, Adani Western Height, J.P. Road, Four Bungalows, Andheri (W), Mumbai - 400053, India, are pleased to appoint you on the terms and conditions herein ("Agreement"). Your appointment is contingent upon satisfactory Reference & Background checks including verification of your application materials, education and employment history.

• **Date of Commencement**

Your employment will commence on the Date of Joining specified in Appendix A ("Date of Joining") and will continue until the End Date specified in Appendix A ("End date") unless terminated in accordance with paragraph 12 below.

• **Scope**

You will report to the Line Manager specified in Appendix A or such other person as may be designated by the Company or its client in this behalf.

The Company may require you to undertake the duties of another position, either in addition to or instead of the above duties in order to fulfil the needs of the business.

You will be based in the location specified in Appendix A, which may be changed by the Company at its discretion. You may be required to work at any premises/offices of the Company or its client. You may also be required to travel within India and abroad for the performance of your duties, depending on business needs of the Company and its client where you are placed onsite from time to time

You are required to comply with all the rules, regulations and policies of the Company and its client which are in force which may vary from time to time and to comply with all the lawful instructions of the Company and its client.

• **Remuneration and Benefits**

Your remuneration and benefits are as set out in Appendix A hereto. The Company will deduct all such taxes required under law.

The Company and its client has full discretion to classify employees and other individuals performing services for the Company and to determine the eligibility of the employees in the provision of staff benefits. Please note that all staff benefits are subject to change from time to time at the discretion of the Company or its client and/or based on statutory requirements.



You agree that any annual bonus linked with production/productivity or other compensation paid to you by the Company shall be in lieu of any bonus required to be paid to you under statutory laws.

Your terms of employment and remuneration are strictly confidential, and you shall not divulge the same to any other employee of the Company except where required by Company policy. Any breach of this clause may result in disciplinary proceedings. These restrictions will continue to apply after termination of your employment without limitation in point of time, but will cease to apply to information or knowledge, which may come into the public domain (other than by breach of this Agreement).

You will be solely responsible for all personal and other taxes arising on your compensation, as relevant, including the preparation and filing of such tax returns to the appropriate Authorities.

- **Working Hours**

Normal working hours will be notified by the Company or its client and may be changed from time to time to meet the needs of the business, subject to applicable statutory requirements.

- **Staff Benefits**

- **Annual Leave**

- In addition to the public holidays which the Company or the client will intimate to you from time to time, you will be entitled to paid annual leave as set out in Appendix A hereto.

- **Provident Fund**

- You will be enrolled in the Employees Provident Fund Scheme in accordance with the Employee Provident Fund and Miscellaneous Provisions Act, 1952, if applicable the Company's Provident Fund Scheme may be notified to you.

- **Additional Reimbursements**

- You will be entitled to the additional allowances and reimbursements as specified in Appendix A.

- **Expenses**

The Company will reimburse authorised expenses you incur on client's business. A guiding principle in settling expenses is that you should neither benefit nor lose financially as a result of any reasonable expenses you incur on client's business. Claims for expenses will be subject to the client's prior approval. The claim should be lodged promptly and must be accompanied by appropriate documentation.

- **Exclusivity of Service**

Your appointment with the company is exclusive. You shall not directly or indirectly be interested in, engage in, be concerned with, or provide services, whether solely or with others, to any other person, company, business entity or other organisation whatsoever or involve yourself outside the Company in any part-time service or business, but shall devote the whole of your time and attention to your present job as well as to promote the interests of the Company and its clients. You shall not engage in any outside commercial activity (other than normally acceptable personal investment activity), whether part-time or full-time, directly or indirectly or whether during or outside office hours or within or outside the office premises, which could interfere with the performance of your present job.

- **Non-Disclosure of Confidential Information and Intellectual Property**

You shall neither during your employment (except in the proper performance of your duties) nor at any time (without limit) after its termination directly or indirectly:

- use for your own purposes or those of any other person, company, business entity or other organization whatsoever; or
  - disclose to any person, company, business entity or other organization whatsoever;



any trade secrets or confidential information relating or belonging to the Company or any of its Associated Companies as defined below including but not limited to any such information relating to customers, customer lists or requirements, price lists or pricing structures, marketing and sales information, business plans or dealings, employees or officers, financial information and plans, designs, formulae, product lines, prototypes, services, research activities, source codes and computer systems, software, any document marked 'Confidential' (or with a similar expression), or any information which you have been told is confidential or which you might reasonably expect the Company or its clients would regard as confidential, or any information which has been given to the Company or to its clients or any Associated Company (as defined hereinafter) in confidence by customers, suppliers and other persons.

- You shall neither during your employment (except in the proper performance of your duties) nor at any time (without limit) after its termination directly or indirectly:
  - use for your own purposes or those of any other person, company, business entity or other organization whatsoever; or
  - disclose to any person, company, business entity or other organization whatsoever;

any trade secrets or confidential information relating or belonging to the Company or any of its Associated Companies as defined below including but not limited to any such information relating to customers, customer lists or requirements, price lists or pricing structures, marketing and sales information, business plans or dealings, employees or officers, financial information and plans, designs, formulae, product lines, prototypes, services, research activities, source codes and computer systems, software, any document marked 'Confidential' (or with a similar expression), or any information which you have been told is confidential or which you might reasonably expect the Company or its clients would regard as confidential, or any information which has been given to the Company or to its clients or any Associated Company (as defined hereinafter) in confidence by customers, suppliers and other persons.

For the purposes of this Agreement, "Associated Company" means in relation to the Company, any subsidiary or holding company of the Company, any subsidiary of such holding company, and any company in which the Company or any such holding company holds or controls directly or indirectly not less than 20% of the issued share capital. "Company" and "Associated Company" shall include the successors in title and assigns of the Company and Associated Company.

Any employee, who discloses any confidential information and documents of the Company or its clients without prior written authorization, will render himself/herself liable to instant dismissal and/or legal action.

You shall not at any time during the continuance of your employment with the Company make any notes or memoranda relating to any matter within the scope of the Company's or any Associated Company's business, dealings or affairs otherwise than for the benefit of the Company or any Associated Company or its clients.

Any intellectual property developed by you during your engagement with the Company, including any copyrights, designs, patents, layouts, mask works, etc. shall be the exclusive property of the Company and you hereby assign all rights in relation to such intellectual property to the Company on a worldwide and perpetual basis and agree to do all such acts to perfect such assignment to the Company. In order to more effectively set out the detailed rights and obligations of the parties in relation to protection of confidential information and intellectual property, you may be required to execute additional documents with the Company and you agree to be bound by the same.

- **Indemnification**

You agree to indemnify and hold the Company and its client and/or its affiliates and its/their directors, officers, employees, agents and representatives harmless from all losses, liabilities, claims and damages (including reasonable legal fees) which may arise out of or as a result of any unauthorized act by you or any act caused by you being in contravention of this Agreement.

- **Employment/ Contractual Manual**

Your appointment is also subject to your agreement to abide by the Employment/ Contractual Manual of the Company and its clients and such other policies or documents as applicable. A copy shall be provided to you and you are required to indicate acceptance of the contents thereof after reviewing it.

- **Termination of Employment**

- The Company may terminate this Agreement at any time by providing you with written notice of [Thirty Days] or with payment of lieu thereof.
- You may terminate this Agreement by providing written notice in accordance with Appendix A or payment of salary in lieu of such notice.
- In the event you request to be relieved from services with the Company at an earlier date, the Company may relieve you earlier solely at its discretion. Further, upon you serving notice of termination, the Company shall be entitled to unilaterally relieve you earlier.
- The Company reserves the right to require you not to attend at work and/or not to undertake all or any of your duties of employment during any period of notice (whether given by you or the Company).
- The Company reserves the right to terminate the Agreement "for cause" without any notice if it has reasonable grounds to believe, without limitation, that you are guilty of misconduct, persistent unpunctuality, misrepresentation of facts, neglect of duty, material breach of any of the terms of your employment, do not have the mental or physical capacity to carry out your official functions, responsibilities or duties, or committed any act detrimental to the interests of the Company.
- You agree that in case of retrenchment, the principle of "last in first out" shall not be applicable. You further agree that if you are retrenched by the Company, the Company will not be required to offer you reemployment in any circumstance.
- On termination of your employment, you must immediately return to the Company in accordance with its instructions all equipment, correspondence, records, specifications, software, disks, models, notes, reports and other documents and any copies thereof and any other property belonging to the Company or its Associated Companies (including but not limited to the Company car, keys, credit cards, equipment and passes, if any) which are in your possession or under your control. (b) You agree that you shall not copy, duplicate, recreate or record or otherwise keep in possession or deliver to anyone other than the Company, any of the aforementioned items. You must, if so required by the Company, confirm in writing that you have complied with your obligations under this paragraph 12.

- **Warranty**

You represent and warrant that you are not prevented by any agreement, arrangement, contract, understanding, Court Order or otherwise, which in any way directly or indirectly restricts or prohibits you from fully performing any of the duties of your employment in accordance with the terms of this Agreement.

Please note that this employment is offered to you on the basis of your having furnished to the Company correct information regarding your past service/s and other records. If at anytime it is revealed that the employment has been obtained by furnishing false information or by withholding pertinent information, the Company shall have the right to terminate your services at any time without any notice or compensation thereof.

- **Non-Compete**

You agree and undertake that during the term of your employment with the Company and for a period of one year (except with written approval of the Company) following the termination of your employment you shall not directly or indirectly be interested in, engage in, be concerned with, or provide services, whether solely or with others, whether as an employee, officer, director, agent, partner, consultant or otherwise, to any individual, corporation, partnership, limited liability company, association, trust or other entity or organization, including a government or political subdivision or an agency or instrumentality thereof who is running and/or managing and/or operating and/or owning and/or establishing and/or investing in or otherwise carrying on a business which is similar to the business of the Company or its client.

- **Privacy**

You will be providing to the Company certain information about yourself and your family, including personal information and sensitive personal information (“Personal Information”). You hereby agree that the Company may use and retain this information for a lawful purpose and to the extent deemed necessary by the Company in relation to your employment with the Company and for ancillary purposes.

You hereby also agree that the Company may transfer or disclose such Personal Information to such other agencies the Company may consider necessary, whether affiliates or otherwise and whether in India or otherwise. The Company may codify its policies relating to privacy in a privacy policy which it will provide to you and you hereby agree to the same.

The Company shall use reasonable security practices and procedures to safeguard your personal information. Notwithstanding anything contained herein, “Reasonable security practices and procedures” under section 43A Explanation (ii) of the Information Technology Act 2000 means such procedures that the Company shall implement, and which may, in the Company’s discretion, be intimated to you from time to time and you hereby agree to the same.

- **Corrupt Practices**

During the period that you are employed by the Company, you shall not, on behalf of the Company or on the pretext thereof, give or pay to any person any money, Gratification or Valuable Thing of any kind (other than a legally acceptable, official and Company approved consideration) in order to induce or influence a Public Servant to do or forbear from doing any act in relation to the Company. The terms Public Servant, Gratification and Valuable Thing shall have the meaning assigned to them under the Prevention of Corruption Act, 1988.

It is clarified that you shall not pay any “speed money” or “facilitation payment” in order to quicken the process of any act that needs to be performed other than a purely legal remuneration paid to a service provider.

During the period that you are employed by the Company, you shall not, on behalf of the Company or on the pretext thereof, receive from any person (or arrange for some other person to so receive on your behalf) any money, Gratification or Valuable Thing of any kind as consideration in order to do or forbear from doing any act in relation to the Company.

During your employment you shall not: (a) enter into any arrangement, contract or financial transaction on behalf of the Company with any relative or entity controlled or owned by a relative; or (b) enter into such arrangement, contract or financial transaction with any person entity or organization for the benefit of some other person, entity or organization. (c) claim any compensation/reimbursement or pay any amount on behalf of the company for a purpose other than the purpose for which such amount is actually payable.

- This Agreement supersedes and is in substitution for all previous letters of engagement, agreements and arrangements whether oral or in writing relating to the subject matter hereof between the Company and yourself, all of which shall be deemed to have been terminated by mutual consent.
- The various provisions and sub-provisions of this Agreement are severable, and if any provision or sub-provision or identifiable part thereof is held to be invalid or unenforceable by any court of competent jurisdiction then such invalidity or unenforceability shall not affect the validity or enforceability of the remaining provisions or sub-provisions or identifiable parts thereof in this Agreement.
- From time to time, the Company may need to contact you and you may need to contact the Company with formal notices. Formal notices will be recognised as being received by you if handed to you directly, or if sent by post (with proof of postage) to the most recent address on your file. You will promptly inform the Company in writing of any change in your residential address or contact details. Formal notices will be recognised as being received by the Company if handed by you directly to your HR of the Company, or if sent by post (with proof of postage) to the Company’s registered address.
- This Agreement is governed by and construed in accordance with Indian laws, and Subject to the dispute resolution clause below, you and the Company submit to the exclusive jurisdiction of the Indian courts.
- Except as provided herein, all disputes in relation to this Agreement shall be settled through arbitration in accordance with the Arbitration and Conciliation Act, 1996. The arbitration shall be conducted by a single

arbitrator to be selected by you out of a list of three arbitrators provided by the Company. The arbitration proceedings shall take place at Bengaluru, India and shall be conducted in English.

- You acknowledge that damages alone will not be an adequate remedy in the event of breach of any of your obligations under this letter. You therefore agree that the Company shall be entitled (without limitation of any other rights or remedies otherwise available) to obtain injunctive or equitable relief from any court of competent jurisdiction.

Please sign and return the duplicate of this Agreement to the undersigned to indicate your acceptance of this employment and the terms of this Agreement.

We welcome you to Hays and look forward to your association with us.

Yours sincerely,



**Subramanian, K**  
**Head, HTS India**

I agree with the terms and conditions of my employment with the Company as set out or referred to above.

Signed:

Date:

**Enclosure: Appendix A**

Cc: HR Administration

**APPENDIX A**

**Information in this appendix is to be kept confidential**

**Name of Employee:** Abhishek Agarwal

**Position:** Analyst

**Client:** Morgan Stanley

**Client address:** 2-4/F, Campus 8B, RMZ Ecoworld, Sarjapur | Marathahalli Outer Ring Rd, Devarabisana Halli, Bengaluru East Taluk, Bengaluru, 560103

**Location:** Bangalore

**Report to:**

**Supervisor:** You will be under the supervision, direction and control of the Company and shall also be responsible to the above named Client.

**Contract Type:** Fixed Term

**Commencement Date:** 11 July 2022

**End Date:** 10 July 2023

**Employee Notice Period:** The employee must give written notice of no less than 30 days in order to terminate this Agreement.

**Work Days and Hours:** As an employee, you are expected to work up to [45 hours] a week and such other hours as may be reasonably required to complete your business duties.

**Annual Leave:** [Bangalore] you will be entitled to 15 days of paid annual leave in each complete calendar year and on a pro-rata basis in the year of commencement and departure as aligned to the statutory requirements. In addition, you will be entitled to sick/casual leave up to 12 days in a calendar year.

**Provident Fund Applicable:** Yes

**Authorisation of Timesheets:** You will be provided with a login to Hays online timesheets system (Hays Online) or in-house system (where applicable). On a monthly basis you will complete a timesheet on Hays Online or in-house system. Payment is subject to timely submission and authorisation of the timesheet on Hays Online. Provided that the timesheet is submitted and authorised before 5pm on the second day after the month end, payment will be made within 7 days of month end. Should the timesheet be received after this deadline, payment may not be made within 7 days of the month end and may be delayed until the following Hays pay run.

**Remuneration Package:**

Components	Monthly Amount (in Rupees)	Annual Amount (in Rupees)
<b>(i) Basic &amp; Allowances</b>		
Basic	45,000	5,40,000
HRA	10,000	1,20,000
Statutory Bonus	2,050	24,600
Special Allowance	2,817	33,800
<b>(ii) Employer's deduction</b>		
PF	2,633	31,596
ESIC	-	-
Medical Insurance		
<b>A. Gross Pay (i+ii)</b>	<b>62,500</b>	<b>750,000</b>

- Gratuity is governed by the Payment of Gratuity Act 1972 and is subject to statutory modifications which may become applicable from time to time.
- ESI – ESI deduction where applicable, as per the provisions contained in the ESI Act, 1948
- Housing Allowance up to 25% of Basic Salary
- Employees share of contribution towards PF and ESI components are subject to salary deductions
- Maternity benefit and crèche facilities (if applicable) will be in provided in accordance with statutory requirements.
- Group Insurance (Medical & Others) to be provided as per company policy.

Note: All incidences of personal tax will be borne by the employee as per the prevalent rules.

If the Client, or any entity related to or associated with the Client offers you a permanent position or any other temporary assignment you agree to immediately notify Hays of the offer.

Should the duties or tasks that you are requested to do alter from those required for the position (as detailed above), or as agreed with me, please call me immediately to discuss.

Signed by:



Signed by:

For and on behalf of Hays Specialist Recruitment Private Limited

**Subramanian, K**

**Head, HTS India**

**Abhishek Agarwal**

Date:



# BE YOURSELF, MAKE A DIFFERENCE.



29-Jul-2022

C6790041



*\*For Accenture use only*

**ARPITA MONDAL**  
**P 168 Banamali Naskar Road Kol 700060**

Dear **ARPITA**,

Based on our recent discussions with you, we are pleased to extend you an offer to join Accenture Solutions Private Ltd (hereinafter referred to as 'the Company') in **Bengaluru**. This letter will officially confirm your annual total earning potential and terms of your employment.

Job Profile- **Bus Process Delivery Analyst**  
Management Level- **11**  
Sublevel - **2**  
Job Family Group- **Business Process Delivery**  
Business Deal- **Non Contact Center**

Your annual total cash compensation will be **INR 786500** and will be structured as per the attached Annexure 1 ' Compensation Details. This will continue to be applicable until further communication on the same. Your annual total earning potential includes:

- Annual fixed compensation of **INR 650000/-**; this includes allowances and statutory benefits and will be structured in accordance with the Company's compensation guidelines. The said amount includes employer's contribution to Provident Fund, as applicable.

- Variable Bonus: You will be eligible to participate in the FY22 Individual Performance Bonus (IPB) Programme. Your indicative pay-out can range from **0%** to **21%** of the prorated fixed pay in the Fiscal Year, subject to the overall terms and conditions of the IPB, including but not limited to your individual performance achievements and the Company's performance. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the IPB programme guidelines. The IPB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

On joining you may undergo a training program to acquire the knowledge to enable you to successfully perform to the expectations of the position for which you are being considered for employment. This offer and your employment with the Company are contingent upon you successfully completing the training program as per the satisfaction of the Company. Failing which, the Company may, in its sole discretion, elect to terminate or suspend your employment immediately.

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**Heramba Chandra College**  
**Kolkata-700 029**

In the event a government body/authority exercising its jurisdiction and statutory power/authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

Your employment with the Company will be governed by the attached Annexure 2 ' Terms of Employment. You are required to carefully read and understand these Terms of Employment as a part of accepting this offer. As further detailed in the Terms of Employment, this offer and your employment with the Company is subject to satisfactory completion of verification and/or background or reference checks, which may occur at any time prior to or after your effective start date.

To indicate your acceptance of this offer and employment with Accenture, please submit a copy of this letter and all relevant Annexures with your signature on each page. In addition, please provide all the documentation identified in Annexure 4 ' Documentation.

At Accenture, the health and well-being of our people, our clients and the community is our top priority. We are also committed to complying with all government safety protocols as we bring our people to our offices. Before onboarding, we strongly encourage you to take both doses of the COVID-19 vaccine as per government prescribed timelines.

Please note, that compliance with these provisions is a condition precedent for the offer or your continued employment with the Company

You will be expected to work from the office in the location tagged to your role. In the current circumstances you may be allowed to work from home temporarily based on your assigned project. This offer is contingent to the above mentioned agreement.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with the Company are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, the Company may, in its sole discretion, elect to terminate or suspend your employment immediately.

This offer is contingent on us working together to determine an appropriate start date for your employment. The terms of this letter and this offer are valid for seven (7) days from the date of this letter. If we do not receive the above requested documents from you before the expiration of this period or after receiving your acceptance of this offer if you do not join the Company on a mutually agreed date of joining, or if, we are unable to set an alternative date, the terms of this letter and this offer will be deemed to have been rejected by you, unless otherwise communicated to you by the company in writing.

You agree and affirm that the information (personal or otherwise) shared by you at the time of registration and in the employee application form (EAF) is accurate, factually correct, and complete and no material information has been withheld by you. Accenture is providing this offer of employment basis preliminary information & documentation provided by you at the registration stage. You understand and acknowledge that this offer & your employment with Accenture shall be subject to further verification of details and materials/ documents provided to Accenture as well as any further verification deemed necessary to finalize your candidature. You may also be during your course of employment required by the company to provide documentation and information from time to time, you shall provide the same within the timelines prescribed by the company. Non furnishing of mandatory document/s within the specified time shall result in termination of employment.

**ARPITA**, we look forward to hearing from you regarding your decision to join our team. In the meantime, please do not hesitate to call **meenu.a.chauhan** at **9711626906** should you have anything you would like to discuss further.

We believe you have a successful career ahead of you and look forward to your joining us.  
Yours sincerely,




Jal  
Managing Director - Accenture Operations in India & Sri Lanka

ACKNOWLEDGED AND AGREED:

\_\_\_\_\_  
[Insert full legal name]

Date:

Candidate's signature \_\_\_\_\_ *Arpita Mandal*



**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**

*Arpita Mandal*

## ANNEXURE 1

Your compensation is as mentioned below:

Total Cash Compensation		
	Annual(INR)	
(A) Annual Fixed Compensation*	INR 650000	
(B) Variable Bonus earning potential	Min.	Max.
	0%	21%
Annual Total earning potential (A+B)	Min.	Max.
	INR 650000	INR 786500

(C)#Additional Benefits	
Gratuity for each year of service (indicative and assumed value calculated at an approximation of 4.81% of annual basic)	INR 10900
Notional Insurance Premium paid by Company	INR 11700

(D)##Additional Discretionary WFH Benefits/Reimbursements	
One-time WFH Assistance reimbursement	INR 18,000/-
Annual Internet reimbursement	INR 12,000/- (capped at INR 1,000/- per month)

(E)Optional opportunity to participate in the Employee Share Purchase Plan	
Employee Share Purchase plan – to purchase Accenture plc Class A ordinary shares at 15% discount on the fair market value	INR 9700 (discount opportunity with an optional investment of 10% of gross pay and no change in share price)

\*\*Annual Fixed Compensation includes employer's contribution to Provident Fund, as applicable.

### Note: For International Worker Only\*

As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the Government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

\*As defined by applicable law from time to time.

**Benefits applicable for current Company financial year:**

**In addition to your annual total cash compensation, you will be eligible for following benefits, which will be governed by Company policy:**

Insurance policy	Coverage for	Coverage amount	Premium paid by
Medical	Self, Spouse/partner (if you identify yourself as lesbian, gay, bisexual and transgender) & 2 Dependent children	INR 3,00,000/- per annum	Company
Personal Accident	Self	Up to 3 times of annual fixed compensation	Company
Life	Self	Equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000	Company
Future Service Liability	Self	Up to INR 20,00,000/-	Company
Employee Deposit Linked Insurance (EDLI)	Self	INR 705,000/- (If you contribute towards Employee Provident Fund)	Company

1. Medical Insurance for self, spouse and 2 dependent children up to INR 3,00,000 per annum. This plans allows for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.

a) You have the option of availing Accenture negotiated rates to cover your parents, parents-in-law and siblings up to INR 10,00,000 & any additional child up to INR **5,00,000** under a separate Insurance plan. You also can avail optional Top-Up and/or Critical Illness Policy for yourself and your dependents (spouse and 2 children) up to INR 10,00,000. The entire premium for this will have to be borne by you. These plans allow for coverage of pre-existing ailments. This is as per current arrangement with our Insurer and is subject to review from time to time.

b) For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined percentage of each claim, as under:

- 10% of such claims for self, spouse and 2 dependent children
- 20% of such claims for parents, parent's in-law, siblings, and additional children under the separate Insurance plan.

2. Personal Accident coverage for self, up to three times your annual fixed compensation.

a) You have the option of availing Supplemental Accident cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

3. Life Insurance coverage equivalent to one time of your annual fixed compensation with minimum cover of INR 5,00,000.

a) You have the option of availing Supplemental Life cover at Accenture negotiated rates for yourself and/or your spouse. The entire premium for this will have to be borne by you.

4. #C) Gratuity amount shown above is an indicative approximation of your annual eligibility, and the final payout of any gratuity amount will be determined in accordance with the applicable provisions of the Payment of Gratuity Act, 1972 (as may be amended from time to time), payable as per the Company policy on your exit

#(C) Notional Insurance Premium is an approximation based on individual factors which may include age, level and fixed pay depending on the insurance. Please note that there could hence be a slight difference in the actual premium amount borne by Accenture for your insurance coverage. The premium amount is directly paid by Accenture to the Insurance companies tied up with and will not be paid to you individually. Applicable only for current FY and can be withdrawn at any time at company's discretion

##(D) Reimbursements would be approved as per the policies' terms & conditions. Kindly refer to those before initiating a purchase. The reimbursement amounts are subject to company policy and discretion and maybe updated/reviewed/withdrawn at any time basis company discretion.

5. You will also be eligible for the Employee Stock Purchase Plan, which will provide a 15% Discounted Rate on ACN Stock traded on NYSE.

- Employee Stock Purchase Plan (ESPP): The Employee Share Purchase Plan gives the employee an opportunity to purchase Class A common shares in Accenture Limited at a discount through payroll contributions. By participating in this plan, an employee can develop his / her ownership in Accenture and increase his/ her stake in Accenture's success.

6. Accenture provides you with access to the Employee Assistance Program (EAP) at no cost. EAP helps you and your immediate family members deal with work-life stressors, family issues, financial concerns, relationship problems, and even drug or legal concerns. The EAP services cover up to 5 in-person visits, short-term counseling, confidential access to assessments, referrals and follow-up service

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the above benefits & guidelines.

#### **GST Clause:**

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

#### **General Tax:**

All compensation will be paid to you after deduction of tax at source, in accordance with applicable law. You will be solely liable for your personal tax liabilities, as per applicable law, both in India and abroad.



### **ANNEXURE 3**

### **DECLARATION**

I hereby represent and warrant that as of my effective start date of employment with Accenture Solutions Private Ltd (hereinafter referred to as 'the Company'), I will have: (a) terminated my employment with any current/previous employer and any other employment or contractor relationships; and (b) satisfactorily performed and completed all my obligations which apply/applied to me vis-à-vis any current/previous employer and any other employment or contractor relationships.

I hereby represent and warrant that I have not, during the course of any current/previous employer and any other employment or contractor relationships, entered into or agreed to any arrangement which may restrict, prohibit or debar or conflict, or be inconsistent with my acceptance of the offer made by the Company or employment with the Company, including, but not limited to, any time-bound non-compete agreement, restrictive employment agreement or other restrictive terms.

I hereby represent and warrant that I shall not bring into the Company premises (or use in any manner) any third party documents (regardless of media) or materials (including but not limited to trade secrets) with myself to the Company, including any such documents or materials from my previous employer. To the extent I feel that my employment at the Company would require me to bring any third party documents or materials to the Company, I shall not bring any such documents or materials unless I have taken all permissions/approvals from the third parties before accepting the offer from the Company. I further represent and warrant that I have not and will not inappropriately disclose or misuse any confidential information obtained from and/or in connection with any current/previous employer and any other employment or contractor relationships. I agree and acknowledge that a breach of this provision shall entitle the Company to terminate my services with immediate effect.

ACKNOWLEDGED AND AGREED:

Arpita Mandal  
[Insert full legal name]

Date:

#### **ANNEXURE 4**

#### **REQUIRED DOCUMENTATION**

1. Two passport size copies of your recent photograph
2. Copy of highest education certificates
3. Copy of any mark sheets (Last semester mandatory)
4. Relieving Letters from previous employer
5. Documents in support of your age (10th/12th Marksheet/ Passport Copy etc)
6. If you are ESIC Eligible as per your Compensation Plan (copy of ESIC card or Form 1 Declaration).
7. Copy of Aadhaar Card - We request you to provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC, labour welfare fund and others. Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and which are bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications. Do note that the provision of Aadhar details and seeding Aadhar with UAN as well as completing KYC requirements of EPFO is necessary and if you are unable to do so this may delay submission of your PF contributions to the regulators.



*Prasanta*  
**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**

**WIPRO INSURANCE SOLUTIONS**

MONTH/YEAR : FEBRUARY 2024  
 DESIGNATION : Process Associate  
 EMPCODE : 20400894  
 NAME : AISHIKI DAS  
 LOCATION : KOLKATA

LWP : 0  
 LWP REV: 0  
 PF NO. : PUPUN20181260000011311  
 UAN NO.: 101848282593  
 A/c No.: UTI - xxxxxxxxxxxx3784  
 NETPAY : 16596

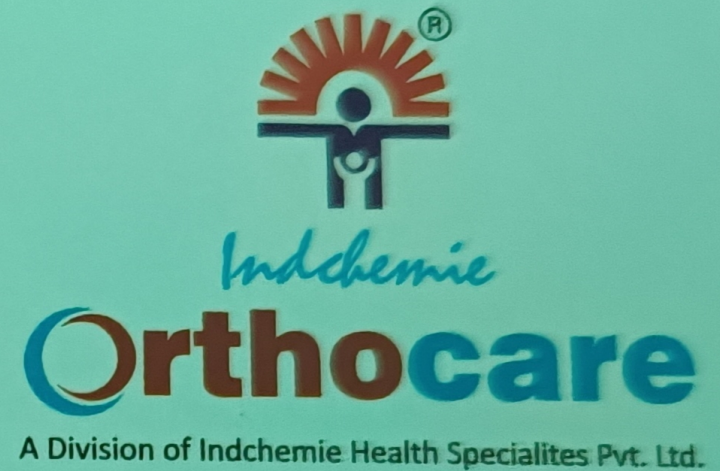
EARNINGS	REGULAR	ARREARS	DEDUCTIONS	
Basic	5062.00	0.00	Provident Fund	1197.00
HRA	2531.00	0.00	Profession Tax	130.00
WBP	4911.00	0.00	MEDPREM	275.00
Engagement Bonus	1432.00	0.00	ESI	138.00
Incentive	1700.00	0.00		
Shift Bonus	2700.00	0.00		
TOTAL:	18336.00	0.00	TOTAL	1740.00

**Note:**

- \*\* Please do not respond to this mail.
- \* Your Income Tax amount is computed based on NEWTAX Regime.  
 For any queries in tax deduction, please refer the IT projection link available in thedot.wipro.com => Apps => My Financials => Financial Reports.  
 For other queries, you may route your queries through wiprocio.service-now.com
- \*\* Wipro Benefit Plan (WBP) is available to the employees for allocating tax-exempt components  
 such as - Telephone Allowance, NPS and Children's Education Allowance.
- \* MEDPREM - indicates the monthly premium paid for Group Mediciclaim Insurance for Self and/or Spouse  
 For details, please check the Group Mediciclaim Insurance policy by logging in to thedot.wipro.com > My Policies > India > My Financials.



**AMAN SHAW**  
Medical Representative  
Mob.: 6290441023



**Indchemie Health Specialities Pvt. Ltd.**  
H.O.: 510, Shah & Nahar Industrial Estate, Dr. E. Moses Road, Worli, Mumbai - 400 018.  
Phone: 91-22-68424800, Fax: 91-22-68424845.  
Website: [www.indchemie.in](http://www.indchemie.in)

*Chandra*  
**Principal**  
**Heramba Chandra College**  
Kolkata-700 029



# GOOD LIFE HOSPITAL

Keeping You Well

Date: 04/07/2023

**Amit Kumar Samaddar**

Email: amitsamaddar97@gmail.com

Mob. +91-7044762037

## LETTER OF OFFER

**Congratulations!!!!**

We are pleased to offer you an Employment with M/S. GOOD LIFE HOSPITAL based on the interview discussions you had with us and your application submitted to us. Details of the terms and conditions of offer are as under:

1. You will be designated as Nursing Staff and will be based at our Bangalore Centre.
2. Your date of commencement of Employment will be on or before 04<sup>th</sup> July, 2023.
3. You will be entitled to receive compensation and benefits Gross Pay of Rs. 1,44,000. PA.
4. Your employment would be subject to the Terms & Conditions, mentioned in your appointment letter, which will be issued to you on your joining.
5. You will be on probation for a period of One Year from the date of joining.
6. Please bring along the below listed documents / details on your day of joining.

a) Date of Birth proof certificate (Copy of passport / birth certificate / S.S.L.C)

Original

Academic Certificates (all from 10th to Highest)

b) Original Resignation Letter with acknowledgement

c) Relieving letter from previous employer (Original)

d) Proof of compensation last drawn (3 Months - Original)

e) Six passport size photographs (Recent)

f) Bank Statement (six months)

g) Aadhar Card - Mandatory document

h) PAN card- Mandatory document

i) Address & Identification Proof

7. Kindly sign a copy of this letter as a token of your acceptance of this offer.

Looking forward to a long and mutually beneficial career with us.

For Good Life Hospital,  
Admission Officer

**Principal**  
**Heramba Chandra College**  
Kolkata-700 029

© #55/56, Bhoo Samartha Layout,  
K.S Halli, Seegehalli Road, Seegehalli, Bengaluru  
© goodlifehospitalbangalore@gmail.com ☎ 080 299 0000



OFFER LETTER Inbox

Mlzs Barrackpor 19/06/2023

to me, Principal ▾



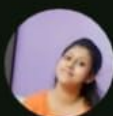
Dear Ananya ma'am,

We are pleased to inform you that our School has decided to offer you the post of PRT. Your joining date will be effective from 05-06-2023 and feel sure that you will contribute your skills and experience towards the growth and development of our school.

If the offer is acceptable to you, kindly confirm in writing. We look forward to hearing from you at your earliest convenience.

**Thanks & Regards****Mount Litera Zee School-Barrackpore****Mobile - 9875442599**Email ID : [mlzs.barrackpore@mountlitera.com](mailto:mlzs.barrackpore@mountlitera.com)Website : [mlzsbarrackpore.com](http://mlzsbarrackpore.com)

Mount Litera Zee School, North Kolkata, Barrackpore, profile picture



Ananya oliviya Ghosh 20/06/2023

to Mlzs, Principal ^

From Ananya oliviya Ghosh • [ananya1234ghosh@gmail.com](mailto:ananya1234ghosh@gmail.com)To Mlzs Barrackpor • [mlzs.barrackpore@mountlitera.com](mailto:mlzs.barrackpore@mountlitera.com)Cc Principal Barrackpor • [principal.barrackpore@mountlitera.com](mailto:principal.barrackpore@mountlitera.com)

Date 20 Jun 2023, 16:27

[See security details](#)

Principal  
Heramba Chandra College  
Kolkata-700 029

**Ms. Ananya Halder**  
Katlapara,  
Radhakantapur,  
Dist - South 24 Parganas,  
West Bengal-743354

## Letter of Incorporation

Dear Ms. Ananya Halder,

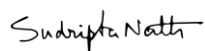
Greetings from **INVESMATE**!

With reference to your application and subsequent interview you had with us, we are pleased to offer you a **Full- Time job** title of **Junior Executive- Admin** at **INVESMATE**.

You have been incorporated with INVESMATE from **Tuesday, 29th August 2023**

With Regards,  
For INVESMATE EDTECH PVT LTD.

Accepted by



Sr. HR Lead-INVESMATE

Date: 02 Jul 2022

Mr Animesh Sinha  
972 Niranjapally Sonalipark Bandroni

Kolkata 700070

Employee No: 2497837

Dear Mr Animesh Sinha

### **Appointment Letter**

We are pleased to appoint you in our organization as Executive subject to the following terms and conditions:

1. Your contract will commence from 15 Jul 2022 and expire on 14 Jul 2023 during which you will render services to our Client at their premises subject to the terms and conditions of the engagement letter executed by you on 02 Jul 2022 and in accordance to the instructions received by you from us or any other authorized person and will be bound by our rules and regulations.
2. You hereby agree to be liable for the following terms and conditions:
  - i. Fully perform the services, in a professional manner, at the Client's location until the completion of the term of the work assignment.
  - ii. During the term of the work assignment, render services exclusively to the Client and such performance shall not be inconsistent with any obligation you may have to other third parties.
  - iii. Not engage in any conduct which is detrimental to the interest of the Client or TeamLease.
  - iv. Not receive any payments of any nature directly or indirectly from the Client unless agreed to by TeamLease.
  - v. Neither directly nor indirectly offers you for employment with the Client or its affiliates during the period of the work assignment without prior permission of TeamLease.
  - vi. Extend all cooperation to the Client's employees, consultants, representatives, etc, and do all such things as may be necessary and comply with all terms of the Appointment letter so as to effectively undertake the work.
  - vii. Report and be present at the designated location during the working hours mentioned herein and abide by the rules and regulations as required by the Client.
  - viii. Comply with the safety, health and other rules and regulations of TeamLease and the TeamLease Client that you have been made aware of.
  - ix. During the course of your contract, you can be transferred to a location within the territory of India as and when required by TeamLease for executing the services provided herein.
3. Should you be selected to perform the Work Assignment, the nature of your relationship with TeamLease will be that of a Contract of Service for a fixed period. By executing this letter of engagement neither do we offer you employment with TeamLease nor do you become an employee of TeamLease. Upon expiry or termination of the Work Assignment, your employment with TeamLease shall stand terminated forthwith.
4. Except for expiry of a Work Assignment due to completion/expiry of the same or in respect of a Work Assignment of one week or a lesser period of time, either party may terminate this Work Assignment Letter by issuing 15 days notice in writing or payment thereof.
5. Termination of this letter of engagement shall not affect the obligations of the parties that have been incurred prior to such termination and TeamLease shall promptly settle all your dues after making the applicable deductions.
6. You agree to defend, indemnify and hold TeamLease or the Client harmless from any and all claims, damages, liability, attorneys fees and expenses on account of your failure to satisfy any of your obligations under this work assignment letter or for misconduct or for violation of any law or creation of any legal liability by you.
7. Any dispute between you and TeamLease shall be referred to a sole arbitrator appointed by TeamLease. The arbitration shall be conducted in English language, in accordance with the Arbitration and Conciliation Act 1996, at Bangalore, Karnataka, India. This Engagement Letter shall be governed by the laws of India.
8. Details of your salary breakup will be as per the Annexure attached herein. You hereby authorize TeamLease to

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make all salary payments required to be made to you by TeamLease including all reimbursements either by way of Cheque or by directly crediting the amounts to your bank account.

9. The salary payout will be made latest by 9<sup>th</sup> of the following month.
10. You will be entitled to an employer's contribution of Provident fund to the extent of 12% of your basic salary and applicable ESI contribution. You will also be covered under Medical and Accident Insurance and will be entitled to all other statutory benefits whichever is applicable during the contract period. It is hereby clarified that if you fail to submit the ESIC, PF, Gratuity nomination forms together with any other document as required under the applicable labour legislations, TeamLease shall not incur any liability with regards to any Claims under the said applicable labour legislations.
11. In addition to the terms contained herein, your relationship with TeamLease may be subject to such other additional terms and conditions as may be communicated to you from time to time in writing by TeamLease and you hereby agree to have read and clearly understood the terms of employment provided in the Service Rules, which is attached herein.
12. During your employment with TeamLease, if we find any irregularity or insufficiency in the documents submitted by you, this Appointment Letter would stand cancelled/revoked.
13. The nature of your relationship with TeamLease will be that of contract of service from 15 Jul 2022 to 14 Jul 2023 . Upon expiry or termination of the work Assignment, your employment with TeamLease shall stand terminated forthwith.

We at TeamLease would like to create an environment and culture committed to co-operation, quality and responsiveness that permeates every activity. As a new entrant we would like you to add value to this process. Please return the copy of the Offer Letter enclosed after affixing your signature at the appropriate place on the Office Copy in token of your having read, agreed, fully understood and accepted the terms and conditions of appointment. Please send across the signed acknowledged copy to ROPS Team, Bangalore TeamLease Address which is mentioned below. In case we do not receive your acknowledgement copy within a period of 15 days from the date of joining, your assignment at TeamLease with the acceptance of your first salary from TeamLease will be conclusive proof of your acceptance in accordance of terms and conditions.

TeamLease neither accepts any consideration in the form of any cash or kind nor supports any policy of accepting such consideration by any third party for providing employment to prospective candidates. In the event you have paid any such amount to any employee, Officer, representative of TeamLease kindly bring the same to the immediate notice of your superiors or report the same to Teamlease through email or through the toll free number which is provide to you.

#### ENDORSEMENT

I hereby confirm acceptance of the above assignment, on the terms and conditions stipulated therein.

**For TEAMLEASE SERVICES LIMITED**

Accepted and Agreed



(Authorized Signatory)

Signature and date:

Name: ANIMESH SINHA

(Authorized Signatory)

(Name: ANVESH SINGH)

### Salary Annexure

Employee No: 2497837

Particulars	Amount
Basic	9530
House Rent Allowance	4765
Employer PF Contribution	1800
Insurance	55
Works Allowance	6737
Statutory Bonus	898
Employee Compensation	41
Total Amount	23826
Amount In Words(Rs)	Twenty Three Thousand Eight Hundred Twenty Six Rupees

### Net Pay Annexure

EARNINGS	Amount
Basic	9530
House Rent Allowance	4765
Works Allowance	6737
Statutory Bonus	898
<b>Gross Earnings</b>	<b>21930</b>
DEDUCTIONS *	Amount
Employee PF	1800
Professional Tax	130
<b>Total Deduction</b>	<b>1930</b>
<b>Net Salary</b>	<b>20000</b>

\* Income-tax deductions, if applicable, will be as per the Income-Tax Act, 1961

\*\* Annual components (like LTA, Medical Reimbursement) would be payable on claims and will be considered for exemption under Income Tax subject to receipt of valid bills for the Financial Year if applicable

Note : This statement is only for the purpose of information and is illustrative in nature

### **Mandatory Training Programme - Prevention of Sexual Harassment at Work Place - The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013 (Act)**

In accordance with the provisions of the above Act and the Policy of the Company to create awareness on prevention of sexual harassment at workplace, we urge you to undergo an online training programme, on the subject matter.

Please note that undergoing online training is mandatory for this engagement.

The link to undergo the programme and complete the evaluation is given below.

Link : <https://tconnect.teamlease.com/Learning>

The training programme shall be conducted on a regular basis every year. Please complete the training programme within 15 days of receipt of this letter, after which it shall be treated as a deemed compliance.



**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**

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understood your responsibilities in ensuring a safe workplace.


जनवरी 2024 माह की वेतन पर्ची / Salary Slip for the month of January 2024

कार्मिक संख्या / Employee No.		स्थान / Location	GHATAL	पैन / PAN	
नाम / Name	ARAFA KHATUN	विभाग / Department	GHATAL	पीआरएएन नं. / PRAN NO	
पद का नाम / Designation	SINGLE WINDOW OPERATOR A	खाता संख्या / Account No.		अंशदान प्रकार / Contribution Type	NPS Optee
नियुक्ति की तारीख / Date of Joining	16/08/2021	वैतनिक दिन / Paid Days	31	जनरेट करने की तिथि / Generated on:-	23/02/2024
प्रस्तावित सेवानिवृत्ति तिथि / Proposed Retirement Date	30/09/2058	अवैतनिक दिन / Unpaid Days	0	कर व्यवस्था / Tax Regime:-	New Regime
वेतन भुगतान तिथि / Salary Payment Date	25/01/2024				

आय / Earnings		कटौती / Deductions	
मूल वेतन / BASIC SALARY	26080.00	भविष्य निधि / PROVIDENT FUND	3873.14
महंगाई भत्ता / DEARNESS ALLOWANCE	12651.41	वृत्तिक कर / PROFESSIONAL TAX	200.00
आवास किराया भत्ता / HOUSE RENT ALLOWANCE	2673.20	त्यौहार ऋण / FESTIVAL LOAN	3000.00
वाहन भत्ता / CONVEYANCE ALLOWANCE	891.06	यूनियन शुल्क / UNION FEE	60.00
विशेष भत्ता (डी.ए.) / SP. ALLOWANCE (D.A)	6352.00	स्वैच्छिक योगदान / VOLUNTARY CONTRIBUTION	50.00
कुल / Total	48647.67	कुल / Total	7183.14
आय / Earnings - कटौती / Deductions = शुद्ध वेतन / Net salary		48647.67 - 7183.14 = 41464.53	

एनपीएस में अतिरिक्त 4% नियोक्ता अंशदान / ADDITIONAL NPS 4% EMPLOYER CONTRIBUTION	1549.26
--	---------

\*\*\*\*\* This is a computer generated pay slip and does not require signature or any company seal. \*\*\*\*\*

  
Principal  
Heramba Chandra College  
Kolkata-700 029





McLEOD RUSSEL

*Believe in tea*

4<sup>th</sup> January, 2024

Mr. Arjo Banerjee

Q No-K - 21/7

Double Road, Plaza

Telco Colony

Jamshedpur, Gobindpur

East Singhbhum (Jharkhand)

Pin: 831004

Dear Sir,

We are pleased to offer you an appointment in the Company with effect from 15<sup>th</sup> January, 2024 on the following terms and conditions:

**1. Designation:**

You will be designated as "**Management Trainee**" in the Accounts Department and shall be responsible for handling the Accounts related work and for all such assignments that may be entrusted to you from time to time.

**2. Posting:**

Your initial place of posting will be at Kolkata. Your services can however be transferred to any of the Company's offices or locations, which exists or may come into existence anywhere in the country or abroad.

**3. Salary:**

The Company will pay you all-inclusive Stipend of **Rs 25,000/-** per month (all-inclusive, subject to TDS).

**4. Leave Arrangements:** You will be entitled to:

**Privilege Leave:** On completion of one year of service.

**Sick Leave:** with or without pay for any period may be sanctioned at the discretion of the Management.

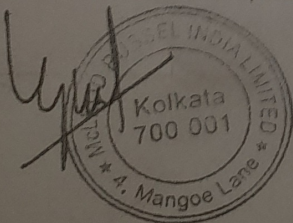
**Casual leave:** will be provided only on emergency, as per the discretion of the Head of the Department.

**5. Medical Reimbursement:**

You will be entitled to reimbursement of actual **Medical Expenses** for self, apart from membership of designated Insurance Company for medical insurance for self, as per the rules of the Company.

**6. Probation:**

You will be on probation for a period of one year, which may be extended at the discretion of the Company. While on probation the Management has the right to terminate your services at any time during the period of your probation without notice for any act or misconduct on your part or on your being found unsuitable for employment.



Registered Office :

**McLEOD RUSSEL INDIA LIMITED**

Corporate Identity Number (CIN) : L51109WB1998PLC087076

FOUR MANGO LANE, SURENDRA MOHAN GHOSH SARANI, KOLKATA - 700

TELEPHONE : 033-2210-1221, 2248-9434 / 35, FAX : 91-33-2248-8114 / 6

E-mail : administrator@mcleodrussel.com Website : www.mcleodrussel.com



A Williamson Magor Group Enterprise

**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**



**7 Medical Examination:**

This appointment is being made subject to your being declared fit by the Company's Medical Officer.

**8. Relationship to Directors:**

You will be required to declare that you are not related to any of the Directors of the Company within the meaning of Section 2 (76) the Companies Act, 2013.

**9. Notice:**

Your services will be terminated by 1 (one) calendar months' notice on either side. The Company reserves the right to pay one months' salary in lieu of such notice. In case you do not serve out the full notice period as stipulated above, you would be liable to provide monetary compensation to the Company for the Notice period not served by you.

**10. Private Work:**

While you are in the employment of the Company, it is to be understood that you are not permitted to undertake any other employment, without the Company's prior approval in writing and breach of this clause notwithstanding anything stated earlier in this letter may result in the summary termination of your services.

**11 Confidentiality:**

You will not divulge to any person whomsoever, and shall use your best endeavour to prevent publication or disclosure of any trade secret or manufacturing process or any information concerning the business or finances of the Company or any of its dealings, transactions or affairs which may come to your knowledge in the course of your employment or otherwise. Any failure to maintain secrecy and confidentiality in the conduct of your business dealings will warrant your summary dismissal and legal action. **Your Terms are strictly Confidential and we expect you to maintain confidentiality in this regard.**

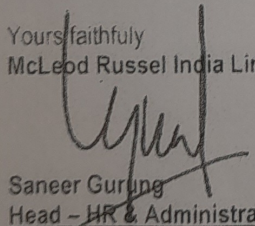
Your date of birth for the purpose of Company record is **4<sup>th</sup> December 1997.**

For all others matters and issues not mentioned herein, you will be governed by the Company Rules which are in existence as on date and which can get amended from time to time and would be governed by these amendments as and when these take place.

Please sign the duplicate copy of this letter as a token of your acceptance.

We welcome you to our organisation and hope you will have a long and prosperous career with us.

Yours faithfully  
McLeod Russel India Limited

  
Saneer Gurung  
Head - HR & Administration

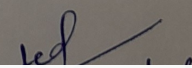



Acceptance:

I hereby accept the terms and conditions stated in this letter of appointment and I also declare that I am not related to any of the Directors of the Company within the meaning of Section 2 (76) of the Companies Act, 2013.

Mr: : Arjo Banerjee

Copy to : Salary Section  
: Personal File

  
  
**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**



Date : 30-09-2023

To

**Mr. Arko Chatterjee,**  
2, Chashadhopa Para Lane,  
B-Gurden, Haora,  
West Bengal - 711103.

Dear **Mr. Arko Chatterjee,**

**Subject: Your Appointment for the Position of Graphic Designer.**

With reference to your application and the subsequent interview you had with us, we have pleasure in giving you appointment for the above position in our Organisation subject to the following terms and conditions:

**1. Job Designation**

You shall be placed in the Job Designation as **Graphic Designer.**

**2. Date of Joining**

Your date of joining will be **01-10-2023.**

**3. Annual Compensation**

Your fixed annual compensation would be **Rs 1.36 Lacs.** Your salary as per structure is enclosed with this letter as "Annexure".

Please note that all the payments will be strictly as per the rules and regulations governed by the Income Tax act 1961 and any subsequent modifications.

You are expected to apply due diligence while submitting your claims for reimbursement of actual expenses and in case of any query the onus of explaining / justifying would rest with you only and no liability whatsoever would be taken up by the company.

**4. Annual Increment**

Your next increment will be due as per the Performance Appraisal Policy of the Company which will be payable on a proportionate basis for the first year.

**5. Probation**

You shall be on probation for a period of **Six months** from the date of commencement of your duties, the period of which may be further extended at the discretion of the Management. After the completion of the probationary period, your appointment will be confirmed in writing, subject to your satisfactory performance.

**6. Retirement**

Your retirement age shall be 60 years.

**7. Transferability**

Your initial place of posting will be **Kolkata;** however, your services are liable to be transferred from one location to another, anywhere in India or abroad.

**Tribeca Care Pvt Ltd**

**CIN : U85100WB2013PTC191192**

**Regd Office : 2A, Ramesh Mitra Road (2nd Floor), Bhawan**

**Head Office : 25D, Harish Mukherjee Road, Flat No. AB (1st Floor),**

**Office : +91 33 6606 4208. e-mail: enquiry@tribecacare.com, We**



*Ajay Bhattacharya*

**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**

**EMPLOYEE**  
**(Resident)**



**Arpita Mondal**

Date of Joining :  
29 Aug 2022

*Arpita Mondal*

*Principal*  
**Heramba Chandra College**  
Kolkata-700 029



# Barisha Purba Para High School (H.S.)

(Estd: 1966)

Govt. Sponsored

1, Purba Para School Road,

P.O. Thakurpukur, Kolkata-700 063

INDEX NO: Secondary C 1-024\*H.S. Code No.01271

E-mail: barishapurbaarahighschool@gmail.com

Website: www. barishapurbaarahighschool.co.in

Tel : 2497-2202

Mob: 9434517239

From:

Headmaster/Secretary/President

Ref. No. \_\_\_\_\_

Date: 19.03.2024

To,  
Sk Ashik Ali  
505 Parui Paka Road  
Kolkata 61

Sub: Appointment to the Post of a Business Studies Teacher on Temporary Basis.

Sir,

On behalf of the M.C. of Barisha Purba Para High School (H.S), I have the pleasure to inform you that you are hereby allowed to impart Business Studies to the students of Classes XI & XII of this school with immediate effect, provided you abide by the following terms and conditions:

- A. That your Appointment is purely temporary and liable to be terminated as and when a Government Approved Teacher joins the post.
- B. That neither the West Bengal Council of Higher Secondary Education nor the Govt. of West Bengal will have any liability at any time during your service period; and that you will not have any right to claim any benefit in future related to appointment in a substantive vacancy in this school or in any other school.
- C. That you will have to abide by the rules and regulations of the School as well as of the West Bengal Council of Higher Secondary Education.
- D. That you will have to act as an Examiner-cum-Scrutineer of your subject if appointed by the council.

You are requested to join the post within seven days of receiving this letter, failing which the appointment will be cancelled.

Thanking you,

Received a copy

*Sk Ashik Ali*

Yours truly,

Dr. Manas Kumar Pati  
Headmaster

*Dr. Manas Kumar Pati*

Principal  
Heramba Chandra College  
Kolkata-700 029

## **FASHION INSIGHT .**

**Diamond Chamber ,4,Chowringhee Lane,**  
**Kolkata - 700016 .**

**Gstin – 19AACFF2529H1ZI**

<b><u>Pay Slip NOVEMBER - 23</u></b>			
Employee Name	Avijit dey	Total Working Days	30
Designation	Staff	Paid Days	30
Department,		Bank Name	
Date of Joining	2023	Bank A/c No	
<b>Earnings</b>			
Basic Salary	11,000/-		
<b>Net Pay</b>			
Amount in Words		Eleven thousand only	

Employer Signature

vivo T2x 5G

ADey Mar 23, 2024, 19:59

Principal  
Heramba Chandra College  
Kolkata-700 029





Date: 23/06/2023

Mr. Avijit Ghosh,

Maheshtala

**Appointment Letter**

Dear Mr. Avijit Ghosh,

We have pleasure in appointing you as **DSE (Distributor Sales Executive)** in our organization to be based at **Maheshtala** with effect from **23/06/2023** on the following terms and conditions: -

**1. Placement & Compensation**

You will be placed in the appropriate band / responsibility level of the Company and will be entitled to a monthly CTC of **Rs.16,637/- (In Words: Sixteen Thousand Six Hundred & Thirty Seven only)**. Compensation will be governed by the rules of the Company on the subject, as applicable and/or amended hereafter.

Heads	Basic	SPL	Gross	PF	ESI	PTax	Net	EPF	Bonus	Gratuity	ESIC	CTC	CTC *12
Monthly	3786	10120	13906	1669	104	130	12003	1808	315	156	452	16637	199644

**2. Roles and Responsibilities** regulations of the organization as laid down in relation to conduct, discipline and other matters. You will always be alive to responsibilities and duties attached to your office and conduct yourself accordingly. You will be always required to follow the safety norms in conformity with safety policy of the company. Your work in the organization will be subject to the rules and regulations of the organization as laid down in relation to conduct, discipline and other matters.

**3. Posting and Transfer**

Your initial posting will be at Kolkata. However, your services are liable to be transferred, at the sole discretion of Management, in such other capacity as the company may determine, to any department / section, location, associate, sister concern or subsidiary, at any place in India or abroad, whether existing today or which may come up in future.

**4. Probation**

You will be on probation for a period of **Six months**. The period of probation can be extended at the discretion of the Management.

**5. Full time employment**

Your position is a whole-time employment with the Company, and you shall devote yourself exclusively to the business and interests of the company. You will not take up any other work for remuneration (part time or otherwise) or work in an advisory capacity or be interested directly or indirectly (except as shareholder / debenture holder), in any other trade or business during your employment with the company.

**6. Confidentiality**

You will not, at any time, during the employment or after, without the consent of the Director disclose or divulge or make public, except on legal obligations, any information regarding the Company's affairs or administration or research carried out, whether the same is confided to you or becomes known to you in the course of your service or otherwise. You shall not in any manner whether directly/ indirectly associate yourself with any competitor's firm during your period of service with us.

**7. Non-Competition**

During the term of your employment with the Company you shall neither enter nor shall in any manner whether directly or indirectly associate yourself with any competitor's firm or business without our prior written consent.

**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**



After leaving our organization, regardless of the reason for the employment cessation / termination, you shall not engage yourself, for minimum two years, from the date of resignation from the services of the company, with business of our nature or similar nature of business / work.

**8. Intellectual Property**

If you conceive any new or advanced method of improving designs/ processes/ formulae/ systems, etc. in relation to the business/ operations of the Company, such developments will be fully communicated to the company and will be, and remain, the sole right/ property of the Company.

**9. Past Records**

If any declaration given, or information furnished by you, to the company proves to be false, or if you are found to have willfully suppressed any material information, in such cases, you will be liable to removal from services without any notice.

**10. Change in Records**

It is the sole duty of the Employee to inform the Management and HR Department in writing about any change that may take place in terms; residential address or marital status of the Employee which is different than the information provided during the period of Joining.

**11. Retirement**

The retirement age is **60 years**. You will retire from the employment of the Company at the end of the month in which you attain 60 years of age.

**12. Separation/Termination**

In the event of separation,

- i. In Probation period either side may terminate the appointment by giving **15 days'** notice or by paying Fifteen days basic salary in lieu thereof.
- ii. After confirmation and completion of 6 months in the organization either side may terminate the appointment by giving **One-month (30 days)** notice or by paying One-month basic salary in lieu thereof.

The company will however, reserve the right to decide on the treatment and can waive the notice period or accept/disburse the payment in lieu of the notice period or insist in complying with the notice period as per clause.

- a. No notice is, however, necessary in the event of termination by the Company on disciplinary grounds.
- b. If under any circumstances, an employee absconds from work or chooses to proceed on leave without intimating his reporting boss, or Management, and if the period is more than Eight (8) days, then the Employees' employment will be construed to be automatically terminated and the Company will not be liable to pay any dues to the Employee, thereafter.
- c. Upon the termination of your employment, you will return to the Company the equipment, if any, all papers and documents relating to the business or affairs of the Company and will not retain any copies or extracts including Visiting cards, Letterheads, Rubber stamps, computers, Laptops, Mobile phones with SIM cards and any other item issued to you by the company.

**13. Medical Fitness**

This appointment is subject to your being, and remaining, medically fit.

**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**



# B. G. Distributors Private Limited

*Business Associate of Procter & Gamble*

111/1, Merrill Estate, B.T. Road, Kolkata-700 108

Phone : (033) 4603 6725

GSTIN No. : 19AACCB4807F1ZV ■ (CIN : U36999WB2004PTC100059)

Please return the duplicate copy of this letter duly signed as a token of your acceptance for the aforesaid terms.

Yours faithfully,

**B.G.DISTRIBUTORS PVT. LTD.**

*Syuti Sinha*

**H R MANAGER**

For **B G Distributors Pvt. Ltd.**

I have carefully gone through the contents of this letter of appointment and have understood the same. I have signed here as token of my acceptance of the same in total agreement of the terms and conditions stipulated herein above.

\_\_\_\_\_  
**Signature of the Employee**

*Ranjan*

**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**

## **REMOTE ADMIN INDEPENDENT CONTRACTOR AGREEMENT**


We are excited that you are interested in joining **SouthEnd Consulting Group** and herein after referred to as **"SouthEnd"**. We take great pride in providing clinicians the opportunity to grow and expand their private practices on our clinical platforms without the added expenses associated with running a practice.

This agreement defines the various aspects of your relationship with SouthEnd.

As you review this agreement, please do not hesitate to reach out with any questions.

All the best,

Donatus Anusionwu, CEO

  
**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**

This **REMOTE VIRTUAL ADMIN INDEPENDENT CONTRACTOR AGREEMENT** ("Agreement") is entered into as of February 17th, 2023, by and between **SouthEnd** and Ayush Bhattacharjee.

### Recitals

A. Group is SouthEnd Consulting

B. Remote Admin wishes to make its services available to SouthEnd for cash payments. In consideration of these premises and the respective promises, undertakings and covenants of the parties set forth and exchanged herein, SouthEnd and Remote Admin agree as follows:

#### I. INDEPENDENT CONTRACTOR STATUS

- a. Upon the Start Date, Remote Admin agrees to furnish **SouthEnd** as an independent contractor, subject to the terms and conditions set forth herein. Remote Admin shall have required minimum hours consistent with applicable law.

#### II. RESPONSIBILITIES OF SOUTHEND


- a. SouthEnd will provide Remote Admin with Patient Management (PM) and Electronic Health Record (EHR) software, as well as funds with which to pay for internet connectivity.

#### III. REMOTE ADMIN REPRESENTATIONS AND WARRANTIES

- a. Remote Admin represents, warrants and covenants as follows, and Remote Admin agrees to immediately notify SouthEnd if any of the following representations or warranties become inaccurate or false at any time during the Term of this Agreement:
  - i. Remote Admin has disclosed and will disclose to SouthEnd following matters, whether occurring at any time prior to or during the Term of this Agreement:
    - 1. Any claim (whether or not filed in court), settlement, settlement allocation, judgment, verdict or decree against Remote Admin;
    - 2. Any criminal complaint, indictment or criminal proceeding in which Remote Admin is named as a defendant;
    - 3. Any investigation or proceeding, whether administrative, civil or criminal, relating to an allegation against Remote Admin;
    - 4. Any health condition that impairs or may impair Remote Admin's ability to provide administrative services;
    - 5. Any allegation, or any investigation or proceeding based on any allegation, against Remote Admin, of violating professional ethics or standards, or engaging in illegal, immoral or other misconduct (of any nature or degree); and
  - ii. Remote Admin has the legal authority to enter into this Agreement and to fulfill all of Remote Admin's obligations under this Agreement.

#### IV. REMOTE ADMIN'S SERVICES AND RESPONSIBILITIES

- a. **General:** Remote Admin shall provide administrative services to SouthEnd, including but not limited to: (i) intake, scheduling, and processing of patient telehealth services, (ii) handling billing services to facilitate SouthEnd's provision of telehealth services.

  
**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**



telehealth services to patients, and (iii) other administrative tasks as occasionally required. Remote Admin shall strictly adhere to confidential treatment of patient records, including medical records as well as payment information.

- b. **Performance Standards:** In performing services under this Agreement, Remote Admin agrees at all times to (a) perform and act in accordance with all applicable ethical standards; and; (b) comply with all applicable federal, state and local laws and regulations.
- c. **Limitation of Authority:** Unless authorized by policy, written directive or the terms of this Agreement, Remote Admin is not authorized to enter into any contract or agreement or make any such undertakings on behalf of SouthEnd.

#### V. COMPENSATION

- a. In consideration of all services provided by Remote Admin under this Agreement, SouthEnd will pay Remote Admin the compensation set forth on **APPENDIX A**.

#### VI. TERM AND TERMINATION


- a. **Term.** This Agreement is effective on the Effective Date, has an initial term of one (1) year, and shall automatically renew for successive one (1) year renewal terms, unless earlier terminated as permitted herein (collectively, the "Term").
- b. **Termination without Cause.** Remote Admin shall have the right to terminate this Agreement on sixty (60) days' written notice to SouthEnd. SouthEnd shall have the right to terminate this Agreement at any time, immediately upon written notice to Remote Admin
- c. **Termination for Cause.** SouthEnd may terminate this Agreement for cause at any time, effective upon delivery of notice of termination to the other party. For purposes of this subsection, "cause" means the failure of the other party to comply with any material term of this Agreement within thirty (30) days after receipt of written notice that the other party is not in compliance with such material term.

#### VII. CONFIDENTIALITY

- a. **General.** All records, files, reports and documents pertaining to services provided to patients of SouthEnd by Remote Admin hereunder or SouthEnd, to the extent such files, reports and documents would be considered by a reasonable person to be confidential or proprietary ("Confidential Information") shall be held in strict confidence by Remote Admin and shall remain the sole property of SouthEnd. Remote Admin shall not, during or after the Term, disclose the SouthEnd's Confidential Information to any other person, or entity for any reason or purpose whatsoever, without the written consent of SouthEnd.
- b. **Remedies.** Remote Admin agrees that in the event of a breach of the confidentiality provisions of this Agreement, in addition to any other available remedies, an injunction, specific performance, or other equitable relief is available to SouthEnd without requiring SouthEnd to post bond to obtain such relief.

#### VIII. NOTICES

- a. All notices and other communications required or permitted hereunder must be in writing and are considered given and received when furnished to:

  
**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**

the other party (a) at the email address furnished by that party in the electronic portal maintained by SouthEnd on which Remote Admin has an account or (b) through such electronic portal.

IX. **INDEMNITY**


- a. Each party shall indemnify and hold the other party, its officers, directors, employees and agents, harmless from and against any and all actions, claims, demands and liabilities, and against all loss, damage, costs and expenses, including reasonable attorneys' fees, arising directly or indirectly out of the indemnifying party's negligence, willful misconduct, breach of this Agreement, or violation of applicable law.

X. **MISCELLANEOUS PROVISIONS**

- a. **Governing Law.** This Agreement is construed, and the rights and liabilities of the parties hereto determined, according to the internal laws of, and subject exclusively to the jurisdiction of the courts of, the State of New York.
- b. **No Third-Party Beneficiaries.** The parties to this Agreement have not entered into this Agreement for the benefit of any third party and do not intend that any benefits of this Agreement inure to the benefit of any third party.
- c. **Entire Agreement.** This Agreement constitutes the entire agreement of the parties hereto and supersedes and renders null and void all prior and contemporaneous agreements between the parties hereto with respect to the subject matter hereof.
- d. **Amendments.** No amendments or additions to this Agreement are binding unless set forth in a writing and signed by both parties. Notwithstanding the foregoing, SouthEnd has the right to amend this Agreement on thirty (30) days' written notice to Remote Admin.
- e. **Waiver.** Waiver of breach of or default under any term or provision of this Agreement by either party, by course of dealing or otherwise, is not deemed a waiver of any other breach or default under the same or a different provision of this Agreement.
- f. **Severability.** In the event any term or provision of this Agreement is rendered invalid or unenforceable by any valid act of Congress or a state legislature, or by any regulation duly promulgated by officers of the United States or of the State of New York acting in accordance with law, or is held by any court of competent jurisdiction to be invalid, void or unenforceable, the remaining provisions of this Agreement remain in full force and effect.
- g. **Assignment and Binding Effect.** Remote Admin may not assign this Agreement or delegate any of his/her duties under the Agreement.
- h. **Counterparts.** This Agreement may be executed in two counterparts, each of which separately shall constitute an original instrument but both of which together with this Agreement shall constitute one and the same instrument that is binding upon the parties notwithstanding that they each signed separate counterpart signature pages.

XI. **Required Items:** Remote Admin must submit the following documentation items:

- a. A Valid Governmental Picture ID
- b. In application, kindly provide documentation if the following *any disciplinary, peer review or professional review investig*

  
**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**

*complaint, indictment or criminal proceeding; any investigation or proceeding, whether administrative, civil or criminal, relating to an allegation; any allegation, investigation or proceeding based on any allegation, against PROVIDER, of violating professional ethics or standards, or engaging in illegal, immoral or other misconduct; and any denial or withdrawal of an application in any state for licensure, for medical staff privileges at any hospital or other health care entity, for board certification or recertification.*



**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**

## APPENDIX A

### REMOTE ADMIN COMPENSATION

**I. 1099 Contractor (Monthly Rate):**

- a. As a 1099 Contractor, Remote Admin shall be compensated at rate of USD\$400 per month (approximately INR 33108 based on exchange rates as of February 19<sup>th</sup>, 2023).

### IMPORTANT GUIDELINE

- I. Remote Admin agrees to at least a 35-hour work week, with 1-hour lunch if working more than 5 straight hours. Exact hourly schedule TBD.
- II. Remote Admin workload shall be determined by SouthEnd.
- III. Contractor reports directly to the following directors (in order of priority):
- a. Donatus Anusionwu
  - b. Lauren Giwa, LCSW
  - c. Reagan Anusionwu, PMHNP-BC, DNP(C)
- IV. **Remote Admin must notify SouthEnd via email or phone call at least 8 hours prior to assigned scheduled day for any sick call and 7 days ahead for any request to block schedule on SouthEnd scheduling system.**

IN WITNESS WHEREOF, the parties have duly executed this Remote Admin Independent Contractor Agreement on the date and year recorded below to be effective on the Effective Date.

**GROUP**  
**SouthEnd Consulting**

By: \_\_\_\_\_


SouthEnd Psychiatry

Date: \_\_\_\_\_

**REMOTE ADMIN**  
**Name: Ayush Bhattacharjee**

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

  
**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**


## ID Card



**Bikash Sardar**

<b>Employee Code</b>	238890
<b>Designation</b>	Executive Trainee
<b>Department</b>	Bancassurance
<b>Branch</b>	Kolkata - Gariahat
<b>Valid as on</b>	02nd April 2024

**Disclaimer:** This is a digitally generated ID card.  
Please check the validity of the ID card mentioned above.

  
**Principal**  
**Heramba Chandra College**  
Kolkata-700 029





# NEUROTHERAPY HOLISTIC HEALING.

21/5 Bankim Mukherjee Sarani, Sahapur Colony,  
New Alipore, Kol-53, Plot 65/56

Ph No. : 9835238552

[www.neurotherapykriehiv.co](http://www.neurotherapykriehiv.co)



Name : DEEPAJIT MONDAL

Designation : NEUROTHERAPIST

D.O.B. : 12/01/1990

Blood Group : B+

Mobile No. : 7439643539

*[Signature]*  
Authoriz

*[Signature]*

Principal  
Heramba Chandra College  
Kolkata-700 029

# ITC INTEGRATED BUSINESS SERVICES LIMITED

(Formerly known as ITC Investments & Holdings Limited)

Registered Office: VIRGINIA HOUSE, 37, J. L. NEHRU ROAD, KOLKATA – 700071

PHONE: (033) 2288-4086/6228/1946 • FAX: (033) 2288-9980 • CIN: U74110WB2012PLC176166 • e-mail: ITCIntegratedBusiness.Services@itc.in

Aug 29, 2023

**Chandrika Bhowal,**

58 A/1A P.G.H Shah Road,  
Gagan Apartments,  
Flat No A-3,  
Kolkata-700032

Dear Chandrika,

This is to confirm the terms upon which you are offered employment with ITC Integrated Business Services Limited (hereinafter called "the Company") which are as follows:

1. You will be employed by the Company in India on probation as **AP Analyst (Trainee)** for a period of 6 months from **5<sup>th</sup> September, 2023 to 4<sup>th</sup> March, 2024** or for such extended period as may subsequently be arranged provided your employment is not terminated at an earlier date hereinafter provided. During this probationary period your employment may be terminated by the Company at any time without notice or salary in lieu thereof and you may terminate your employment with the Company at any time during such probationary period on intimating your desire to do so to the Company in writing, provided all accounts between the Company and yourself are satisfactorily settled, in which event your consolidated salary will be paid to you up to the date on which your employment is terminated. During this probationary period, you will be paid a Basic/Consolidated salary of **Rs. 8,167/-** (Rupees Eight Thousand One Hundred Sixty-Seven only), a Special Allowance of **Rs. 9,711/-** (Rupees Nine Thousand Seven Hundred and Eleven only) and a House Rent Allowance of **Rs. 4,083/-** (Rupees Four Thousand Eighty-Three only) per month.
2. Subject to the provisions of Clause 10 of this agreement, on the completion of the period of service as a probationer to the satisfaction of the Company, you will be confirmed in the designation of **AP Analyst** and continue to serve the Company in India on the terms hereinafter contained or as the same may from time to time be modified by mutual consent.
3. From the commencement of your period as a confirmed **AP Analyst** any increase in consolidated salary which may be given to you from time to time will depend upon your satisfying the Company that you are deserving of an increase. You may also receive allowances in accordance with the Company's regulations from time to time in force. Your salary and allowances will be paid monthly on the last day of every month or otherwise in accordance with the regulations of the Company for the time being in force, whichever is earlier. You will be entitled to get leaves in accordance with the leave policy of the company.
4. You will retire on superannuation from the service of the Company on the day you complete 60 years of age. You will be eligible for membership of such of the retiral benefit funds as you may be entitled to join according to law.
5. You will be employed mainly in a managerial and/or administrative capacity of such nature as may from time to time be specified by the Company or any of its Directors or other officers. You will devote your whole time and attention to the business of the Company, obey and observe all lawful orders and instructions given to you, and generally use your best endeavors to promote the success of the Company.



Principal

(WHOLLY OWNED SUBSIDIARY OF ITC LT)

**Heramba Chandra College**  
Kolkata-700 029

# ITC INTEGRATED BUSINESS SERVICES LIMITED

*(Formerly known as ITC Investments & Holdings Limited)*

Registered Office: VIRGINIA HOUSE, 37, J. L. NEHRU ROAD, KOLKATA – 700071

PHONE: (033) 2288-4086/6228/1946 • FAX: (033) 2288-9980 • CIN: U74110WB2012PLC176166 • e-mail: ITCIntegratedBusiness.Services@itc.in

6. If you are required to travel on the Company's business, including on transfer to other postings in India, and neighboring countries, travelling expenses and transfer expenses will be paid according to the Company's scale applicable to you at the time, but if you are stationed at any one place for such length of time that the Company considers that place to be your Headquarters (even temporarily), no travelling expenses will be paid for the period you are so stationed.
7. It is a condition of your employment that you by virtue of having functions mainly of a managerial and/or administrative nature shall not be a member of or take part in or be associated with the activities of any workers' and clerical staff's Trade Union/s in connection with the Company or otherwise.
8. You will not, during the continuance of your employment with the Company, be engaged in any trade, business or occupation, other than the business of the Company, nor without the written consent of the Company be directly or indirectly interested in any other company or business manufacturing or trading in any products/services that Company is engaged in, or in any material or articles used by the Company in the manufacture, packing, dispatching or advertising of its goods and services.
9. You will not, either during your employment with the Company or after the termination of such employment, divulge to anyone any information relating to the Company's business including that of its holding company or any of its affairs.
10. If during your employment with the Company, you either wholly or partially, make, invent, suggest or in any manner acquire any inventions, process or recipe capable of being used in or relating to the manufacture, manipulation, storage or packing of any goods manufactured or dealt in by the Company, the same will be deemed to have been made, invented, suggested or acquired on behalf and for the benefit of the Company alone, and you will, at the request and cost of the Company assign to the Company the full benefit of such invention, process or recipe and any letters patent or other similar rights obtained by you in any country in respect thereof, but you will be entitled to be repaid by the Company any sums expended by you with the previous written consent of the Company in connection with any such invention, process or recipe.
11. It is one of the terms of your employment that you will at the company's expense and at such intervals as the company may reasonably require be vaccinated against smallpox and inoculated against typhoid fever, paratyphoid fever and cholera or such other diseases as the Company may from time to time direct. If you fail to produce to the company satisfactory evidence of such vaccination and inoculation in accordance with the Company's instructions, your service with the Company may be terminated without further notice under Clause 10 thereof.
12. (a) Your employment on confirmation as **AP Analyst** may be terminated at any time by either party giving to the other three months' notice in writing of its mere intention in this behalf.  
  
(b) If you commit a breach of this agreement or are guilty of misconduct (including drunkenness, dishonesty, absence without leave, infringement of the Company's regulations and disobedience to lawful orders or instructions) or conduct yourself in a manner calculated to bring to the Company or its employees into disrepute or if you borrow money from any of the customers of the Company or from anyone trading with the Company, you will be discharged immediately without notice or salary in lieu of notice and in such cases will have no claim on the Company whatsoever.  
  
(c) If you get into financial difficulties by extravagant living or betting or other similar causes or borrow money from any employee of the Company, the Company reserves the right to discharge you immediately without notice or salary in lieu of notice and, in such cases, you will have no claim on the Company whatsoever.
13. In the course of your employment, you may be required to disclose to the Company relevant personal information and data that may be sensitive. Please note that the Company may keep such information provided by you confidential and shall use the same for official purpose or for the purpose of the Company.

(WHOLLY OWNED SUBSIDIARY OF ITC LT)

Principal  
Heramba Chandra College  
Kolkata-700 029

# ITC INTEGRATED BUSINESS SERVICES LIMITED

(Formerly known as ITC Investments & Holdings Limited)

Registered Office: VIRGINIA HOUSE, 37, J. L. NEHRU ROAD, KOLKATA – 700071

PHONE: (033) 2288-4086/6228/1946 • FAX: (033) 2288-9980 • CIN: U74110WB2012PLC176166 • e-mail: ITCIntegratedBusiness.Services@itc.in

employment, you give your consent to the Company to collect such sensitive personal information and date and use the same for official purposes.

The terms herein above contained may from time to time be modified by mutual consent. If these terms are accepted by you, please so signify below.

Yours faithfully,  
ITC Integrated Business Services Limited



(Rajesh Mehrotra)  
Vice President and Head of Business, Shared Services

## ACKNOWLEDGEMENT CLAUSE:

I have read and understood the terms and conditions as above and I agree to abide by the same.

Signature 

Date.....30.08.2023.....

## DECLARATION:

I am a/not a relative of a Director of the Company within the meaning of Section 2(77) and 188 of the Companies Act, 2013 read with the Rules there under.

I am / I am not (strike-off whichever is not applicable) a child / spouse of a manager currently working in the Company, its holding company, its subsidiary companies and associate companies.

I was / I have not been (strike-off whichever is not applicable) earlier employed by the Company, its holding / subsidiary / associate companies.

Signature 

Date.....30.08.2023.....



(WHOLLY OWNED SUBSIDIARY OF ITC LT

Principal  
Heramba Chandra College  
Kolkata-700 029



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## Remuneration Offer

Miss Chandrika Bhowal

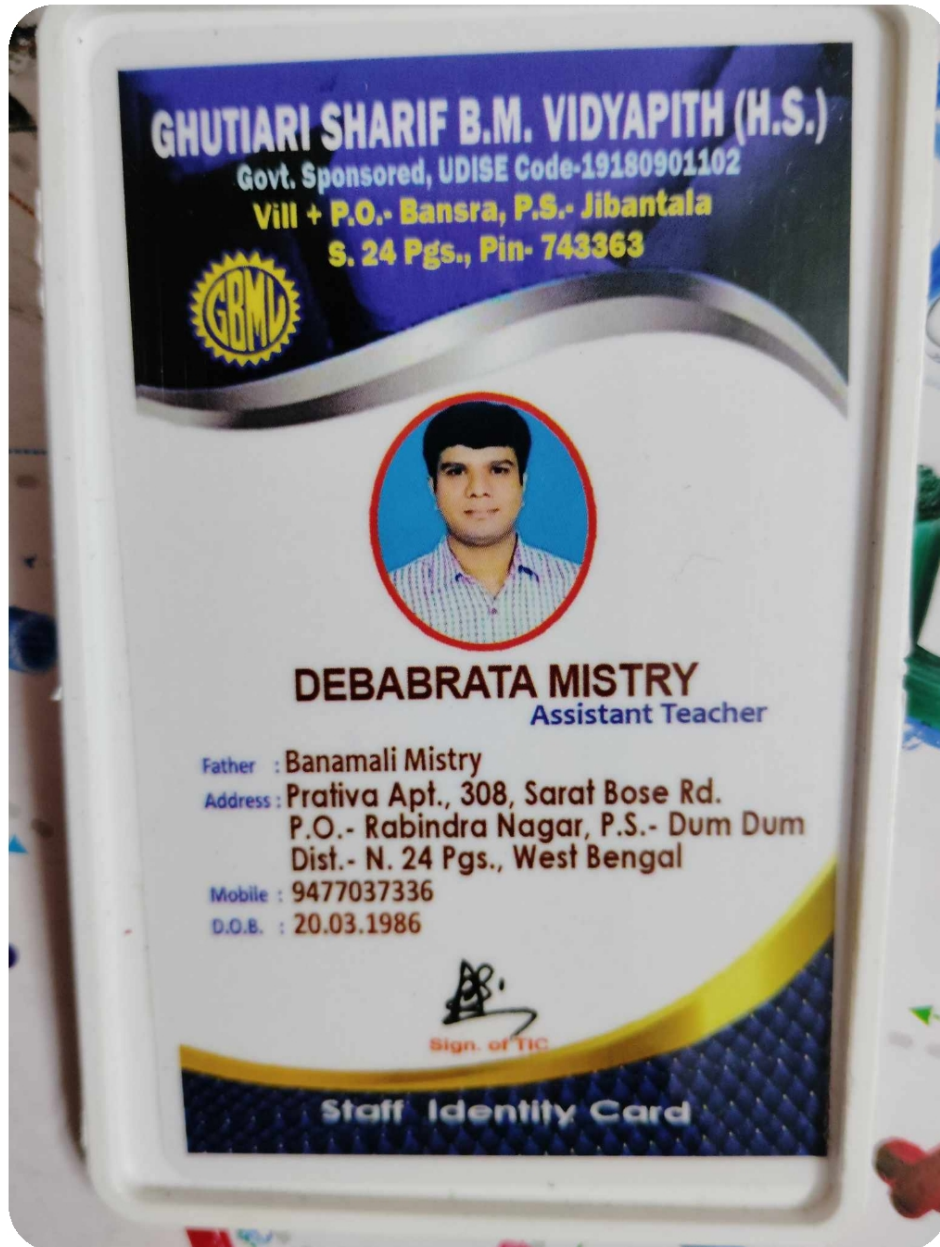
AP Analyst (Trainee), ITC Integrated Business Shared Services

Elements	Amount (in Rs.)
<b><u>Monthly Components</u></b>	
Basic Salary	8,167
Supplementary Allowance	9,711
House Rent Allowance	4,083
<b>Total per month (A)</b>	<b>21,961</b>
<b>Sub-Total (I = 12*A)</b>	<b>2,63,526</b>
<b><u>Annual Components</u></b>	
Superannuation Contributions by Company <sup>1</sup>	16,474
<b>Total CTC</b>	<b>2,80,000</b>
<b>Note:</b>	
1. Includes contributions by Company to PF, Gratuity as per applicable Schemes.	
Medical Assistance is payable as per applicable rules.	

Principal

(WHOLLY OWNED SUBSIDIARY OF ITC LTD.)

Heramba Chandra College  
Kolkata-700 029



*Bansara*

Principal  
Heramba Chandra College  
Kolkata-700 029



**Intugine Technologies Pvt. Ltd**

Attic Space Karna, 4th Floor, No.9, Marathahalli - Sarjapur Road, Koramangala 1st Block, Bengaluru, Karnataka 560034  
Contact @intugine.com|Phone--91-9986888311

9th March 2023

Dear Debisree,

We are pleased to offer you a job opportunity as a **Sales Development Representative** with **Intugine**.

We expect you to be fully committed to all the tasks assigned to you and deliver outstanding quality.

**Title:** Sales Development Representative

**Reporting Manager:** Aakriti Baghel

**Date of Joining:** 14th March 2023

You will need to revert to this Offer Letter extended to you by 10th March, 2023 to confirm the acceptance. The Offer will lapse post the mentioned date.

Congratulations, and we look forward to welcoming you as part of the Intugine Technologies Team!

Mrinal Rai

Intugine Technologies Pvt. Ltd.  
mrinal@intugine.com  
+91-9986888311

**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**



## **Intugine Technologies Pvt. Ltd**

No. 677, 3rd Floor, 16th Main Road, Behind BDA Complex, Koramangala 3 Block, Bengaluru, Karnataka 560034

Contact @intugine.com | Phone -- +91-9986888311

### **Annexure – A**

#### **1. Personal Particulars:**

You will keep us informed of any change in your residential address, your family status or any other relevant particulars. You will also let us know the name and address of your legal heir/nominee.

#### **2. Nature of Work:**

You will work at a high standard of initiative, creativity, efficiency and economy in the organization. The nature of work and your responsibilities will be assigned and explained to you by your seniors from time to time.

#### **3. Training:**

You will hold yourself in readiness for any training at any place, whenever required. Such training would be imparted to you at the company's expense. Kindly note that refusal to participate in a training program without any extraneous circumstances would lead to automatic termination of your employment.

#### **4. Intellectual Property Right:**

If during the period of your employment with us you achieve any invention, process improvement, operational improvement, or other process/method likely to result in a more efficient operation of any of the activities of the company, the company shall be entitled to use and utilize such improvement and you shall assign all rights thereof to the company for the purpose of seeking any patent rights or for any other purpose. The company shall have the sole ownership rights of all the intellectual property rights that you may create during the tenure of association with the company including but not limited to the creative concept that you may develop during your association with the company

#### **5. Secrecy/Confidentiality:**

You will not during the course of your employment with the company, or at any time thereafter divulge or disclose to any person whomsoever, make any use whatsoever for your own purpose or for any other purpose other than that of the company, of any information or knowledge obtained by you during your employment as to the business or affairs of the company including development, process reports and reporting system and you will during the course of your employment hereunder also use your best endeavor to prevent any other person from doing so.

#### **6. Salary Details:**

You are not to divulge any information about your Salary structure to fellow colleagues

**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**





## **Intugine Technologies Pvt. Ltd**

No. 677, 3rd Floor, 16th Main Road, Behind BDA Complex, Koramangala 3 Block, Bengaluru, Karnataka 560034

Contact @intugine.com|Phone--91-9986888311

### **7.Leave:**

You will be entitled to leave as per law in force and as laid down in the Standing Orders of the company. Three days' advance intimation is required to be given to avail leave for more than a day. In the event of a sick leave exceeding one day, you will be required to furnish a doctor's certificate for the period of leave. Company follows a diligent time schedule, which would be flexible in nature depending on the decision mutually made by the manager and the team. Coming late is discouraged, unless otherwise notified by you in advance for legitimate reasons. Late marks would be accorded for every late entry and three late marks would be counted as one day of absence.

\*Company's leave and work timing policies would be flexible based on the employee's and manager's mutual understanding.

### **8.Termination of Service:**

- i. Either party can terminate this employment by serving a notice of 2 months on the other. The company also has the option to terminate the employment with immediate effect and pay salary in lieu of the notice period. The employee is mandatorily required to serve a 2-month notice period before they leave the company.
- ii. Unauthorized absence or absence without permission from duty for a continuous period of 7 days will make you lose your lien on employment. In such case your employment shall automatically come to an end without any notice of termination or notice pay.
- iii. You will be governed by the laid down code of conduct of the company and if there is any breach of the same or non-conformance to the contractual obligation or with the terms and conditions laid down in this agreement, your service can be terminated without any notice; notwithstanding any other terms and conditions stipulated herein the company reserves the right to invoke other legal remedies as it deems fit to protect its legitimate interest.
- iv. Spreading rumors, soliciting employees of the company for outside employment or coercing co-workers to leave the company is strictly prohibited. Such actions will result in immediate termination of employment without notice and forfeiture of your holding amount.

### **9.Standing Orders:**

You will abide by the Standing Orders, rules & regulations and service conditions that may be in force or application to the organization or are framed from time to time by the company.

**Principal**  
**Heramba Chandra College**  
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### **10. Non -Solicitation Clause:**

You acknowledge that because of your position in the organization, you would have access to confidential information and client and vendor details. During the term of your employment and for one year thereafter, you shall not, directly or indirectly, solicit any person who, at the time of your termination of employment with the employer, was a client, customer, vendor, consultant, agent or potential client of the employer or its affiliates and with whom you had contact on behalf of the employer during such period, to discontinue business, in whole or in part. You further agree that, during such time, if such a client, customer, vendor, consultant, agent or potential client contacts you about discontinuing business with the organization or moving that business elsewhere, you will inform such client, customer, vendor, consultant, agent or potential client that you cannot discuss the matter further with him or her without the consent of the organization.

### **11. Deduction Clause:**

The employee hereby undertakes that he/she will be commencing the job roles assigned by the employer on the date mentioned in the Offer Letter, violation of this shall constitute a breach of this Agreement. Upon any violation of the provision hereof, the employee shall be liable to compensate the company with a penalty equivalent to one month of the gross salary of the employee. In case of revocation of the Offer Letter after acceptance but before commencement of the role by the employee then the employer shall compensate the employee with a penalty equivalent to one month of the gross salary of the employee and nothing further.

### **12.Appointment in Good Faith:**

It must be specifically understood that this offer is made based on your proficiency on technical/professional skills you have declared to possess as per your application for employment and your ability to handle any assignment/job independently. In case at a later date any of your statements/particulars furnished are found to be false or misleading, the company shall have the right to terminate your services forthwith without giving any notice notwithstanding any other terms and conditions stipulated therein.

### **13.Probation Period:**

You would be under probation for the first 2 months. The probation period will end on the basis of a performance review which will happen at the end of 2 months. During the probation period, either party can terminate this employment by serving a notice of 2 weeks on the other. You will be granted only one leave per month during your probation period.

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#### 14. Performance review:

The two performance review cycles would be from April to September and October to March. Increment will happen, depending on goals met, based on the Key Performance Indicators (KPIs) set mutually by the individual and the manager, and the growth of the company during that period.

#### 15. Salary Structure:

Components	PM	PA
Basic	19,100	229,200
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This is contingent on your individual performance and your contribution in the company and based on the goals met. This will be disbursed monthly.

**Total CTC inclusive of Fixed and Variable Pay would be 600000/-**

**Targets:** To be decided based on mutual discussion between the reporting manager and the employee.

  
**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**

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Please indicate your understanding and acceptance of the above terms and conditions by signing in the space provided below.

I accept.

(Signature, Name & Date)



**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**





**Intugine Technologies Pvt. Ltd**

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**Reporting Manager:** Aakriti Baghel

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**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**



### Intugine Technologies Pvt. Ltd

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**Targets:** To be decided based on mutual discussion between the reporting manager and the employee.

  
**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**



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Please indicate your understanding and acceptance of the above terms and conditions by signing in the space provided below.

I accept.

(Signature, Name & Date)



**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**






*Prasanta*

Principal  
Heramba Chandra College  
Kolkata-700 029



# PAUL TEA HOUSE

Debasjyoti Paul

 9038874202



## 65/B BAGHAJATIN BAZZAR

WHOLESALE & RETAIL



*Chandana*

Principal  
Heramba Chandra College  
Kolkata-700 029



**Debshikha Mondal**

EMPLOYEE ID: 14108

**Blood Group : A+**

Issuing Authority



**Emergency Contact : +91 9903246576**

Hi-Tech Film & Broadcast Academy Pvt. Ltd.  
113 A, Matheswartala road, K  
[www.hitechanimation.co](http://www.hitechanimation.co)

**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**



## **Letter of Contract**

To, Mr. Dipak Karmakar  
Maheshtala Jalkal, Post : Maheshtala, PS : Maheshtala, Dist : South 24 PGS, Kolkata 700141  
**Mobile No. : 6291133267**

With reference to your interview for employment and subsequent interface you had with us on 01-11-2021, we are pleased to appoint you as **System Executive – IEEE Pre-Editing** on the following terms and conditions, recorded below for your acceptance.

1. **Appointment:** Your appointment will be with affect from 08-11-2021. It is being made on contractual basis which commences from 08-11-2021 and expires on 30-11-2022. It can be extended further or terminated earlier with 15 day notice on either side, without assigning any reason.

2. **Compensation:** Your monthly emoluments shall be as follows:

Basic Pay	:	Rs. 3600.00
House Rent Allowance	:	Rs. 1500.00
<u>Conveyance Allowance</u>	:	<u>Rs. 900.00</u>
Total Pay	:	Rs. 6000.00


3. **Salary Components:** The management reserves the right to bifurcate the salary components, as it deems right or merge with any other allowance/allowances, at present or during any time in future.

4. **Employment Clause:** Since your appointment is being made for a specified period, you will neither have any right nor a lien on the job held by you. Also you will not claim regular employment even if there is such a vacancy for the post held by you or otherwise. Except 15 day's notice or Salary in lieu thereof, no compensation or remaining wages for an unexpired period of contractual appointment will be payable by the management, if your services are terminated before the aforesaid specified of your service.

5. **Place of Work:** At present, your place of work will be at Kolkata. However, you may be required to travel to various places as the company may require you to do for execution of various works of the company. At a future date, the company may transfer your job to such other places where the company may have its office, without affecting your terms of employment and emoluments thereon, While stationed at a particular place, if you are required to travel for the work of the company, you will be eligible for travelling allowance etc., as per the rules of the company.

6. **Working Hours:** The office timings are 10:00 AM to 7:00 PM from Monday to Saturday (General Shift). However, the timings are subject to change without prior notice.

7. **Verification:** This appointment is subject to verification of your academic/technical qualifications, and other antecedents including previous experience, mentioned and declaration given by you in your resume application for appointment. In case the same is found to be false or incorrect, presently or any time in future, or you are found to have wilfully suppressed any material information, you will be liable to removal from the services without any notice or payment and the appointment shall be considered null & void notwithstanding anything contained in this letter of appointment.

  
**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**



8. **Address:** address of communication provided at time of joining will be considered final one. Any change of address of communication should be intimated to company within 3 days of any such change.

9. **Absence:** Absence for a continuous period of 3 days without prior approval of your superior, (including overstay of leave/training), would be deemed to be abandonment of employment by you and your service with the company shall automatically come to an end without any notice or intimation.

**10. Professionalism & Conduct:**

(a) In course of your employment with the company, you are expected to exert high degree of professionalism in discharging your duties towards the company and in dealing with other employees of the company including your superiors. All your actions must be directed towards the best interests of the company. Your services will be liable to be terminated without any notice in case you are found guilty of dishonesty, disobedience, misappropriation, moral turpitude or misdemeanour, on proper inquiry and after giving you an opportunity to explain your stand.

(b) Any lapse, deficiency or negligence on your part in discharging of your duties and performing your job responsibilities will be viewed very seriously. On happening of such lapses etc, on your part, your employment with the Company would be liable to be terminated without any notice or any pay in lieu thereof and also make you liable to pay adequate damages to the Company.

(c) Any unauthorized use or misuse of Company's facilities including but not limited to Company's system, software, internet facilities etc., on your part, any violation of any of the stipulations of Company's security policy would also be treated as a serious lapse and violation of terms and conditions of your employment.

(d) Any invention, development, discovery, formulae, plan, specification, program, design, process, adaptation or improvement in procedure or other matters or work including any artistic, literary or other work which can be subject matter of copyright whatsoever, made, developed or discovered by the employee either alone or jointly with any other person or persons while in employment of the Company, in connection with or in any way affecting or relating to the business of the Company or capable of being used or adapted for use therein or in connection therewith shall forthwith be disclosed to the Company and shall belong to and be the absolute property of the Company.


(e) While in the employment of the Company, you are in no way allowed to be employed in any other Company on a temporary or part time basis or offer your services with or without pay to any physical person, legal entity or public authority or to be occupied in your own business without the prior consent of the Company. You will comply with all orders and directions given to you by the Company and faithfully observe all the rules, regulations, and arrangements applicable to you.

We wish you a very rewarding and successful career with Learning Spiral Private Limited.

Yours Sincerely,

**Mr. Debashis Roy Chowdhury**  
Sr. Manager

Signature of Employee

  
**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**

**Ms. DIPANNITA NASKAR**

**Insurance Consultant**



**Allianz** 

LIFE GOALS. DONE.

**Agent Code** : ABLIC1003327056  
**Contact No.** : 7686891957  
**Date of Issue** : 20/02/2024  
**Date of Expiry** : 28/02/2025

**Bajaj Allianz Life Insurance Company Limited.**



**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**



**Private & Confidential**

HRD / Aptlr / RH4457391  
Employee ID: 5081140

September 09, 2021

37 sripur road , kolkata,  
Umb hall,  
Kolkata - 700078

Dear Doel Paul,

Congratulations!

With reference to your application, clearing the selection process and acceptance of our offer letter dated **September 08, 2021**, we are pleased to appoint you in the services of ICICI Prudential Life Insurance company ltd (hereinafter referred to as 'the Company').

Your designation is **FIN. SERVICES CONSULTANT-PR** and you are placed in **1**. The Company shall have the **right to transfer you to any of its departments / offices** or depute you to group companies, **anywhere in India or overseas**. Your emoluments for the position will be as per Annexure I and the terms of engagement with the Company are as outlined in Annexure II.

Kindly sign this appointment letter and share a copy to reach us within period of 7 days from the receipt of this letter as a token of your acceptance of the Terms and Conditions as mentioned in Annexure I & II.

We look forward to working with you and wish you a long and successful career with the organization.

Yours sincerely,


**Manmay Madiman**  
Senior Vice President, Human Resources

**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**

Components	Rs. per annum
Basic	73500
Supplementary Allowance	106500
Flexible Compensation Plan	32867
Employer's Contribution to PF	21600
Employer's Contribution to Gratuity	3533
Minimum Statutory Bonus	7000
<b>Total Fixed Pay</b>	<b>245000</b>

1. Your initial posting will be at **Kolkatta - Gariahat**
2. **Basic:** The basic salary will be paid monthly through payroll and is subject to tax as per the prevailing Income tax rules.
3. **Flexible Compensation Plan** The employee is eligible to declare the components under Flexible Compensation Plan (FCP). The composition of FCP should be declared by the employee at the beginning of the year. Following are the indicative components as part of FCP.
  - 3.1.1. House Rent Allowance
  - 3.1.2. Conveyance Allowance
  - 3.1.3. Telephone Reimbursement
  - 3.1.4. Leave Travel Allowance
  - 3.1.5. Balance amount (not declared under any of the components) will be paid as Personal Pay every month subject to the deduction of taxes at source as per prevailing Income Tax Rules.

For claiming the expenses against the declared amount, employees will need to submit the bills. The bills should be submitted by the 19th of every month to get the credit in the same month. The unclaimed portion of the declared FCP components will be paid to the employee at the end of the year subject to deduction of tax at source as per prevailing Income Tax Rules.
4. **Provident Fund:** Your contribution towards provident fund would be 12% of the basic salary. The same will be deducted every month through payroll. A contribution of 12% of basic salary would be made by the Company as well.
5. **Gratuity:** Staff members completing 5 years of continuous service with the Company would be eligible for Gratuity at the time of retirement/resignation. The last basic salary computed on 15 days' basic salary for each completed year of service. The last basic salary drawn will be considered at the time of payment of Gratuity.

  
**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**



**6. Statutory Bonus / Performance Bonus (PLR) / Performance linked variable pay:**

**6.1.** For employees who are eligible for statutory bonus, the higher of minimum statutory bonus or performance bonus / incentive or Performance Linked Reward (PLR) based on your individual performance as per the guidelines applicable at your level. The performance based variable pay / bonus payment is at the discretion of the Company and the Company reserves the right to discontinue / modify any entitlement to any performance bonus scheme / guidelines and to change the level and terms of the scheme at its sole discretion from time to time.

Any amount is paid during the year shall be deemed as interim bonus or part payment, towards your entitlement to statutory bonus under the Payment of Bonus Act, 1965, as amended from time to time



**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**

## ANNEXURE II


### Terms & Conditions of Employment

1. You will be required to comply with the Rules of the Company and the Code of conduct.
2. You shall not violate any Applicable Anti-Bribery Law and the Anti Corruption and Bribery Policy of the Company.
3. You will not, without prior written permission from the Company or its authorized officials, carry on any business or profession or enter, for any part of your time, in any capacity, the services of, or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to your office work to promote the interest of the Company and will not divulge to any person or utilize any intellectual property, trade secrets or other related information (which you may possess by reason of your association with the Company) outside the Company. You will not divulge details like your compensation structure (CTC), performance rating, performance bonus amount, increment etc to any person or utilize/share any of the Company' secrets or other related information ( which you may possess by reason of your association with the Company ) with any external agencies, press etc. outside the Company. Any act of breach in this term would entail initiation of appropriate action as deemed fit by Company.
4. While you are in the services of the Company, you will adhere to the IT security practice & Procedures as prescribed by ICICI Prudential Life Insurance Company Ltd. Any instance/s of violation or any attempted violation of the aforesaid IT security practices & Procedures on your part will result in disciplinary action.
5. You will be entitled to leave of 28 working days in a financial year allocated on a pro-rata basis as per the Company's HR policy. Any unauthorized (without prior appropriate approval) leave of absence for a period exceeding ten days may lead to termination of employment except in cases of medical exigencies.
6. The appointment is made relying upon the information furnished and representation made by you from time to time. If any information or representation furnished by you is found to be incorrect or if any material information is detected by us to have been suppressed by you or any action on your part is found to be in contravention to the terms and conditions of employment or the Company's Code of Conduct, the Company will have the right to terminate your services at any time without notice. This is without prejudice to Company's right to initiate appropriate civil/ criminal action against you for the same.
7. In case you decide to resign from the services of the Company, you will be required to give to the Company 30 days' notice or pay a sum equivalent to 30 days gross salary (Basic + Flexible Compensation Plan) in lieu of such notice period. Where you wish to serve a partial or no notice period, the Company at its sole discretion, may reduce/waive-off the notice period. The Company will not be liable to pay for the notice period so reduced/waived-off on your request.
8. Where you wish to serve the entire notice period, the Company will reduce the notice period, fully or in part. In case the notice period is reduced by the Company, the Company will pay you a sum equivalent corresponding to the number of days by which the notice period has been reduced by the Company.



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**Kolkata-700 029**

9. The Company also has a right to terminate your employment by giving 30 days' notice or on payment of an amount equivalent to 30 days gross salary in lieu of the notice period.
10. You will be bound by the Employee Service Rules and such other Rules of the Company as may be applicable from time to time. The Company shall have the right to transfer you to any of its departments / offices or depute you to group companies, anywhere in India. In case of deputation to a group company the terms and conditions of your employment including gross salary and benefits, etc. as stated in this letter will continue to be applicable.
11. Your appointment and continuation in the Company is subject to our receiving a satisfactory report from the reference provided by you and you having no past or present criminal record in your name at the time of hiring or joining. Please note that while joining the services of the Company and the during the course of your services with the Company you would be required to notify the Company with the details of civil or criminal case/s against you in any court of Law or any complaint/Show cause notice/ prosecution with/ by any police station or by statutory authority, as also you will notify any outcome of such complaint like filing of Charge sheet/Arrest/Conviction/Acquittal/Discharge. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Company.
12. The Company reserves the right to conduct a background check regarding your antecedent address, educational qualification, prior experience, salary last drawn and any other information that the Company deems fit. In case the information is found to be incorrect in the antecedent /background check, the Company will have the right to terminate your services at any time without any notice.
13. Your appointment and continuation in the Company are subject to you being medically fit. The Company has the right to get you examined/ re examined from any medical practitioner whose findings shall be final.
14. Please note that during the course of your services with the Company or in the event of cessation of your services in future due to any reason whatsoever , you shall for a period of six months from the date of such cessation , directly or indirectly, either on your own accord or on behalf or in conjunction with any other person/s firm or Company refrain/desist from canvassing or soliciting or attempting to or inducing any employee(s)/ business associates(s) to leave their current employment with ICICI Prudential Life Insurance Company Ltd/ Group Companies/Business Partners to join the services of your new employer/firm/Company or any other competitor of the ICICI Prudential Life Insurance Company Ltd/ Group Companies/Business Partners. Any act in contravention of the above provision shall entail initiation of appropriate action as deemed fit by the Company.
15. Please note that during the course of your services with the Company you cannot be a member of any anti social/national outfits or of any outfit which is declared as banned by the Government. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Company.
16. Company expects resolution of issue/s relating to employment framework internally, at all times during your service period. In case of cessation of service due to any reason whatsoever. As such attempt to bring any outside influence - directly or indirectly to further your interest/s in respect of matters pertaining to your employment with the Company would amount to breach of employment contract leading to appropriate action.

  
**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**

17. Your services with the Company are liable to be terminated at any time during the services with the Company in the event of :-

- a) Any breach of the conditions mentioned in this letter on your part
- b) Suppression of any material information by you
- c) Any breach of the Rules & Regulations of the Company as applicable/may be made applicable to you from time to time

You will keep us informed of any change in your residential address, marital status, and change in nominations for Provident Fund or Gratuity, if any. You will be bound by the Rules and Regulations of the Company as laid down and subject to change without prior notice.



**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**





इण्डियन ओवरसीज़ बैंक

Indian Overseas Bank

केंद्रीय कार्यालय, पो बा न.3765 अण्णा सालै, चेन्नै 600 002

Central Office, P.B.No.3765, 763, Anna Salai, Chennai 600 002

मानव संसाधन प्रबंधन विभाग Human Resources Management Department,

पर्यवेक्षी अनुभाग Supervisory Section

HRMD/SUP/3121017619/2024-2025

फोन Tel. 044 - 2888 9297

044 - 7172 9751

ई-मेल E-mail - [padsup@jobnet.co.in](mailto:padsup@jobnet.co.in)  
दिनांक Date: 05.06.2024

श्री/सुश्री. Mr./Ms. GOUTAM SHARMA

S/D/o SURAJ SHARMA

JAGADIPOTA ROAD

KISHAN MARKET

SOUTH 24 PARGANAS

WEST BENGAL 700150

MOB - 9875424349

प्रिय महोदय / महोदया, Dear Sir / Madam,

#### स्टाफ - पर्यवेक्षी

आईबीपीएस सीआरपी पीओ/एमटी XIII - जूनियर प्रबंधन ग्रेड स्केल- I में सहायक प्रबंधक (परिवीक्षाधीन) के रूप में नियुक्ति का प्रस्ताव

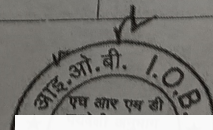
हम सहर्ष सूचित करते हैं कि कनिष्ठ प्रबंधन ग्रेड स्केल I में सहायक प्रबंधक (परिवीक्षाधीन) के पद हेतु आयोजित साक्षात्कार के अनुक्रम में, आपको हमारे बैंक में अनन्तिम तौर पर कनिष्ठ प्रबंधन ग्रेड स्केल - I में सहायक प्रबंधक (परिवीक्षाधीन) के रूप में चुना गया है, बशर्ते कि आप प्रमाण-पत्र / दस्तावेज़/बॉन्ड आदि प्रस्तुत करें। आपको सूचित किया जाता है कि दस्तावेज़ों की जांच हेतु आप 30.06.2024 को सुबह 10.00 बजे निम्न पते पर रिपोर्ट करें।

#### STAFF - SUPERVISING

IBPS CRP PO/MT XIII - OFFER OF APPOINTMENT AS ASSISTANT MANAGER (ON PROBATION) IN JUNIOR MANAGEMENT GRADE SCALE- I

We are glad to inform you that, further to the interview held for the post of Assistant Manager (On Probation) in Junior Management Grade Scale-I, we now advise that you have been provisionally selected as Assistant Manager (On Probation) in Junior Management Grade Scale-I in our Bank subject to production of certificates / documents/Bond etc. You are advised to report at 10.00 A.M. at the following address on 30.06.2024 for verification of documents.

<p>आइओबी IOB</p>	<p>इण्डियन ओवरसीज़ बैंक स्टाफ कॉलेज, संख्या. 230, 7/ए- जवाहर लाल नेहरू रोड, वीआर मॉल के पास, ओल्ड तिरुमंगलम, अण्णा नगर, चेन्नै - 600 040 INDIAN OVERSEAS BANK STAFF COLLEGE, No.230, 7/A-JAWAHARLAL NEHRU ROAD, NEAR VR MALL, OLD THIRUMANGALAM, ANNA NAGAR, CHENNAI - 600040</p>	<p>संपर्क सूत्र CONTACT No. 044-71729751 044-28889297 044-26156488 - For location queries</p>
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*Heramba Chandra*  
Principal  
Heramba Chandra College  
Kolkata-700 029



नियुक्ति का यह प्रस्ताव निम्नलिखित निबंधनों और शर्तों के अधीन है :

This offer of appointment is subject to the following terms and conditions:

1) आप प्रति माह निम्नवत वेतन व भत्तों के पात्र होंगे बशर्ते कि आप रिपोर्ट करें ।

1) You will draw the following salary and allowances per month subject to your reporting:

मूल वेतन	रु 48480/- (रु 48480/- (2000/7) - 62480/- (2340/2) - 67160/- (2680/7) - 85920) के वेतनमान में (जोकि अधिकारी सेवा विनियमों में संशोधन के अधीन है)
महंगाई भत्ता	जीवन-यापन की लागत के अनुसार बदलता रहेगा (जो वर्तमान में मूल वेतन व विशेष भत्ते का 15.73% है)
आवास किराया भत्ता	तैनाती के स्थान के सूचकांक के अनुसार (वर्तमान में मूल वेतन पर 8% से 10% तक)
नगर प्रतिकर भत्ता	जैसा कि तैनाती के स्थान पर लागू हो (न्यूनतम रु. 1,900/- प्रति माह और अधिकतम रु. 2,300/- प्रति माह)
विशेष भत्ता	मूल वेतन का 26.50% और महंगाई भत्ता
स्थान भत्ता	गैर- सीसीए केन्द्रों के अलावा किसी भी अन्य स्थान पर नियुक्त अधिकारियों के लिए नियत भत्ता रूपये 1200/- देय
लर्निंग भत्ता	लागू महंगाई भत्ते सहित रूपये 850/- प्रति माह

Basic Pay	Rs. 48480/- (in the scale of pay Rs. 48480/- (2000/7) - 62480/- (2340/2) - 67160/- (2680/7) - 85920) (subject to amendment of Officers' service Regulations)
Dearness Allowance	Will vary according to cost of living (which is at present 15.73% of Basic Pay and Special Allowance)
House Rent Allowance	As applicable to the place of posting index (8% to 10% on Basic pay)
City Compensatory Allowance	As applicable to the place of posting (Minimum of Rs. 1900/- per month and maximum of Rs. 2300/- per month)
Special Allowance	26.50 % of Basic Pay and DA thereon
Location allowance	Fixed allowance of Rs.1200/- per month payable to officers posted in Non - CCA centres
Learning allowance	Rs. 850/- per month together with applicable DA



**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**

**(no subject)**

1 message

**Anand, Atul** <Atul.Anand@genpact.com>  
To: HCC College <placementhcc@gmail.com>

Fri, Oct 28, 2022 at 1:23 PM

Hi Sir,


Please find below the candidates who got selected.

UID	Taleo id	Account	Sub Process	Current Status	Name of Candidate	Phone number	Email Address
5393266	HIG009948	Facebook	Content Moderation -Bengali	Joining	Rudrashish Bhattacharya	8777529056	<a href="mailto:rudrashishbhattacharya.rb@gmail.com">rudrashishbhattacharya.rb@gmail.com</a>
Dropped	HIG009948	Facebook	Content Moderation -Bengali	Joining	Shourya Roy	8961051534	<a href="mailto:shouryaroy80@gmail.com">shouryaroy80@gmail.com</a>
Dropped	HIG009948	Facebook	Content Moderation -Bengali	Joining	Shrestha Roy	6291256902	<a href="mailto:shrestharoy9836@gmail.com">shrestharoy9836@gmail.com</a>
4280976	HIG009948	Facebook	Content Moderation -Bengali	Joining	TRIPARNA DEY	7908788567	<a href="mailto:18triparnadey@gmail.com">18triparnadey@gmail.com</a>

Thanks &amp; Regards



**Atul Anand**  
Human Resources – Recruitment  
Genpact, Bangalore, India.  
Ph.No - 7001010849

  
**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**

**From:** Central Placement Committee West Bengal <[placement@cpcbengal.org.in](mailto:placement@cpcbengal.org.in)>

**Sent:** 28 October 2022 11:01

**To:** Margabandhu, Satish <[Satish.Margabandhu@genpact.com](mailto:Satish.Margabandhu@genpact.com)>

**Cc:** Anand, Atul <[Atul.Anand@genpact.com](mailto:Atul.Anand@genpact.com)>

**Subject:** Proposal for Off/Pooled Campus Recruitment Drive for Graduate/Post-Graduate Students of West Bengal - Central Placement Committee, West Bengal



**WARNING - This email originated outside of Genpact.**

Do not reply, click on links or open attachments unless you recognize the sender and know the content is safe. If you believe the content of this email may be unsafe, please forward it as an attachment to [thislookspishy@genpact.com](mailto:thislookspishy@genpact.com) or use the 'This Looks Phishy' Outlook button.

*Hello Mr. Satish,*

*Greetings from Central Placement Committee (CPC), West Bengal !!!*

*Hope you are doing well.*

*At the outset, we express our sincere gratitude to you and your team for considering students of West Bengal for a long time and till now many students have been placed through your such kind support. We really appreciate the same.*

*In reference to the discussion we had with you yesterday regarding an off campus drive of 2022 pass out students in the near future.*

*As discussed, we request you to kindly share the required details of hiring so that we can take necessary action accordingly.*

**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**



Recently we have conducted a virtual drive for IBM and currently we are conducting the drive for Open Five. Few more companies are in the pipeline to start their process shortly.

**We refer to the companies mentioned below conducted many pooled campus drives through the Central Placement Committee and all have highly appreciated our support.**

Please find below the detailed introduction and activities of CPC , West Bengal:

It gives us immense pleasure to introduce the CPC, a team of highly motivated and dedicated individuals from different Institutes of West Bengal, who selflessly and relentlessly work for providing placement supports and opportunities to the meritorious and enthusiastic students who are mainly located in rural belts along with other main region where the opportunities are limited. Placement Committee supervises and manages the whole placement process which includes but is not limited to interacting with the recruitment company HR representatives, reaching out to Institutes/Universities for required students database based on company's eligibility conditions/criteria, arranging necessary infrastructure to conduct the placement drive for all students of West Bengal. CPC strives to maintain Corporate relations with the potential recruiters, develop a sense of trust, belief amongst the industries wrt West Bengal and its immense talent pool, maintain Database of Companies and establishing strategic links for campus recruitment, get in touch with corporate, start-ups for different sectors and tap in opportunities and lastly, to assist recruiters to achieve their hiring goals. It is the endeavor of CPC to keep the entire process fully democratic, transparent, inclusive and to ensure that student expectations and goals are kept in mind so that maximum benefit is provided to students..


Since the past 8 years the members of CPC have been associated with all central placement activities with active participation and thereby supported by all private and government institutes / universities of West Bengal. In the vein, CPC is grateful, and deeply appreciates the leading corporate who have reposed their faith by supporting West Bengal for the past many years.

If you consider the following renowned institutes in the drive we will be happy to invite them as well. In the past, few institutes from the given list have already participated in Cognizant Pooled Campus Drive :

1. Maulana Abul Kalam Azad University of Technology (MAKAUT), over 90 affiliating colleges.
2. Jadavpur University (JU)
3. IIST (Formerly BESU), Shibpur (IIST)
4. NIT, Durgapur
5. Calcutta University (CU)
6. University Institute of Technology (UIT)
7. Aliah University
8. All Govt. Colleges and Pvt. Colleges of West Bengal and .... many more as per your suggestion

So far, many prestigious campus placements have already taken place by the support of the members of this committee. PFB the list of few companies who have already conducted big pooled campus drives so far :

1. IBM
2. TCS
3. CTS
4. Wipro
5. L & T Infotech
6. Tech Mahindra
7. Persistent
8. Ericsson

  
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9. IGATE  
10. Infosys  
11. HSBC Software  
12. Capgemini  
13. Huawei  
14. Exilant  
15. Prolifics (Formerly Semanticspace)  
16. Odessa Technologies

17. Subex Ltd.

18. Pratian Tech

19. Kreeti Technologies

20. Amazon

21. Xoriant

22. CloudKaptan

23. BYJU's

24. Nihilent

25. HCL

26. ITC Infotech

27. Alumnus Software

28. Promact Infotech

29. Bhavan Cybertech

30. Genpact

31. Rakon India

32. Maventic

33. British Telecommunication and .....many more

**Unique facilities to be offered for centralized pooled drive through Central Placement Committee (CPC), West Bengal:**

1. List of students having knowledge on latest technology
2. List of students having English medium background
3. Students available from leading Govt. Colleges / Universities of West Bengal
4. Students available from [B.Tech/BCA/BBA/B.Sc/B.Com/B.Pharma/ Diploma / M.Tech /M.Sc/MBA etc.](#)

Such appreciation letters and accolades from Institutes further authenticate and ratify our honest and sincere efforts over the years for the sake of students--AND NOBODY ELSE. AND OUR CORPORATES IS TO BRING SMILES TO STUDENTS WITHOUT ANY DISCRIMINATION, FEAR OR FAVOUR. WE PROVIDE A LEVEL PLAYING AND EQUITABLE FIELD, WHERE ALL INSTITUTES PARTICIPATE WITHOUT ANY BIAS AND ONLY THE BEST STUDENTS AFTER THE RECRUITMENT PROCESS COME OUT WINNERS.



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**Kolkata-700 029**

**All activities of the Committee are purely voluntary, non-profit and with absolutely no monetary transactions and/or consideration.** DEAR CORPORATE LEADERS AND CITIZENS, turning employment into a lot of work, perseverance and intent. It doesn't just happen. When it comes to exploring and pursuing your hiring options from Bengal, the CPC's team is ready to help. CPC is ready to help you in recruitment of engineering/management post graduates and

graduates, diploma holders, BBA, BCA, PHARMA, B.COM students and other streams etc. Engineering education system in West Bengal is a time-tested paradigm catering for decades to the industries and academia. Culturally and ethnically diverse West Bengal is replete with allures of history, heritage and tourist pleasures.


IF YOU ARE LOOKING TO COME TO BENGAL FOR FRESHERS RECRUITMENT---WE ARE YOUR ONE STOP SOLUTION--PLEASE LOOK NO FURTHER. AS PER THE LATEST EMPLOY-ABILITY REPORT OF ASPIRING MINDS-2019, BENGAL FINDS ITSELF IN THE TOP 25 PERCENTILES WRT EMPLOYABILITY--among the states with highest employability percentages---TRY US--TRY BENGAL--TO DISBELIEVE.

In this context, we request you to kindly confirm a suitable date at your convenience for the aforesaid pooled campus drive of 2023 passing out batch so that, we can block the date particularly for your esteemed organisation.

Looking forward to having a long and fruitful association with your esteemed organization.

Best Regards,

Dipak Das | Convener | Central Placement Committee, West Bengal | Email I'd : [placement@cpcbengal.org.in](mailto:placement@cpcbengal.org.in), [placement.cpcbengal@gmail.com](mailto:placement.cpcbengal@gmail.com) | M 9051667266 | Website : [www.cpcbengal.org.in](http://www.cpcbengal.org.in)

  
**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**

**Education Detail of Subhankar Palit (Urgent)**

1 message

**Harish Bhatt** <education1@iiservz.com>  
To: confirmtestimonialhcc@gmail.com  
Cc: Tanuj Gupta <edu.lead@iiservz.com>


Wed, Feb 8, 2023 at 12:31 PM

Dear Sir/Ma'am,

Greetings of the day.

This request is regarding the Education details check of your Ex-Student **Subhankar Palit** Who has claimed to have studied in your College/University. Request you to kindly provide your feedback in the format given below as soon as possible.

Request For Education details		
Respondent Name		
Designation & Dept.		
Date of Confirmation		
Contact Details		
Particulars	Applicant's Claim	Feedback
Applicant Name	Subhankar Palit	
Father Name	Pradip Kumar Palit	
College Name	Heramba Chandra College	
University Name	University Of Calcutta	
Course Name	Bachelor Of Commerce	

  
**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**

Roll Number/Register Number	1043-61-0446	
Year of Passing	2017	
Full Time/Distance Learning Course		
Period		
Total Marks/Grade		
Passing Division		
Additional Comments		

*Thanks & Regards,*

*Harish bhatt*

*Verification Team*

*Integrated Information Services Pvt Ltd*

*Plot No-6 1st floor ,Sector – 140, |Greater Noida-201310*


*Gautam Buddh Nagar |Uttar Pradesh*

*M-8449500389*



**Integrated Information Services Pvt Ltd**  
 Plot No.6, Sector 140, Noida, UP 201305  
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**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**



1561171-20230202\_171737\_copy\_1278x1806\_1 (1).jpg  
976K

*Principal*  
**Heramba Chandra College**  
Kolkata-700 029



## Campus Hiring Proposal for 2022 & 2023 Graduates - Heramba Chandra College, Kolkata - OR - Placement with HDFC Bank

15 messages

**Suhas Saklikar** <suhas.saklikar1@hdfcbank.com>

Fri, Sep 16, 2022 at 6:58 PM

To: "placementhcc@gmail.com" &lt;placementhcc@gmail.com&gt;

Cc: Urvashi Singh &lt;Urvashi.Singh@hdfcbank.com&gt;, SHRUTORSI MUKERJEE &lt;shrutorsi.mukerjee1@hdfcbank.com&gt;

Classification - Public

Classification - Public

Dear Bodhisattwa,

**Greetings from HDFC Bank!**

We hope this e-mail finds you well.

As India's fastest growing Bank - we are constantly on the lookout for bright young talent that can help us grow further from strength to strength. We are pleased to digitally connect with your reputed institute to discuss this avenue for partnership.

Your college has consistently displayed its academic prowess by grooming good quality talent year on year - with the right skill set to be employable in the industry. We would like to partner with your esteemed institution in an attempt to select and groom the next generation of bankers.

Please take a look at the attached proposal and do let us know a good time to connect further.

*HDFC Bank is offering an Employment Opportunity to graduates of 2022 & 2023 from your institute:*

Selected candidates will be hired as Personal Bankers in the grade of **"Trainee"** at an annual gross compensation of **Rs. 3.5 lakhs**. Detailed job description has been attached.

On **successful completion of a 1-year probation** period post joining, candidates will be confirmed at the grade of **Assistant Manager**.

We are looking to consider students in the **following streams** in your institution:

1. English Honours
2. Maths Honours
3. Physics / Chemistry / Botany
4. Computer Application
5. Business Administration
6. B.Com/ Statistics
7. BA Economics


*Next Steps:*

(i) We request the list of unplaced & interested students from **Batch of 2022** (for starters we only require the basic details like name, email, mobile number, course specialization) - we will first assign the online assessment with the basic information, and then based on results - we will take the hiring process further.

(ii) We request details of your outgoing **Batch of 2023** in the attached excel template. You may share details of students from the above-mentioned streams who are interested in an opportunity with HDFC Bank.

We look forward to partnering with you in this campus hiring endeavor. Please feel free to reach out to me for any further details.




**Thanks and Regards,**
**Suhas Saklikar**
**+91 9619990945**
**HDFC Bank**

  
**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**

Classification - Public

Classification - Public

3 attachments

-  Data Template\_Send to Colleges.xlsx  
83K
-  Job Description\_Personal Banker.docx  
21K
-  Introductory Note\_Campus Hiring Proposal.doc  
20K

HCC College <placementhcc@gmail.com>  
To: Suhas Saklikar <suhas.saklikar1@hdfcbank.com>  
Cc: Urvashi Singh <Urvashi.Singh@hdfcbank.com>, SHRUTORSI MUKERJEE <shrutorsi.mukerjee1@hdfcbank.com>

Sat, Sep 17, 2022 at 6:46 PM

Thank you sir.  
I will soon start the process. Keep you posted.

Regards  
Dr. Bodhisattwa Bardhan Choudhury  
Convenor  
9609578303  
[Quoted text hidden]

Thanks and Regards  
Team Placement  
[Heramba Chandra College](#)

Suhas Saklikar <suhas.saklikar1@hdfcbank.com>  
To: HCC College <placementhcc@gmail.com>  
Cc: Urvashi Singh <Urvashi.Singh@hdfcbank.com>, SHRUTORSI MUKERJEE <shrutorsi.mukerjee1@hdfcbank.com>

Sat, Oct 8, 2022 at 4:33 PM

Classification - Public

Classification - Public

Dear Bodhisattwa,


Thank you for your kind consideration, hoping to receive your response soon.

Thanks and Regards,  
Suhas Saklikar  
+91 9619990945  
HDFC Bank

From: HCC College <placementhcc@gmail.com>  
Sent: Saturday, September 17, 2022 6:46 PM  
To: Suhas Saklikar <suhas.saklikar1@hdfcbank.com>  
Cc: Urvashi Singh <Urvashi.Singh@hdfcbank.com>; SHRUTORSI MUKERJEE <shrutorsi.mukerjee1@hdfcbank.com>  
Subject: Re: Campus Hiring Proposal for 2022 & 2023 Graduates - Heramba Chandra College, Kolkata - OR - Placement with HDFC Bank

[Quoted text hidden]  
**Advisory Note : This email message originates from outside HDFC BANK. Please be extra vigilant before you click on a link, open attachments or reply.**

HDFC Bank Great Place to Work Certified May 2022 - May 2022 Logo


  
**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**

Classification - Public

HCC College <placementhcc@gmail.com>  
To: Suhas Saklikar <suhas.saklikar1@hdfcbank.com>

Mon, Oct 10, 2022 at 6:55 PM

Dear Suhas  
  
PFA  
  
Regards  
Bodhisattwa  
[Quoted text hidden]

 **HDFC BANK (Responses).xlsx**  
21K

Suhas Saklikar <suhas.saklikar1@hdfcbank.com>  
To: HCC College <placementhcc@gmail.com>  
Cc: Somak Sengupta <Somak.Sengupta@hdfcbank.com>, Priyanka Dhuliya <priyanka.dhuliya@hdfcbank.com>, SHRUTORSI MUKERJEE <shrutorsi.mukerjee1@hdfcbank.com>

Fri, Nov 25, 2022 at 9:28 AM

Classification - Public

Classification - Public

Dear Bodhisattwa,  
  
The students have been shared with the test links on individual id, kindly inform the test to be completed by 27<sup>th</sup> Nov.

Thanks and Regards,  
Suhas Saklikar  
+91 9619990945  
HDFC Bank

From: HCC College <placementhcc@gmail.com>  
Sent: Monday, October 10, 2022 6:55 PM  
To: Suhas Saklikar <suhas.saklikar1@hdfcbank.com>  
[Quoted text hidden]

[Quoted text hidden]  
[Quoted text hidden]

Classification - Public

Classification - Public

Suhas Saklikar <suhas.saklikar1@hdfcbank.com>  
To: HCC College <placementhcc@gmail.com>  
Cc: Sucheta Chatterjee <sucheta.chatterjee@hdfcbank.com>, UTSA MAJUMDER <utsa.majumder@hdfcbank.com>


Tue, Jan 3, 2023 at 3:20 PM

Classification - Public

Classification - Public

Dear Bodhisattwa,  
  
Please inform the shared candidates on their Interview details.  
  
Also please do check the below mentioned eligibility criteria for all listed students and confirm.

- Selection Process :
- 1) Application - done
  - 2) Pre-Placement Talk - done
  - 2) Assessment - done
  - 3) Personal Interview - 5<sup>th</sup> Jan 2023.

  
**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**

time to be confirmed (Virtual - MS Teams app)

The Interview selected students would undergo the NISM training from CIEL. (Please refer to the attached document)

Eligibility Criteria :

- Minimum 55% marks in 10<sup>th</sup> 12<sup>th</sup> & Graduation , share resumes
- No back-logs on the date of application
- Candidates with relatives in HDFC Bank are not eligible to apply

Thanks and Regards,  
Suhas Saklikar  
+91 9619990945  
HDFC Bank

From: HCC College <placementhcc@gmail.com>  
Sent: Monday, October 10, 2022 6:55 PM  
To: Suhas Saklikar <suhas.saklikar1@hdfcbank.com>



[Quoted text hidden]

[Quoted text hidden]  
[Quoted text hidden]

Classification - Public

Classification - Public

2 attachments

-  Heramba results.xlsx  
12K
-  NISM.pdf  
97K

Suhas Saklikar <suhas.saklikar1@hdfcbank.com>  
To: HCC College <placementhcc@gmail.com>  
Cc: Sucheta Chatterjee <sucheta.chatterjee@hdfcbank.com>, UTSA MAJUMDER <utsa.majumder@hdfcbank.com>

Wed, Jan 4, 2023 at 12:31 PM

Classification - Public

Classification - Public


Dear Bodhisattwa,

As discussed, please share the 10<sup>th</sup> 12<sup>th</sup> percentage and resumes of the below students.

The interview is scheduled for 5<sup>th</sup> Jan 2023 from 10.30 to 1pm. However, the interview shortlist could be shared once you can help with the mentioned details.

Will share the interview links shortly.

Name	Emailid	Roll No	Contact	10th %	12th %
Devansh Mishra	devanshmishra766@gmail.com	201043-21-0053	9330335377		
SOURAV SHARMA	souravcharm2074@gmail.com	201043-22-0031	9330414704		
SOUMALIYA DAS	dassoumalya91@gmail.com	201043-21-0146	8697071635		
Chandrika Bhowal	chandrikabhowal@gmail.com	201043-11-0020	9433045581		
Subham Paul	paulsubham2806@gmail.com	191043-21-0371	6290812395		
Rohan Routh	routhrohan35@gmail.com	201043-21-0685	9330745771		
Rohit Nag Chowdhury	nagchoudhuryrohit@gmail.com	201043-21-0108	9836287593		
Barun Pusti	barunpusti@gmail.com	181043-21-0098	7439900817		
Sanchari Saha	sancharisaha948@gmail.com	201043-12-0013	8145674443		
Dibya Gurung	dibyagurung14@gmail.com	202043-11-0024	7074796026		
Sk Arshad	arshadshaikhmailld@gmail.com	201043-21-0139	9163661322		
Shivam Kumar	cshivam2626@gmail.com	202043-21-0022	9007127260		
Shubham Kumar	hccshubham09@gmail.com	201043-21-0132	8100009499		

  
Principal  
Heramba Chandra College  
Kolkata-700 029

SIDDHARTHA DUTTA	<a href="mailto:siddharthadutta9966@gmail.com">siddharthadutta9966@gmail.com</a>	201043-21-0137	7439615454		
------------------	--	----------------	------------	--	--

Thanks and Regards,  
Suhas Saklikar  
Whats app number : +91 8850614109  
[HDFC Bank](#)

**From:** Suhas Saklikar <[suhas.saklikar1@hdfcbank.com](mailto:suhas.saklikar1@hdfcbank.com)>  
**Sent:** Tuesday, January 3, 2023 3:20 PM  
**To:** HCC College <[placementhcc@gmail.com](mailto:placementhcc@gmail.com)>  
**Cc:** Sucheta Chatterjee <[sucheta.chatterjee@hdfcbank.com](mailto:sucheta.chatterjee@hdfcbank.com)>; UTSA MAJUMDER <[utsa.majumder@hdfcbank.com](mailto:utsa.majumder@hdfcbank.com)>  
**Subject:** Re: Campus Hiring Proposal for 2022 & 2023 Graduates - Heramba Chandra College, Kolkata - OR - Placement with HDFC Bank

Dear Bodhisattwa,

Please inform the shared candidates on their Interview details.

Also please do check the below mentioned eligibility criteria for all listed students and confirm.

**Selection Process :**

- 1) Application - done
- 2) Pre-Placement Talk - done
- 2) Assessment - done
- 3) Personal Interview - 5<sup>th</sup> Jan 2023.  
time to be confirmed (Virtual - MS Teams app)

The Interview selected students would undergo the NISM training from CIEL. (Please refer to the attached document)

**Eligibility Criteria :**

- Minimum 55% marks in 10<sup>th</sup> 12<sup>th</sup> & Graduation , share resumes
- No back-logs on the date of application
- Candidates with relatives in HDFC Bank are not eligible to apply

Thanks and Regards,  
Suhas Saklikar  
[HDFC Bank](#)

**From:** HCC College <[placementhcc@gmail.com](mailto:placementhcc@gmail.com)>  
**Sent:** Monday, October 10, 2022 6:55 PM  
**To:** Suhas Saklikar <[suhas.saklikar1@hdfcbank.com](mailto:suhas.saklikar1@hdfcbank.com)>  
**Subject:** Re: Campus Hiring Proposal for 2022 & 2023 Graduates - Heramba Chandra College, Kolkata - OR - Placement with HDFC Bank

Dear Suhas

PFA

Regards  
Bodhisattwa

On Sat, Oct 8, 2022 at 4:33 PM Suhas Saklikar <[suhas.saklikar1@hdfcbank.com](mailto:suhas.saklikar1@hdfcbank.com)> wrote:


Classification - Public

Classification - Public

Dear Bodhisattwa,

Thank you for your kind consideration, hoping to receive your response soon.

Thanks and Regards,  
Suhas Saklikar  
[HDFC Bank](#)

  
**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**



**From:** HCC College <placementhcc@gmail.com>  
**Sent:** Saturday, September 17, 2022 6:46 PM  
**To:** Suhas Saklikar <suhas.saklikar1@hdfcbank.com>  
**Cc:** Urvashi Singh <Urvashi.Singh@hdfcbank.com>; SHRUTORSI MUKERJEE <shrutorsi.mukerjee1@hdfcbank.com>  
**Subject:** Re: Campus Hiring Proposal for 2022 & 2023 Graduates - Heramba Chandra College, Kolkata - OR - Placement with HDFC Bank

Thank you sir.  
I will soon start the process. Keep you posted.

Regards  
Dr. Bodhisattwa Bardhan Choudhury  
Convenor  
9609578303

On Fri, Sep 16, 2022 at 6:58 PM Suhas Saklikar <suhas.saklikar1@hdfcbank.com> wrote:

Classification - Public

Classification - Public

Dear Bodhisattwa,

**Greetings from HDFC Bank!**

We hope this e-mail finds you well.

As India's fastest growing Bank - we are constantly on the lookout for bright young talent that can help us grow further from strength to strength. We are pleased to digitally connect with your reputed institute to discuss this avenue for partnership.

Your college has consistently displayed its academic prowess by grooming good quality talent year on year - with the right skill set to be employable in the industry. We would like to partner with your esteemed institution in an attempt to select and groom the next generation of bankers.

Please take a look at the attached proposal and do let us know a good time to connect further.

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We are looking to consider students in the **following streams** in your institution:

1. English Honours
2. Maths Honours
3. Physics / Chemistry / Botany
4. Computer Application
5. Business Administration
6. B.Com/ Statistics
7. BA Economics

Next Steps:

(i) We request the list of unplaced & interested students from **Batch of 2022** (for starters we only require the basic details like name, email, mobile number, course specialization) - we will first assign the online assessment with the basic information, and then based on results - we will take the hiring process further.

(ii) We request details of your outgoing **Batch of 2023** in the attached excel template. You may share details of students from the above-mentioned streams who are interested in an opportunity with HDFC Bank.

We look forward to partnering with you in this campus hiring endeavor. Please feel free to reach out to me for any further details.

Thanks and Regards,  
Suhas Saklikar  
HDFC Bank

HDFC Bank Great Place to Work Certified May 2021 - May 2022 Logo



**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**

Classification - Public

Classification - Public

--  
Thanks and Regards  
Team Placement  
Heramba Chandra College

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Classification - Public

--  
Thanks and Regards  
Team Placement  
Heramba Chandra College

Advisory Note : This email message originates from outside HDFC BANK. Please be extra vigilant before you click on a link, open attachments or reply.



Classification - Public


Classification - Public

HCC College <placementhcc@gmail.com>  
To: devanshmishra766@gmail.com, souravcharm2074@gmail.com, dassoumalya91@gmail.com, chandrikabhowal@gmail.com, paulsubham2806@gmail.com, routhrohan35@gmail.com, Rohit Nag Chowdhury <nagchoudhuryrohit@gmail.com>, barunpusti@gmail.com, sancharisaha948@gmail.com, dibyagurung14@gmail.com, arshadshaikhmailid@gmail.com, cshivam2626@gmail.com, hccshubham09@gmail.com, sidharthadutta9966@gmail.com

Wed, Jan 4, 2023 at 2:24 PM

----- Forwarded message -----  
From: **Suhas Saklikar** <suhas.saklikar1@hdfcbank.com>  
Date: Tue, Jan 3, 2023 at 3:20 PM  
Subject: Re: Campus Hiring Proposal for 2022 & 2023 Graduates - Heramba Chandra College, Kolkata - OR - Placement with HDFC Bank  
[Quoted text hidden]  
[Quoted text hidden]  
[Quoted text hidden]

2 attachments  
 Heramba results.xlsx  
12K

  
**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**

Suhas Saklikar <suhas.saklikar1@hdfcbank.com>  
To: HCC College <placementhcc@gmail.com>  
Cc: Sucheta Chatterjee <sucheta.chatterjee@hdfcbank.com>, UTSA MAJUMDER <utsa.majumder@hdfcbank.com>

Thu, Jan 5, 2023 at 12:54 AM

Classification - Public

Classification - Public

Dear Bodhisattwa,


Thanks for the support, please do inform the students on NISM and on 5<sup>th</sup> Jan interview process.

Kindly confirm.

College	Emailid	Roll No	Name	Contact	Amcat result	Home town	Gend-er	10 %	12 %	Grad %	Live back logs	UG Course	Special-ization	Batch (2022/2023)	Interview Panel
Panel 1 time - 10.30 am															
HCC	devanshmishra766@gmail.com	201043-21-0053	Devansh Mishra	9330335377	Strong Consider	Kolkata	MALE	66.40%	92.50%	92.82 (average of three semesters only)	0	B.com(honours)	B.com Honours in financial accounting	2023	Panel - 1
HCC	souravcham2074@gmail.com	201043-22-0031	SOURAV SHARMA	9330414704	Strong Consider	Kolkata	MALE	58%	74.60%	383.33	0	Bachelors of commerce	Bachelors of commerce	2023	Panel - 1
HCC	dassoumalya91@gmail.com	201043-21-0146	SOUMALYA DAS	8697071635	May Consider	KOLKATA	MALE	78.75%	89.50%	9.27% ( upto 2nd semester)	1 ( In 3rd sem in computer application paper)	BCom (Honors)	BCom (Honors) in Accounting and Finance	2023	Panel - 1
HCC	chandrikabhawal@gmail.com	201043-11-0020	Chandrika Bhowal	9433045581	Strong Consider	Kolkata	Female	90.80%	91.8%	9.4	0	B.Com(Hons)	B.Com(Hons- Accounting & Finance)	2023	Panel - 1
HCC	paulsubham2806@gmail.com	191043-21-0371	Subham Paul	6290812395	Strong Consider	Kolkata, Sonarpur	MALE	68.86%	83.80%	82.31%	0	B.com	B.com(H) ; Accountancy	2022	Panel - 1
HCC	routhrohan35@gmail.com	201043-21-0685	Rohan Routh	9330745771	Strong Consider	Kolkata	MALE	72%	68.50%	93.25		BCOM Honours	Finance	2023	Panel - 1
HCC	nagchoudhuryrohit@gmail.com	201043-21-0108	Rohit Nag Chowdhury	9836287593	Strong Consider	Kolkata	MALE	77.70%	87.80%	8.509	0	B.Com(Accountancy and Finance Honours)	B.Com(Accountancy and Finance Honours)	2023	Panel - 1
Panel 2 - 12 noon															
HCC	barunpusti@gmail.com	181043-21-0098	Barun Pusti	7439900817	May Consider	Kolkata	MALE	82.00%	83.00%	81.65	No	Bachelor of commerce	B.COM(H)	2023	Panel - 2
HCC	sancharisaha948@gmail.com	201043-12-0013	Sanchari Saha	8145674443	Strong Consider	Siliguri	Female	78.00%	85.00%	20	0	B. Com ( general )	Under graduate	2023	Panel - 2
HCC	dibyagurung14@gmail.com	202043-11-0024	Dibya Gurung	7074796026	May Consider	Dalsingpara Ran Bahadur Busty.	Female	A-Grade	A-Grade	SGPA: 7.075	NO	BACHELOR OF ARTS(B.A.) POLITICAL SCIENCE (H)	POLITICAL SCIENCE HONOURS	2023	Panel - 2
HCC	arshadshaikhmaid@gmail.com	201043-21-0139	Sk Arshad	9163661322	Strong Consider	Kolkata	MALE	66%	83.80%	8.8 till 3rd semester	0	Bachelor's Of Commerce	Accountancy and Finance	2022	Panel - 2
HCC	cshivam2626@gmail.com	202043-21-0022	Shivam Kumar	9007127260	Strong Consider	Samastipur, Bihar	MALE	7.2 CGPA	74.66%	7.4 SGPA	No	Bachelor of arts	Political Science Honours	June,2023	Panel - 2
HCC	hccshubham09@gmail.com	201043-21-0132	Shubham Kumar	8100009499	May Consider	Kolkata	MALE	77%	85%	8.5 SGPA	No	Bachelor of Commerce	Accounts and finance	June, 2023	Panel - 2
HCC	siddharthadutta9966@gmail.com	201043-21-0137	SIDDHARTHA DUTTA	7439615454	Strong Consider	Kolkata	MALE	73%	88%	1281 (out of 1400) (upto 3rd semester)	No	B.Com (Honours)	B.Com (Honours) (Accounting & Finance)	2023	Panel - 2

Link Panel 1 - 10.30 am 5<sup>th</sup> Jan 2023

[https://teams.microsoft.com/l/meetup-join/19%3ameeting\\_NTi0NTgwNTItZjBmZi00NmE1LTImY2QzZWFiMTriOTdhNDEy%40thread.v2/0?context=%7b%22Tid%22%3a%22827fd022-05a6-4e57-be9c-cc069b6ae62d%22%2c%22Oid%22%3a%229e4166a1-9fa9-4cde-8aec-5c38935c84c2%22%7d](https://teams.microsoft.com/l/meetup-join/19%3ameeting_NTi0NTgwNTItZjBmZi00NmE1LTImY2QzZWFiMTriOTdhNDEy%40thread.v2/0?context=%7b%22Tid%22%3a%22827fd022-05a6-4e57-be9c-cc069b6ae62d%22%2c%22Oid%22%3a%229e4166a1-9fa9-4cde-8aec-5c38935c84c2%22%7d)



Join conversation

[teams.microsoft.com](https://teams.microsoft.com)

Panel 2 - 12.00 pm 5<sup>th</sup> Jan 2023

[https://teams.microsoft.com/l/meetup-join/19%3ameeting\\_YmZkN2ZiNTYtMDYwYy00ZjJlTihYjMtNjZjMDA3ODZiM2Ey%40thread.v2/0?context=%7b%22Tid%22%3a%22827fd022-05a6-4e57-be9c-cc069b6ae62d%22%2c%22Oid%22%3a%229e4166a1-9fa9-4cde-8aec-5c38935c84c2%22%7d](https://teams.microsoft.com/l/meetup-join/19%3ameeting_YmZkN2ZiNTYtMDYwYy00ZjJlTihYjMtNjZjMDA3ODZiM2Ey%40thread.v2/0?context=%7b%22Tid%22%3a%22827fd022-05a6-4e57-be9c-cc069b6ae62d%22%2c%22Oid%22%3a%229e4166a1-9fa9-4cde-8aec-5c38935c84c2%22%7d)



Principal  
Heramba Chandra College  
Kolkata-700 029



Join conversation

[teams.microsoft.com](https://teams.microsoft.com)

Thanks and Regards,  
Suhas Saklikar  
+91 9619990945  
[HDFC Bank](#)

**From:** Suhas Saklikar <[suhas.saklikar1@hdfcbank.com](mailto:suhas.saklikar1@hdfcbank.com)>  
**Sent:** Wednesday, January 4, 2023 12:31 PM  
**To:** HCC College <[placementhcc@gmail.com](mailto:placementhcc@gmail.com)>  
**Cc:** Sucheta Chatterjee <[sucheta.chatterjee@hdfcbank.com](mailto:sucheta.chatterjee@hdfcbank.com)>; UTSA MAJUMDER <[utsa.majumder@hdfcbank.com](mailto:utsa.majumder@hdfcbank.com)>  
**Subject:** Re: Campus Hiring Proposal for 2022 & 2023 Graduates - Heramba Chandra College, Kolkata - OR - Placement with HDFC Bank

Dear Bodhisattwa,

As discussed, please share the 10<sup>th</sup> 12<sup>th</sup> percentage and resumes of the below students.

The interview is scheduled for 5<sup>th</sup> Jan 2023 from 10.30 to 1pm. However, the interview shortlist could be shared once you can help with the mentioned details.

Will share the interview links shortly.

Name	Emailid	Roll No	Contact	10th %	12th %
Devansh Mishra	<a href="mailto:devanshmishra766@gmail.com">devanshmishra766@gmail.com</a>	201043-21-0053	9330335377		
SOURAV SHARMA	<a href="mailto:souravcharm2074@gmail.com">souravcharm2074@gmail.com</a>	201043-22-0031	9330414704		
SOUMALYA DAS	<a href="mailto:dassoumalya91@gmail.com">dassoumalya91@gmail.com</a>	201043-21-0146	8697071635		
Chandrika Bhowal	<a href="mailto:chandrikabhowal@gmail.com">chandrikabhowal@gmail.com</a>	201043-11-0020	9433045581		
Subham Paul	<a href="mailto:paulsubham2806@gmail.com">paulsubham2806@gmail.com</a>	191043-21-0371	6290812395		
Rohan Routh	<a href="mailto:routhrohan35@gmail.com">routhrohan35@gmail.com</a>	201043-21-0685	9330745771		
Rohit Nag Chowdhury	<a href="mailto:nagchoudhuryrohit@gmail.com">nagchoudhuryrohit@gmail.com</a>	201043-21-0108	9836287593		
Barun Pusti	<a href="mailto:barunpusti@gmail.com">barunpusti@gmail.com</a>	181043-21-0098	7439900817		
Sanchari Saha	<a href="mailto:sancharisaha948@gmail.com">sancharisaha948@gmail.com</a>	201043-12-0013	8145674443		
Dibya Gurung	<a href="mailto:dibyagurung14@gmail.com">dibyagurung14@gmail.com</a>	202043-11-0024	7074796026		
Sk Arshad	<a href="mailto:arshadshaikhmailid@gmail.com">arshadshaikhmailid@gmail.com</a>	201043-21-0139	9163661322		
Shivam Kumar	<a href="mailto:cshivam2626@gmail.com">cshivam2626@gmail.com</a>	202043-21-0022	9007127260		
Shubham Kumar	<a href="mailto:hccshubham09@gmail.com">hccshubham09@gmail.com</a>	201043-21-0132	8100009499		
SIDDHARTHA DUTTA	<a href="mailto:siddharthadutta9966@gmail.com">siddharthadutta9966@gmail.com</a>	201043-21-0137	7439615454		

Thanks and Regards,  
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Whats app number : +91 8850614109  
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**Subject:** Re: Campus Hiring Proposal for 2022 & 2023 Graduates - Heramba Chandra College, Kolkata - OR - Placement with HDFC Bank

Dear Bodhisattwa,

Please inform the shared candidates on their Interview details.

**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**

Also please do check the below mentioned eligibility criteria for all listed students and confirm.

Selection Process :

- 1) Application - done
- 2) Pre-Placement Talk - done
- 2) Assessment - done
- 3) Personal Interview - 5<sup>th</sup> Jan 2023.  
time to be confirmed (Virtual - MS Teams app)

The Interview selected students would undergo the NISM training from CIEL. (Please refer to the attached document)

Eligibility Criteria :

- Minimum 55% marks in 10<sup>th</sup> 12<sup>th</sup> & Graduation , share resumes
- No back-logs on the date of application
- Candidates with relatives in HDFC Bank are not eligible to apply

Thanks and Regards,  
Suhas Saklikar  
[HDFC Bank](#)

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Sent: Monday, October 10, 2022 6:55 PM  
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Subject: Re: Campus Hiring Proposal for 2022 & 2023 Graduates - Heramba Chandra College, Kolkata - OR - Placement with HDFC Bank

Dear Suhas

PFA

Regards  
Bodhisattwa

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Classification - Public

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Cc: Urvashi Singh <[Urvashi.Singh@hdfcbank.com](mailto:Urvashi.Singh@hdfcbank.com)>; SHRUTORSI MUKERJEE <[shrutorsi.mukerjee1@hdfcbank.com](mailto:shrutorsi.mukerjee1@hdfcbank.com)>  
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Thank you sir.  
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Regards  
Dr. Bodhisattwa Bardhan Choudhury  
Convenor  
9609578303

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Classification - Public

Dear Bodhisattwa,

  
**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**



Greetings from HDFC Bank!

We hope this e-mail finds you well.

As India's fastest growing Bank - we are constantly on the lookout for bright young talent that can help us grow further from strength to strength. We are pleased to digitally connect with your reputed institute to discuss this avenue for partnership.

Your college has consistently displayed its academic prowess by grooming good quality talent year on year - with the right skill set to be employable in the industry. We would like to partner with your esteemed institution in an attempt to select and groom the next generation of bankers.

Please take a look at the attached proposal and do let us know a good time to connect further.

HDFC Bank is offering an Employment Opportunity to graduates of 2022 & 2023 from your institute:

Selected candidates will be hired as Personal Bankers in the grade of "Trainee" at an annual gross compensation of **Rs. 3.5 lakhs**. Detailed job description has been attached.

On **successful completion of a 1-year probation** period post joining, candidates will be confirmed at the grade of **Assistant Manager**.

We are looking to consider students in the **following streams** in your institution:

- 1. English Honours
- 2. Maths Honours
- 3. Physics / Chemistry / Botany
- 4. Computer Application
- 5. Business Administration
- 6. B.Com/ Statistics
- 7. BA Economics

Next Steps:

(i) We request the list of unplaced & interested students from **Batch of 2022** (for starters we only require the basic details like name, email, mobile number, course specialization) - we will first assign the online assessment with the basic information, and then based on results - we will take the hiring process further.

(ii) We request details of your outgoing **Batch of 2023** in the attached excel template. You may share details of students from the above-mentioned streams who are interested in an opportunity with HDFC Bank.

We look forward to partnering with you in this campus hiring endeavor. Please feel free to reach out to me for any further details.

Thanks and Regards,  
Suhas Saklikar  
HDFC Bank

HDFC Bank Great Place to Work Certified May 2021-May 2022 Logo


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Classification - Public

--  
Thanks and Regards  
Team Placement  
Heramba Chandra College

**Advisory Note : This email message originates from outside HDFC BANK. Please be extra vigilant before you click on a link, open attachments or reply.**

HDFC Bank Great Place to Work Certified May 2021-May 2022 Logo

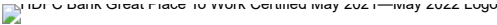
  
**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**

Classification - Public

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Thanks and Regards  
Team Placement  
Heramba Chandra College

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Classification - Public

Classification - Public

HCC College <placementhcc@gmail.com> Thu, Jan 5, 2023 at 10:12 AM  
To: devanshmishra766@gmail.com, souravcharm2074@gmail.com, dassoumalya91@gmail.com, chandrikabhowal@gmail.com, paulsubham2806@gmail.com, routhrohan35@gmail.com, Rohit Nag Chowdhury <nagchoudhuryrohit@gmail.com>, barunpusti@gmail.com, sancharisaha948@gmail.com, dibyagurung14@gmail.com, arshadshaikmailid@gmail.com, cshivam2626@gmail.com, hccshubham09@gmail.com, siddharthadutta9966@gmail.com

----- Forwarded message -----  
From: **Suhas Saklikar** <suhas.saklikar1@hdfcbank.com>  
Date: Thu, Jan 5, 2023 at 12:54 AM  
Subject: Re: Campus Hiring Proposal for 2022 & 2023 Graduates - Heramba Chandra College, Kolkata - OR - Placement with HDFC Bank  
To: HCC College <placementhcc@gmail.com>  
Cc: Sucheta Chatterjee <sucheta.chatterjee@hdfcbank.com>, UTSA MAJUMDER <utsa.majumder@hdfcbank.com>

Classification - Public


Classification - Public

Dear Bodhisattwa,

Thanks for the support, please do inform the students on NISM and on 5<sup>th</sup> Jan interview process.

Kindly confirm.


College	Emailid	Roll No	Name	Contact	Amcat result	Home town	Gend-er	10 %	12 %	Grad %	Live back logs	UG Course	Special-ization	Batch	Interview
Panel 1 time - 10.30 am															
HCC	devanshmishra766@gmail.com	201043-21-0053	Devansh Mishra	9330335377	Strong Consider	Kolkata	MALE	66.40%	92.50%	92.82 (average of three semesters only)	0	Electrical Engineering	Electrical Engineering	2022	Panel 1
HCC	souravcharm2074@gmail.com	201043-22-0031	SOURAV SHARMA	9330414704	Strong Consider	Kolkata	MALE	58%	74.60%	383.33	0	Bachelors of Commerce	Bachelors of Commerce	2023	Panel 1
HCC	dassoumalya91@gmail.com	201043-21-0146	SOUMALYA DAS	8697071635	May Consider	KOLKATA	MALE	78.75%	89.50%	9.27% ( upto 2nd semester)	1 ( In 3rd sem in computer application paper )	BBA (Honors)	BBA (Honors) in Accounting and Finance	2023	Panel 1
HCC	chandrikabhowal@gmail.com	201043-11-0020	Chandrika Bhowal	9433045581	Strong Consider	Kolkata	Female	90.80%	91.8%	9.4	0	BBA (Hons)	BBA (Hons)	2023	Panel 1
HCC	paulsubham2806@gmail.com	191043-21-0371	Subham Paul	6290812395	Strong Consider	Kolkata, Sonarpur	MALE	68.86%	83.80%	82.31%	0	BBA	BBA	2022	Panel 1
HCC	routhrohan35@gmail.com	201043-21-0685	Rohan Routh	9330745771	Strong Consider	Kolkata	MALE	72%	68.50%	93.25		BBA Honors	BBA Honors	2022	Panel 1
HCC	nagchoudhuryrohit@gmail.com	201043-21-0108	Rohit Nag Chowdhury	9836287593	Strong Consider	Kolkata	MALE	77.70%	87.80%	8.509	0	BBA (Hons)	BBA (Hons)	2022	Panel 1
Panel 2 - 12 noon															
HCC	barunpusti@gmail.com	181043-21-0098	Barun Pusti	7439900817	May Consider	Kolkata	MALE	82.00%	83.00%	81.65	No	Bachelors of commerce	Bachelors of commerce	2023	Panel 2
HCC	sancharisaha948@gmail.com	201043-12-0013	Sanchari Saha	8145674443	Strong Consider	Siliguri	Female	78.00%	85.00%	20	0	BBA ( general )	Under graduates	2022	Panel 2

  
**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**

HCC	dibyagurung14@gmail.com	202043-11-0024	Dibya Gurung	7074796026	May Consider	Dalsingpara Ran Bahadur Busty	Female	A-Grade	A-Grade	SGPA: 7.075	NO	BACHELOR OF ARTS(B.A.) POLITICAL SCIENCE (H)	POLITICAL SCIENCE HONOURS	2023	Panel - 2
HCC	arshadshaikhmailid@gmail.com	201043-21-0139	Sk Arshad	9163661322	Strong Consider	Kolkata	MALE	66%	83.80%	8.8 till 3rd semester	0	Bachelor's Of Commerce	Accountancy and Finance	2022	Panel - 2
HCC	cshivam2626@gmail.com	202043-21-0022	Shivam Kumar	9007127260	Strong Consider	Samastipur, Bihar	MALE	7.2 CGPA	74.66%	7.4 SGPA	No	Bachelor of arts	Political Science Honours	June,2023	Panel - 2
HCC	hccshubham09@gmail.com	201043-21-0132	Shubham Kumar	8100009499	May Consider	Kolkata	MALE	77%	85%	8.5 SGPA	No	Bachelor of Commerce	Accounts and finance	June, 2023	Panel - 2
HCC	siddharthadutta9966@gmail.com	201043-21-0137	SIDDHARTHA DUTTA	7439615454	Strong Consider	Kolkata	MALE	73%	88%	1281 (out of 1400) (upto 3rd semester)	No	B.Com (Honours)	B.Com (Honours) (Accounting & Finance)	2023	Panel - 2

Link Panel 1 - 10.30 am 5<sup>th</sup> Jan 2023

[https://teams.microsoft.com/l/meetup-join/19%3ameeting\\_NTI0NTgwNTItZjBmZi00NmE1LTlmY2QtZWFiMTRiOTdhNDEy%40thread.v2/0?context=%7b%22Tid%22%3a%22827fd022-05a6-4e57-be9c-cc069b6ae62d%22%2c%22Oid%22%3a%229e4166a1-9fa9-4cde-8aec-5c38935c84c2%22%7d](https://teams.microsoft.com/l/meetup-join/19%3ameeting_NTI0NTgwNTItZjBmZi00NmE1LTlmY2QtZWFiMTRiOTdhNDEy%40thread.v2/0?context=%7b%22Tid%22%3a%22827fd022-05a6-4e57-be9c-cc069b6ae62d%22%2c%22Oid%22%3a%229e4166a1-9fa9-4cde-8aec-5c38935c84c2%22%7d)




Join conversation

[teams.microsoft.com](https://teams.microsoft.com)

Panel 2 - 12.00 pm 5<sup>th</sup> Jan 2023

[https://teams.microsoft.com/l/meetup-join/19%3ameeting\\_YmZkN2ZlNTYtMDYwYy00ZjJlTlYjMjNjZjMDA3ODZlM2Ey%40thread.v2/0?context=%7b%22Tid%22%3a%22827fd022-05a6-4e57-be9c-cc069b6ae62d%22%2c%22Oid%22%3a%229e4166a1-9fa9-4cde-8aec-5c38935c84c2%22%7d](https://teams.microsoft.com/l/meetup-join/19%3ameeting_YmZkN2ZlNTYtMDYwYy00ZjJlTlYjMjNjZjMDA3ODZlM2Ey%40thread.v2/0?context=%7b%22Tid%22%3a%22827fd022-05a6-4e57-be9c-cc069b6ae62d%22%2c%22Oid%22%3a%229e4166a1-9fa9-4cde-8aec-5c38935c84c2%22%7d)



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Thanks and Regards,  
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+91 9619990945  
HDFC Bank

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**Subject:** Re: Campus Hiring Proposal for 2022 & 2023 Graduates - Heramba Chandra College, Kolkata - OR - Placement with HDFC Bank


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Chandrika Bhowal	chandrikabhowal@gmail.com	201043-11-0020	9433045581		



Principal

Heramba Chandra College

Kolkata-700 029

Subham Paul	<a href="mailto:paulsubham2806@gmail.com">paulsubham2806@gmail.com</a>	191043-21-0371	6290812395		
Rohan Routh	<a href="mailto:routhrohan35@gmail.com">routhrohan35@gmail.com</a>	201043-21-0685	9330745771		
Rohit Nag Chowdhury	<a href="mailto:nagchoudhuryrohit@gmail.com">nagchoudhuryrohit@gmail.com</a>	201043-21-0108	9836287593		
Barun Pusti	<a href="mailto:barunpusti@gmail.com">barunpusti@gmail.com</a>	181043-21-0098	7439900817		
Sanchari Saha	<a href="mailto:sancharisaha948@gmail.com">sancharisaha948@gmail.com</a>	201043-12-0013	8145674443		
Dibya Gurung	<a href="mailto:dibyagurung14@gmail.com">dibyagurung14@gmail.com</a>	202043-11-0024	7074796026		
Sk Arshad	<a href="mailto:arshadshaikhmailid@gmail.com">arshadshaikhmailid@gmail.com</a>	201043-21-0139	9163661322		
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PFA

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**Cc:** Urvashi Singh <Urvashi.Singh@hdfcbank.com>; SHRUTORSI MUKERJEE <shrutorsi.mukerjee1@hdfcbank.com>  
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- 1. English Honours
- 2. Maths Honours
- 3. Physics / Chemistry / Botany
- 4. Computer Application
- 5. Business Administration
- 6. B.Com/ Statistics
- 7. BA Economics

Next Steps:

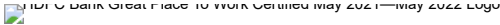
- (i) We request the list of unplaced & interested students from **Batch of 2022** (for starters we only require the basic details like name, email, mobile number, course specialization) - we will first as **Principal** on the basis of assessment will be taken then based on results - we will take the hiring process further.
- (ii) We request details of your outgoing **Batch of 2023** in the attached excel template. You may share details of students from the above-mentioned streams who are interested in an opportunity with HDFC Bank.

We look forward to partnering with you in this campus hiring endeavor. Please feel free to reach out to me for any further details.

  
**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**



Thanks and Regards,  
Suhas Saklikar  
HDFC Bank

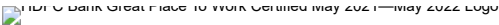


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Classification - Public

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Thanks and Regards  
Team Placement  
Heramba Chandra College

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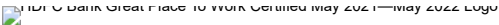


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Thanks and Regards  
Team Placement  
Heramba Chandra College


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Classification - Public

--  
Thanks and Regards  
Team Placement  
Heramba Chandra College

  
**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**

Classification - Public

Classification - Public

Dear Bodhisattwa,

Congratulations ! Kindly note the selects as below

Rohit Nag Chowdhury
Barun Pusti
Sk Arshad
Shivam Kumar

Thanks and Regards,

Suhas Saklikar

+91 9619990945

HDFC Bank

**From:** Suhas Saklikar <suhas.saklikar1@hdfcbank.com>  
**Sent:** Thursday, January 5, 2023 12:54 AM  
**To:** HCC College <placementhcc@gmail.com>  
**Cc:** Sucheta Chatterjee <sucheta.chatterjee@hdfcbank.com>; UTSA MAJUMDER <utsa.majumder@hdfcbank.com>  
**Subject:** Re: Campus Hiring Proposal for 2022 & 2023 Graduates - Heramba Chandra College, Kolkata - OR - Placement with HDFC Bank

Dear Bodhisattwa,


Thanks for the support, please do inform the students on NISM and on 5<sup>th</sup> Jan interview process.


Kindly confirm.

College	Emailid	Roll No	Name	Contact	Amcat result	Home town	Gend-er	10 %	12 %	Grad %	Live back logs	UG Course	Special-ization	Batch (2022/2023)	Interview Panel
Panel 1 time - 10.30 am															
HCC	devanshmishra766@gmail.com	201043-21-0053	Devansh Mishra	9330335377	Strong Consider	Kolkata	MALE	66.40%	92.50%	92.82 (average of three semesters only)	0	B.com(honours)	B.com Honours in financial accounting	2023	Panel - 1
HCC	souravcharm2074@gmail.com	201043-22-0031	SOURAV SHARMA	9330414704	Strong Consider	Kolkata	MALE	58%	74.60%	383.33	0	Bachelors of commerce	Bachelors of commerce	2023	Panel - 1
HCC	dassoumalya91@gmail.com	201043-21-0146	SOUMALYA DAS	8697071635	May Consider	KOLKATA	MALE	78.75%	89.50%	9.27% ( upto 2nd semester)	1 ( In 3rd sem in computer application paper )	BCom (Honors)	BCom (Honors) in Accounting and Finance	2023	Panel - 1
HCC	chandrikabhowal@gmail.com	201043-11-0020	Chandrika Bhowal	9433045581	Strong Consider	Kolkata	Female	90.80%	91.8%	9.4	0	B.Com(Hons)	B.Com(Hons- Accounting & Finance)	2023	Panel - 1
HCC	paulsubham2806@gmail.com	191043-21-0371	Subham Paul	6290812395	Strong Consider	Kolkata, Sonarpur	MALE	68.86%	83.80%	82.31%	0	B.com	B.com(H) ; Accountancy	2022	Panel - 1
HCC	routhrohan35@gmail.com	201043-21-0685	Rohan Routh	9330745771	Strong Consider	Kolkata	MALE	72%	68.50%	93.25		BCOM Honours	Finance	2023	Panel - 1
HCC	nagchoudhuryrohit@gmail.com	201043-21-0108	Rohit Nag Chowdhury	9836287593	Strong Consider	Kolkata	MALE	77.70%	87.80%	8.509	0	B.Com(Accountancy and Finance Honours)	B.Com(Accountancy and Finance Honours)	2023	Panel - 1
Panel 2 - 12 noon															
HCC	barunpusti@gmail.com	181043-21-0098	Barun Pusti	7439900817	May Consider	Kolkata	MALE	82.00%	83.00%	81.65	No	Bachelor of commerce	B.COM(H)	2023	Panel - 2
HCC	sancharisaha948@gmail.com	201043-12-0013	Sanchari Saha	8145674443	Strong Consider	Siliguri	Female	78.00%	85.00%	20	0	B. Com ( general )	Under graduate	2023	Panel - 2
HCC	dibyagurung14@gmail.com	202043-11-0024	Dibya Gurung	7074796026	May Consider	Dalsingpara Ran Bahadur Busty,	Female	A-Grade	A-Grade	SGPA: 7.075	NO	BACHELOR OF ARTS(B.A.) POLITICAL SCIENCE (H)	POLITICAL SCIENCE HONOURS	2023	Panel - 2
HCC	arshadshaikmailid@gmail.com	201043-21-0139	Sk Arshad	9163661322	Strong Consider	Kolkata	MALE	66%	83.80%	8.8 till 3rd semester	0	Bachelor's Of Commerce	Accountancy and Finance	2022	Panel - 2
HCC	cshivam2626@gmail.com	202043-21-0022	Shivam Kumar	9007127260	Strong Consider	Samastipur, Bihar	MALE	7.2 CGPA	74.66%	7.4 SGPA	No	Bachelor of arts	Political Science Honours	June, 2023	Panel - 2
HCC	hccshubham09@gmail.com	201043-21-0132	Shubham Kumar	8100009499	May Consider	Kolkata	MALE	77%	85%	8.5 SGPA	No	Bachelor of Commerce	Accounts and Finance	June, 2023	Panel - 2
HCC	siddharthadutta9966@gmail.com	201043-21-0137	SIDDHARTHA DUTTA	7439615454	Strong Consider	Kolkata	MALE	73%	88%	1281 (out of 1400) (upto 3rd semester)	No	B.Com (Hons)	B.Com (Hons) Accounting & Finance	June, 2023	Panel - 2

Link Panel 1 - 10.30 am 5<sup>th</sup> Jan 2023

[https://teams.microsoft.com/l/meetup-join/19%3ameeting\\_NT10NTgwNT1cZjBmZi00NmE1LTImY2QzZWFiMTRiOTdhNDEy%40thread.v2/0?context=%7b%22Tid%22%3a%22827fd02-05a6-4e57-b6b6-cd160b61-2023%22%22%3a%22827fd02-05a6-4e57-b6b6-cd160b61-2023%22%22%7d](https://teams.microsoft.com/l/meetup-join/19%3ameeting_NT10NTgwNT1cZjBmZi00NmE1LTImY2QzZWFiMTRiOTdhNDEy%40thread.v2/0?context=%7b%22Tid%22%3a%22827fd02-05a6-4e57-b6b6-cd160b61-2023%22%22%3a%22827fd02-05a6-4e57-b6b6-cd160b61-2023%22%22%7d)


  
**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**



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Panel 2 - 12.00 pm 5<sup>th</sup> Jan 2023

[https://teams.microsoft.com/l/meetup-join/19%3ameeting\\_YmZkN2ZlNTYtMDYwYy00ZjJlLTlhYjMtNjZjMDA3ODZlM2Ey%40thread.v2/0?context=%7b%22Tid%22%3a%22827fd022-05a6-4e57-be9c-cc069b6ae62d%22%2c%22Oid%22%3a%229e4166a1-9fa9-4cde-8a6c-5c38935c84c2%22%7d](https://teams.microsoft.com/l/meetup-join/19%3ameeting_YmZkN2ZlNTYtMDYwYy00ZjJlLTlhYjMtNjZjMDA3ODZlM2Ey%40thread.v2/0?context=%7b%22Tid%22%3a%22827fd022-05a6-4e57-be9c-cc069b6ae62d%22%2c%22Oid%22%3a%229e4166a1-9fa9-4cde-8a6c-5c38935c84c2%22%7d)



[Join conversation](#)  
teams.microsoft.com

Thanks and Regards,  
Sahas Saklikar  
+91 9619990945  
HDFC Bank

From: Suhas Saklikar <suhas.saklikar1@hdfcbank.com>  
Sent: Wednesday, January 4, 2023 12:31 PM  
To: HCC College <placementhcc@gmail.com>  
Cc: Sucheta Chatterjee <sucheta.chatterjee@hdfcbank.com>; UTSA MAJUMDER <utsa.majumder@hdfcbank.com>  
Subject: Re: Campus Hiring Proposal for 2022 & 2023 Graduates - Heramba Chandra College, Kolkata - OR - Placement with HDFC Bank


Dear Bodhisattwa,

As discussed, please share the 10<sup>th</sup> 12<sup>th</sup> percentage and resumes of the below students.

The interview is scheduled for 5<sup>th</sup> Jan 2023 from 10.30 to 1pm. However, the interview shortlist could be shared once you can help with the mentioned details.

Will share the interview links shortly.

Name	Emailid	Roll No	Contact	10th %	12th %
Devansh Mishra	devanshmishra766@gmail.com	201043-21-0053	9330335377		
SOURAV SHARMA	souravcharm2074@gmail.com	201043-22-0031	9330414704		
SOUMALIYA DAS	dassoumalya91@gmail.com	201043-21-0146	8697071635		
Chandrika Bhowal	chandrikabhowal@gmail.com	201043-11-0020	9433045581		
Subham Paul	paulsubham2806@gmail.com	191043-21-0371	6290812395		
Rohan Routh	routhrohan35@gmail.com	201043-21-0685	9330745771		
Rohit Nag Chowdhury	nagchoudhuryrohit@gmail.com	201043-21-0108	9836287593		
Barun Pusti	barunpusti@gmail.com	181043-21-0098	7439900817		
Sanchari Saha	sancharisaha948@gmail.com	201043-12-0013	8145674443		
Dibya Gurung	dibyagurung14@gmail.com	202043-11-0024	7074796026		
Sk Arshad	arshadshaikhmaillid@gmail.com	201043-21-0139	9163661322		
Shivam Kumar	cshivam2626@gmail.com	202043-21-0022	9007127260		
Shubham Kumar	hccshubham09@gmail.com	201043-21-0132	8100009499		
SIDDHARTHA DUTTA	siddharthadutta9966@gmail.com	201043-21-0137	7439615454		



Principal  
Heramba Chandra College  
Kolkata-700 029

Thanks and Regards,  
Suhas Saklikar  
Whats app number : +91 8850614109  
HDFC Bank

From: Suhas Saklikar <suhas.saklikar1@hdfcbank.com>  
Sent: Tuesday, January 3, 2023 3:20 PM  
To: HCC College <placementhcc@gmail.com>  
Cc: Sucheta Chatterjee <sucheta.chatterjee@hdfcbank.com>; UTSA MAJUMDER <utsa.majumder@hdfcbank.com>  
Subject: Re: Campus Hiring Proposal for 2022 & 2023 Graduates - Heramba Chandra College, Kolkata - OR - Placement with HDFC Bank

Dear Bodhisattwa,

Please inform the shared candidates on their Interview details.

Also please do check the below mentioned eligibility criteria for all listed students and confirm.

**Selection Process :**

- 1) Application - done
- 2) Pre-Placement Talk - done
- 2) Assessment - done
- 3) Personal Interview - 5<sup>th</sup> Jan 2023.  
time to be confirmed (Virtual - MS Teams app)

The Interview selected students would undergo the NISM training from CIEL. (Please refer to the attached document)

**Eligibility Criteria :**

- Minimum 55% marks in 10<sup>th</sup> 12<sup>th</sup> & Graduation , share resumes
- No back-logs on the date of application
- Candidates with relatives in HDFC Bank are not eligible to apply

Thanks and Regards,  
Suhas Saklikar  
HDFC Bank

From: HCC College <placementhcc@gmail.com>  
Sent: Monday, October 10, 2022 6:55 PM  
To: Suhas Saklikar <suhas.saklikar1@hdfcbank.com>  
Subject: Re: Campus Hiring Proposal for 2022 & 2023 Graduates - Heramba Chandra College, Kolkata - OR - Placement with HDFC Bank

Dear Suhas

PFA

Regards  
Bodhisattwa

On Sat, Oct 8, 2022 at 4:33 PM Suhas Saklikar <suhas.saklikar1@hdfcbank.com> wrote:

Classification - Public


Classification - Public

Dear Bodhisattwa,

Thank you for your kind consideration, hoping to receive your response soon.

Thanks and Regards,  
Suhas Saklikar  
HDFC Bank

From: HCC College <placementhcc@gmail.com>  
Sent: Saturday, September 17, 2022 6:46 PM  
To: Suhas Saklikar <suhas.saklikar1@hdfcbank.com>

  
**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**

Cc: Urvashi Singh <Urvashi.Singh@hdfcbank.com>; SHRUTORSI MUKERJEE <shrutorsi.mukerjee1@hdfcbank.com>  
Subject: Re: Campus Hiring Proposal for 2022 & 2023 Graduates - Heramba Chandra College, Kolkata - OR - Placement with HDFC Bank

Thank you sir.  
I will soon start the process. Keep you posted.

Regards  
Dr. Bodhisattwa Bardhan Choudhury  
Convenor  
9609578303

On Fri, Sep 16, 2022 at 6:58 PM Suhas Saklikar <suhas.saklikar1@hdfcbank.com> wrote:

Classification - Public

Classification - Public

Dear Bodhisattwa,

Greetings from HDFC Bank!

We hope this e-mail finds you well.

As India's fastest growing Bank - we are constantly on the lookout for bright young talent that can help us grow further from strength to strength. We are pleased to digitally connect with your reputed institute to discuss this avenue for partnership.

Your college has consistently displayed its academic prowess by grooming good quality talent year on year - with the right skill set to be employable in the industry. We would like to partner with your esteemed institution in an attempt to select and groom the next generation of bankers.

Please take a look at the attached proposal and do let us know a good time to connect further.

HDFC Bank is offering an Employment Opportunity to graduates of 2022 & 2023 from your institute.

Selected candidates will be hired as Personal Bankers in the grade of "Trainee" at an annual gross compensation of **Rs. 3.5 lakhs**. Detailed job description has been attached.

On **successful completion of a 1-year probation** period post joining, candidates will be confirmed at the grade of **Assistant Manager**.

We are looking to consider students in the **following streams** in your institution:

1. English Honours
2. Maths Honours
3. Physics / Chemistry / Botany
4. Computer Application
5. Business Administration
6. B.Com/ Statistics
7. BA Economics

Next Steps:

(i) We request the list of unplaced & interested students from **Batch of 2022** (for starters we only require the basic details like name, email, mobile number, course specialization) - we will first assign the online assessment with the basic information, and then based on results - we will take the hiring process further.

(ii) We request details of your outgoing **Batch of 2023** in the attached excel template. You may share details of students from the above-mentioned streams who are interested in an opportunity with HDFC Bank.

We look forward to partnering with you in this campus hiring endeavor. Please feel free to reach out to me for any further details.

Thanks and Regards,  
Suhas Saklikar  
HDFC Bank

HDFC Bank Great Place to Work Certified May 2021-May 2022 Logo



Principal  
Heramba Chandra College  
Kolkata-700 029

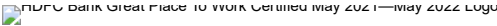


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Thanks and Regards  
Team Placement  
[Heramba Chandra College](#)

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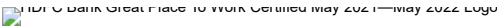


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Thanks and Regards  
Team Placement  
[Heramba Chandra College](#)

**Advisory Note : This email message originates from outside HDFC BANK. Please be extra vigilant before you click on a link, open attachments or reply.**



Classification - Public

Classification - Public

**HCC College** <placementhcc@gmail.com>  
To: Suhas Saklikar <suhas.saklikar1@hdfcbank.com>

Fri, Feb 17, 2023 at 11:01 PM

Noted with thanks

On Fri, Feb 17, 2023 at 1:54 AM Suhas Saklikar <[suhas.saklikar1@hdfcbank.com](mailto:suhas.saklikar1@hdfcbank.com)> wrote:


Classification - Public

Classification - Public

Dear Bodhisattwa,  
  
Congratulations ! Kindly note the selects as below

Rohit Nag Chowdhury
Barun Pusti
Sk Arshad
Shivam Kumar

**Thanks and Regards,**  
**Suhas Saklikar**

  
**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**

+91 9619990945  
HDFC Bank

From: Suhas Saklikar <suhas.saklikar1@hdfcbank.com>  
Sent: Thursday, January 5, 2023 12:54 AM  
To: HCC College <placementhcc@gmail.com>  
Cc: Sucheta Chatterjee <sucheta.chatterjee@hdfcbank.com>; UTSA MAJUMDER <utsa.majumder@hdfcbank.com>  
Subject: Re: Campus Hiring Proposal for 2022 & 2023 Graduates - Heramba Chandra College, Kolkata - OR - Placement with HDFC Bank

Dear Bodhisattwa,


Thanks for the support, please do inform the students on NISM and on 5<sup>th</sup> Jan interview process.

Kindly confirm.

College	Emailid	Roll No	Name	Contact	Amcat result	Home town	Gend-er	10 %	12 %	Grad %	Live back logs	UG Course	Special-ization	Batch (2022/2023)	Interview Panel
Panel 1 time - 10.30 am															
HCC	devanshmishra766@gmail.com	201043-21-0053	Devansh Mishra	9330335377	Strong Consider	Kolkata	MALE	66.40%	92.50%	92.82 (average of three semesters only)	0	B.com(honours)	B.com Honours in financial accounting	2023	Panel - 1
HCC	souravcharm2074@gmail.com	201043-22-0031	SOURAV SHARMA	9330414704	Strong Consider	Kolkata	MALE	58%	74.60%	383.33	0	Bachelors of commerce	Bachelors of commerce	2023	Panel - 1
HCC	dassoumalya91@gmail.com	201043-21-0146	SOUMALYA DAS	8697071635	May Consider	KOLKATA	MALE	78.75%	89.50%	9.27% ( upto 2nd semester)	1 ( In 3rd sem in computer application paper )	BCom (Honors)	BCom (Honors) in Accounting and Finance	2023	Panel - 1
HCC	chandrikabhowal@gmail.com	201043-11-0020	Chandrika Bhowal	9433045581	Strong Consider	Kolkata	Female	90.80%	91.8%	9.4	0	B.Com(Hons)	B.Com(Hons- Accounting & Finance)	2023	Panel - 1
HCC	paulsubham2806@gmail.com	191043-21-0371	Subham Paul	6290812395	Strong Consider	Kolkata, Sonarpur	MALE	68.86%	83.80%	82.31%	0	B.com	B.com(H) ; Accountancy	2022	Panel - 1
HCC	routhrohan35@gmail.com	201043-21-0685	Rohan Routh	9330745771	Strong Consider	Kolkata	MALE	72%	68.50%	93.25		BCOM Honours	Finance	2023	Panel - 1
HCC	nagchoudhuryrohit@gmail.com	201043-21-0108	Rohit Nag Chowdhury	9836287593	Strong Consider	Kolkata	MALE	77.70%	87.80%	8.509	0	B.Com(Accountancy and Finance Honours)	B.Com(Accountancy and Finance Honours)	2023	Panel - 1
Panel 2 - 12 noon															
HCC	barunpusti@gmail.com	181043-21-0098	Barun Pusti	7439900817	May Consider	Kolkata	MALE	82.00%	83.00%	81.65	No	Bachelor of commerce	B.COM(H)	2023	Panel - 2
HCC	sancharisaha948@gmail.com	201043-12-0013	Sanchari Saha	8145674443	Strong Consider	Siliguri	Female	78.00%	85.00%	20	0	B. Com ( general )	Under graduate	2023	Panel - 2
HCC	dibyagurung14@gmail.com	202043-11-0024	Dibya Gurung	7074796026	May Consider	Dalsingpara Ran Bahadur Busty	Female	A-Grade	A-Grade	SGPA: 7.075	NO	BACHELOR OF ARTS(B.A.) POLITICAL SCIENCE (H)	POLITICAL SCIENCE HONOURS	2023	Panel - 2
HCC	arshadshaikhmailld@gmail.com	201043-21-0139	Sk Arshad	9163661322	Strong Consider	Kolkata	MALE	66%	83.80%	8.8 till 3rd semester	0	Bachelor's Of Commerce	Accountancy and Finance	2022	Panel - 2
HCC	cshivam2626@gmail.com	202043-21-0022	Shivam Kumar	9007127260	Strong Consider	Samastipur, Bihar	MALE	7.2 CGPA	74.66%	7.4 SGPA	No	Bachelor of arts	Political Science Honours	June,2023	Panel - 2
HCC	hccshubham09@gmail.com	201043-21-0132	Shubham Kumar	8100009499	May Consider	Kolkata	MALE	77%	85%	8.5 SGPA	No	Bachelor of Commerce	Accounts and finance	June, 2023	Panel - 2
HCC	siddharthadutta9966@gmail.com	201043-21-0137	SIDDHARTHA DUTTA	7439615454	Strong Consider	Kolkata	MALE	73%	88%	1281 (out of 1400) (upto 3rd semester)	No	B.Com (Honours)	B.Com (Honours) (Accounting & Finance)	2023	Panel - 2

Link Panel 1 - 10.30 am 5<sup>th</sup> Jan 2023

[https://teams.microsoft.com/join/19%3ameeting\\_NTiONTgwNTItZjBmZi00NmE1LTlmY2QtZWFiMTRiOTdhNDEy%40thread.v2/0?context=%7b%22Tid%22%3a%22827fd022-05a6-4e57-be9c-cc069b6ae62d%22%2c%22Oid%22%3a%229e4166a1-9fa9-4cde-8aec-5c38935c84c2%22%7d](https://teams.microsoft.com/join/19%3ameeting_NTiONTgwNTItZjBmZi00NmE1LTlmY2QtZWFiMTRiOTdhNDEy%40thread.v2/0?context=%7b%22Tid%22%3a%22827fd022-05a6-4e57-be9c-cc069b6ae62d%22%2c%22Oid%22%3a%229e4166a1-9fa9-4cde-8aec-5c38935c84c2%22%7d)




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Panel 2 - 12.00 pm 5<sup>th</sup> Jan 2023

[https://teams.microsoft.com/join/19%3ameeting\\_YmZkN2ZlNTYtMDYwYy00ZjJlLTlhYjMtNjZjMDA3ODZlM2Ey%40thread.v2/0?context=%7b%22Tid%22%3a%22827fd022-05a6-4e57-be9c-cc069b6ae62d%22%2c%22Oid%22%3a%229e4166a1-9fa9-4cde-8aec-5c38935c84c2%22%7d](https://teams.microsoft.com/join/19%3ameeting_YmZkN2ZlNTYtMDYwYy00ZjJlLTlhYjMtNjZjMDA3ODZlM2Ey%40thread.v2/0?context=%7b%22Tid%22%3a%22827fd022-05a6-4e57-be9c-cc069b6ae62d%22%2c%22Oid%22%3a%229e4166a1-9fa9-4cde-8aec-5c38935c84c2%22%7d)



Principal  
Heramba Chandra College  
Kolkata-700 029



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teams.microsoft.com

Thanks and Regards,

Suhas Saklikar

+91 9619990945

HDFC Bank

From: Suhas Saklikar <suhas.saklikar1@hdfcbank.com>

Sent: Wednesday, January 4, 2023 12:31 PM

To: HCC College <placementhcc@gmail.com>

Cc: Sucheta Chatterjee <sucheta.chatterjee@hdfcbank.com>; UTSA MAJUMDER <utsa.majumder@hdfcbank.com>

Subject: Re: Campus Hiring Proposal for 2022 & 2023 Graduates - Heramba Chandra College, Kolkata - OR - Placement with HDFC Bank

Dear Bodhisattwa,

As discussed, please share the 10<sup>th</sup> 12<sup>th</sup> percentage and resumes of the below students.

The interview is scheduled for 5<sup>th</sup> Jan 2023 from 10.30 to 1pm. However, the interview shortlist could be shared once you can help with the mentioned details.

Will share the interview links shortly.

Name	Emailid	Roll No	Contact	10th %	12th %
Devansh Mishra	devanshmishra766@gmail.com	201043-21-0053	9330335377		
SOURAV SHARMA	souravcharm2074@gmail.com	201043-22-0031	9330414704		
SOUMALYA DAS	dassoumalya91@gmail.com	201043-21-0146	8697071635		
Chandrika Bhowal	chandrikabhowal@gmail.com	201043-11-0020	9433045581		
Subham Paul	paulsubham2806@gmail.com	191043-21-0371	6290812395		
Rohan Routh	routhrohan35@gmail.com	201043-21-0685	9330745771		
Rohit Nag Chowdhury	nagchoudhuryrohit@gmail.com	201043-21-0108	9836287593		
Barun Pusti	barunpusti@gmail.com	181043-21-0098	7439900817		
Sanchari Saha	sancharisaha948@gmail.com	201043-12-0013	8145674443		
Dibya Gurung	dibyagurung14@gmail.com	202043-11-0024	7074796026		
Sk Arshad	arshadshaikhmailid@gmail.com	201043-21-0139	9163661322		
Shivam Kumar	cshivam2626@gmail.com	202043-21-0022	9007127260		
Shubham Kumar	hccshubham09@gmail.com	201043-21-0132	8100009499		
SIDDHARTHA DUTTA	siddharthadutta9966@gmail.com	201043-21-0137	7439615454		

Thanks and Regards,

Suhas Saklikar

Whats app number : +91 8850614109

HDFC Bank

From: Suhas Saklikar <suhas.saklikar1@hdfcbank.com>

Sent: Tuesday, January 3, 2023 3:20 PM

To: HCC College <placementhcc@gmail.com>

Cc: Sucheta Chatterjee <sucheta.chatterjee@hdfcbank.com>; UTSA MAJUMDER <utsa.majumder@hdfcbank.com>

Subject: Re: Campus Hiring Proposal for 2022 & 2023 Graduates - Heramba Chandra College, Kolkata - OR - Placement with HDFC Bank

Dear Bodhisattwa,

Please inform the shared candidates on their Interview details.

Principal  
Heramba Chandra College  
Kolkata-700 029

Also please do check the below mentioned eligibility criteria for all listed students and confirm.

Selection Process :

- 1) Application - done
- 2) Pre-Placement Talk - done
- 2) Assessment - done
- 3) Personal Interview - 5<sup>th</sup> Jan 2023.  
time to be confirmed (Virtual - MS Teams app)

The Interview selected students would undergo the NISM training from CIEL. (Please refer to the attached document)

Eligibility Criteria :

- Minimum 55% marks in 10<sup>th</sup> 12<sup>th</sup> & Graduation , share resumes
- No back-logs on the date of application
- Candidates with relatives in HDFC Bank are not eligible to apply

Thanks and Regards,  
Suhas Saklikar  
[HDFC Bank](#)

From: HCC College <[placementhcc@gmail.com](mailto:placementhcc@gmail.com)>  
Sent: Monday, October 10, 2022 6:55 PM  
To: Suhas Saklikar <[suhas.saklikar1@hdfcbank.com](mailto:suhas.saklikar1@hdfcbank.com)>  
Subject: Re: Campus Hiring Proposal for 2022 & 2023 Graduates - Heramba Chandra College, Kolkata - OR - Placement with HDFC Bank

Dear Suhas

PFA

Regards  
Bodhisattwa

On Sat, Oct 8, 2022 at 4:33 PM Suhas Saklikar <[suhas.saklikar1@hdfcbank.com](mailto:suhas.saklikar1@hdfcbank.com)> wrote:

Classification - Public

Classification - Public

Dear Bodhisattwa,

Thank you for your kind consideration, hoping to receive your response soon.

Thanks and Regards,  
Suhas Saklikar  
[HDFC Bank](#)

From: HCC College <[placementhcc@gmail.com](mailto:placementhcc@gmail.com)>  
Sent: Saturday, September 17, 2022 6:46 PM  
To: Suhas Saklikar <[suhas.saklikar1@hdfcbank.com](mailto:suhas.saklikar1@hdfcbank.com)>  
Cc: Urvashi Singh <[Urvashi.Singh@hdfcbank.com](mailto:Urvashi.Singh@hdfcbank.com)>; SHRUTORSI MUKERJEE <[shrutorsi.mukerjee1@hdfcbank.com](mailto:shrutorsi.mukerjee1@hdfcbank.com)>  
Subject: Re: Campus Hiring Proposal for 2022 & 2023 Graduates - Heramba Chandra College, Kolkata - OR - Placement with HDFC Bank

Thank you sir.  
I will soon start the process. Keep you posted.


Regards  
Dr. Bodhisattwa Bardhan Choudhury  
Convenor  
9609578303

On Fri, Sep 16, 2022 at 6:58 PM Suhas Saklikar <[suhas.saklikar1@hdfcbank.com](mailto:suhas.saklikar1@hdfcbank.com)> wrote:

Classification - Public

Classification - Public

Dear Bodhisattwa,

  
**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**

Greetings from HDFC Bank!

We hope this e-mail finds you well.

As India's fastest growing Bank - we are constantly on the lookout for bright young talent that can help us grow further from strength to strength. We are pleased to digitally connect with your reputed institute to discuss this avenue for partnership.

Your college has consistently displayed its academic prowess by grooming good quality talent year on year - with the right skill set to be employable in the industry. We would like to partner with your esteemed institution in an attempt to select and groom the next generation of bankers.

Please take a look at the attached proposal and do let us know a good time to connect further.

HDFC Bank is offering an Employment Opportunity to graduates of 2022 & 2023 from your institute:

Selected candidates will be hired as Personal Bankers in the grade of "Trainee" at an annual gross compensation of **Rs. 3.5 lakhs**. Detailed job description has been attached.

On **successful completion of a 1-year probation** period post joining, candidates will be confirmed at the grade of **Assistant Manager**.

We are looking to consider students in the **following streams** in your institution:

1. English Honours
2. Maths Honours
3. Physics / Chemistry / Botany
4. Computer Application
5. Business Administration
6. B.Com/ Statistics
7. BA Economics

Next Steps:

(i) We request the list of unplaced & interested students from **Batch of 2022** (for starters we only require the basic details like name, email, mobile number, course specialization) - we will first assign the online assessment with the basic information, and then based on results - we will take the hiring process further.

(ii) We request details of your outgoing **Batch of 2023** in the attached excel template. You may share details of students from the above-mentioned streams who are interested in an opportunity with HDFC Bank.

We look forward to partnering with you in this campus hiring endeavor. Please feel free to reach out to me for any further details.

Thanks and Regards,

Suhas Saklikar

HDFC Bank

HDFC Bank Great Place to Work Certified May 2021-May 2022 Logo


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--  
Thanks and Regards  
Team Placement  
Heramba Chandra College

**Advisory Note : This email message originates from outside HDFC BANK. Please be extra vigilant before you click on a link, open attachments or reply.**

HDFC Bank Great Place to Work Certified May 2021-May 2022 Logo

  
**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**



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--  
Thanks and Regards  
Team Placement  
[Heramba Chandra College](#)

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Classification - Public

--  
Thanks and Regards  
Team Placement  
[Heramba Chandra College](#)

**Suhas Saklikar** <suhas.saklikar1@hdfcbank.com> Thu, May 11, 2023 at 3:05 PM  
To: HCC College <placementhcc@gmail.com>  
Cc: Sucheta Chatterjee <sucheta.chatterjee@hdfcbank.com>, NIKESH KUMAR SINGH <nikesh.singh3@hdfcbank.com>, Ankita Sinha1 <Ankita.Sinha2@hdfcbank.com>, UTSA MAJUMDER <utsa.majumder@hdfcbank.com>, SHRUTORSI MUKERJEE <shrutorsi.mukerjee1@hdfcbank.com>, Priyanka Dhuliya <priyanka.dhuliya@hdfcbank.com>

Classification - Public

Classification - Public

Dear Team,

**Greetings from HDFC Bank !**

This is to inform you that we will now be starting with NISM registration process of the selected students from your campus.

A detailed document of process flow and student details excel is attached for your reference.  
Kindly go through the same.

**Kindly note the below points:**

1. NISM registration is compulsory for all the students who have accepted the offer.
2. TPO is required to fill in student details in the attached excel spreadsheet.
3. TPO is required to take the PAN card consent from the students(Yes/No) and mention in the sheet.
4. Please take the consent in the mail from the students and collect the print of the mail in the zip folder and share it with us for the record.


**Below is the consent mail to be shared with the selected students:**

"Dear Candidate,

Thank you for Applying in HDFC Bank, as part of the process you need to complete NISM Certification for which we need your PAN Card Number to be shared with CIEL.

Please provide your consent to use your PAN Card number for registration"

**Please share the sheet with us latest by Friday 12th May @ 5 pm.**

  
**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**

Thanks and Regards,  
Suhas Saklikar  
+91 9619990945  
HDFC Bank

Noted with thanks

On Fri, Feb 17, 2023 at 1:54 AM Suhas Saklikar <[suhas.saklikar1@hdfcbank.com](mailto:suhas.saklikar1@hdfcbank.com)> wrote:

Classification - Public

Classification - Public

Dear Bodhisattwa,

Congratulations ! Kindly note the selects as below

Rohit Nag Chowdhury
Barun Pusti
Sk Arshad
Shivam Kumar

**Thanks and Regards,**  
**Suhas Saklikar**  
**+91 9619990945**  
**HDFC Bank**

**From:** Suhas Saklikar <[suhas.saklikar1@hdfcbank.com](mailto:suhas.saklikar1@hdfcbank.com)>  
**Sent:** Thursday, January 5, 2023 12:54 AM  
**To:** HCC College <[placementhcc@gmail.com](mailto:placementhcc@gmail.com)>  
**Cc:** Sucheta Chatterjee <[sucheta.chatterjee@hdfcbank.com](mailto:sucheta.chatterjee@hdfcbank.com)>; UTSA MAJUMDER <[utsa.majumder@hdfcbank.com](mailto:utsa.majumder@hdfcbank.com)>  
**Subject:** Re: Campus Hiring Proposal for 2022 & 2023 Graduates - Heramba Chandra College, Kolkata - OR - Placement with HDFC Bank

Dear Bodhisattwa,

Thanks for the support, please do inform the students on NISM and on 5<sup>th</sup> Jan interview process.


Kindly confirm.

College	Emailid	Roll No	Name	Contact	Amcat result	Home town	Gender	10 %	12 %	Grad %	Live back logs	UG Course	Special-ization	Batch (2022/2023)	Interview Panel
Panel 1 time - 10.30 am															
HCC	devanshmishra766@gmail.com	201043-21-0053	Devansh Mishra	9330335377	Strong Consider	Kolkata	MALE	66.40%	92.50%	92.82 (average of three semesters only)	0	Computer Science	Computer Science	2022	1
HCC	souravcharm2074@gmail.com	201043-22-0031	SOURAV SHARMA	9330414704	Strong Consider	Kolkata	MALE	58%	74.60%	383.33	0	Computer Science	Computer Science	2022	1
HCC	dassoumalya91@gmail.com	201043-21-0146	SOUMALYA DAS	8697071635	May Consider	KOLKATA	MALE	78.75%	89.50%	9.27% ( upto 2nd semester)	1 ( In 3rd sem in computer application paper	Computer Science	Computer Science	2022	1
HCC	chandrikabhawal@gmail.com	201043-11-0020	Chandrika Bhowal	9433045581	Strong Consider	Kolkata	Female	90.80%	91.8%	9.4	0	Computer Science	Computer Science	2022	1
HCC	paulsubham2806@gmail.com	191043-21-0371	Subham Paul	6290812395	Strong Consider	Kolkata, Sonarpur	MALE	68.86%	83.80%	82.31%	0	Computer Science	Computer Science	2022	1
HCC	routhrohan35@gmail.com	201043-21-0685	Rohan Routh	9330745771	Strong Consider	Kolkata	MALE	72%	68.50%	93.25	0	Computer Science	Computer Science	2022	1
HCC	nagchoudhuryrohit@gmail.com	201043-21-0108	Rohit Nag Chowdhury	9836287593	Strong Consider	Kolkata	MALE	77.70%	87.80%	8.509	0	Computer Science	Computer Science	2022	1
Panel 2 - 12 noon															
HCC	barunpusti@gmail.com	181043-21-0098	Barun Pusti	7439900817	May Consider	Kolkata	MALE	82.00%	83.00%	81.65	No	Computer Science	Computer Science	2022	2
HCC	sancharisaha948@gmail.com	201043-12-0013	Sanchari Saha	8145674443	Strong Consider	Siliguri	Female	78.00%	85.00%	20	0	Computer Science	Computer Science	2022	2
HCC	dibyagurung14@gmail.com	202043-11-0024	Dibya Gurung	7074796026	May Consider	Dalsingpara Ran Bahadur Busty.	Female	A-Grade	A-Grade	SGPA: 7.075	NO	Computer Science	Computer Science	2022	2
HCC	arshadshaikmallid@gmail.com	201043-21-0139	Sk Arshad	9163661322	Strong Consider	Kolkata	MALE	66%	83.80%	8.8 till 3rd semester	0	Computer Science	Computer Science	2022	2
HCC	cshivam2626@gmail.com	202043-21-0022	Shivam Kumar	9007127260	Strong Consider	Samastipur, Bihar	MALE	7.2 CGPA	74.66%	7.4 SGPA	No	Computer Science	Computer Science	2022	2

HCC	<a href="mailto:hccshubham09@gmail.com">hccshubham09@gmail.com</a>	201043-21-0132	Shubham Kumar	8100009499	May Consider	Kolkata	MALE	77%	85%	8.5 SGPA	No	Bachelor of Commerce	Accounts and finance	June, 2023	Panel - 2
HCC	<a href="mailto:siddharthadutta9966@gmail.com">siddharthadutta9966@gmail.com</a>	201043-21-0137	SIDDHARTHA DUTTA	7439615454	Strong Consider	Kolkata	MALE	73%	88%	1281 (out of 1400) (upto 3rd semester)	No	B.Com (Honours)	B.Com (Honours) (Accounting & Finance)	2023	Panel - 2

Link Panel 1 - 10.30 am 5<sup>th</sup> Jan 2023

[https://teams.microsoft.com/l/meetup-join/19%3ameeting\\_NTi0NTgwNTItZjBmZi00NmE1LTlmY2QtZWFiMTRiOTdhNDEy%40thread.v2/0?context=%7b%22Tid%22%3a%22827fd022-05a6-4e57-be9c-cc069b6ae62d%22%2c%22Oid%22%3a%229e4166a1-9fa9-4cde-8aec-5c38935c84c2%22%7d](https://teams.microsoft.com/l/meetup-join/19%3ameeting_NTi0NTgwNTItZjBmZi00NmE1LTlmY2QtZWFiMTRiOTdhNDEy%40thread.v2/0?context=%7b%22Tid%22%3a%22827fd022-05a6-4e57-be9c-cc069b6ae62d%22%2c%22Oid%22%3a%229e4166a1-9fa9-4cde-8aec-5c38935c84c2%22%7d)




Join conversation

[teams.microsoft.com](https://teams.microsoft.com)

Panel 2 - 12.00 pm 5<sup>th</sup> Jan 2023

[https://teams.microsoft.com/l/meetup-join/19%3ameeting\\_YmZkN2ZiNTYtMDYwYy00ZjJlLTlhYjMtNjZjMDA3ODZiMDEy%40thread.v2/0?context=%7b%22Tid%22%3a%22827fd022-05a6-4e57-be9c-cc069b6ae62d%22%2c%22Oid%22%3a%229e4166a1-9fa9-4cde-8aec-5c38935c84c2%22%7d](https://teams.microsoft.com/l/meetup-join/19%3ameeting_YmZkN2ZiNTYtMDYwYy00ZjJlLTlhYjMtNjZjMDA3ODZiMDEy%40thread.v2/0?context=%7b%22Tid%22%3a%22827fd022-05a6-4e57-be9c-cc069b6ae62d%22%2c%22Oid%22%3a%229e4166a1-9fa9-4cde-8aec-5c38935c84c2%22%7d)



Join conversation

[teams.microsoft.com](https://teams.microsoft.com)

Thanks and Regards,  
Sahas Saklikar  
+91 9619990945  
HDFC Bank

From: Suhas Saklikar <[suhas.saklikar1@hdfcbank.com](mailto:suhas.saklikar1@hdfcbank.com)>  
Sent: Wednesday, January 4, 2023 12:31 PM  
To: HCC College <[placementhcc@gmail.com](mailto:placementhcc@gmail.com)>  
Cc: Sucheta Chatterjee <[sucheta.chatterjee@hdfcbank.com](mailto:sucheta.chatterjee@hdfcbank.com)>; UTSA MAJUMDER <[utsa.majumder@hdfcbank.com](mailto:utsa.majumder@hdfcbank.com)>  
Subject: Re: Campus Hiring Proposal for 2022 & 2023 Graduates - Heramba Chandra College, Kolkata - OR - Placement with HDFC Bank


Dear Bodhisattwa,

As discussed, please share the 10<sup>th</sup> 12<sup>th</sup> percentage and resumes of the below students.

The interview is scheduled for 5<sup>th</sup> Jan 2023 from 10.30 to 1pm. However, the interview shortlist could be shared once you can help with the mentioned details.

Will share the interview links shortly.

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SOURAV SHARMA	<a href="mailto:souravcham2074@gmail.com">souravcham2074@gmail.com</a>	201043-22-0031	9330414704		
SOUMALYA DAS	<a href="mailto:dassoumalya91@gmail.com">dassoumalya91@gmail.com</a>	201043-21-0146	8697071635		
Chandrika Bhowal	<a href="mailto:chandrikabhawal@gmail.com">chandrikabhawal@gmail.com</a>	201043-11-0020	9433045581		
Subham Paul	<a href="mailto:paulsubham2806@gmail.com">paulsubham2806@gmail.com</a>	191043-21-0371	6290812395		
Rohan Routh	<a href="mailto:routhrohan35@gmail.com">routhrohan35@gmail.com</a>	201043-21-0685	9330745771		
Rohit Nag Chowdhury	<a href="mailto:nagchoudhuryrohit@gmail.com">nagchoudhuryrohit@gmail.com</a>	201043-21-0108	9836287593		
Barun Pusti	<a href="mailto:barunpusti@gmail.com">barunpusti@gmail.com</a>	181043-21-0098	7439900817		


  
Principal
   
Heramba Chandra College
   
Kolkata-700 029

Sanchari Saha	<a href="mailto:sancharisaha948@gmail.com">sancharisaha948@gmail.com</a>	201043-12-0013	8145674443		
Dibya Gurung	<a href="mailto:dibyagurung14@gmail.com">dibyagurung14@gmail.com</a>	202043-11-0024	7074796026		
Sk Arshad	<a href="mailto:arshadshaikhmailid@gmail.com">arshadshaikhmailid@gmail.com</a>	201043-21-0139	9163661322		
Shivam Kumar	<a href="mailto:cshivam2626@gmail.com">cshivam2626@gmail.com</a>	202043-21-0022	9007127260		
Shubham Kumar	<a href="mailto:hccshubham09@gmail.com">hccshubham09@gmail.com</a>	201043-21-0132	8100009499		
SIDDHARTHA DUTTA	<a href="mailto:siddharthadutta9966@gmail.com">siddharthadutta9966@gmail.com</a>	201043-21-0137	7439615454		

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Sahas Saklikar  
Whats app number : +91 8850614109  
[HDFC Bank](#)

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[HDFC Bank](#)

From: HCC College <[placementhcc@gmail.com](mailto:placementhcc@gmail.com)>  
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Dear Suhas

PFA


Regards  
Bodhisattwa

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Dear Bodhisattwa,

Classification - Public

Classification - Public

  
**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**

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Sent: Saturday, September 17, 2022 6:46 PM  
To: Suhas Saklikar <suhas.saklikar1@hdfcbank.com>  
Cc: Urvashi Singh <Urvashi.Singh@hdfcbank.com>; SHRUTORSI MUKERJEE <shrutorsi.mukerjee1@hdfcbank.com>  
Subject: Re: Campus Hiring Proposal for 2022 & 2023 Graduates - Heramba Chandra College, Kolkata - OR - Placement with HDFC Bank

Thank you sir.  
I will soon start the process. Keep you posted.

Regards  
Dr. Bodhisattwa Bardhan Choudhury  
Convenor  
9609578303

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Classification - Public

Classification - Public

Dear Bodhisattwa,  
  
Greetings from HDFC Bank!

We hope this e-mail finds you well.

As India's fastest growing Bank - we are constantly on the lookout for bright young talent that can help us grow further from strength to strength. We are pleased to digitally connect with your reputed institute to discuss this avenue for partnership.

Your college has consistently displayed its academic prowess by grooming good quality talent year on year - with the right skill set to be employable in the industry. We would like to partner with your esteemed institution in an attempt to select and groom the next generation of bankers.

Please take a look at the attached proposal and do let us know a good time to connect further.

HDFC Bank is offering an Employment Opportunity to graduates of 2022 & 2023 from your institute:  
Selected candidates will be hired as Personal Bankers in the grade of "Trainee" at an annual gross compensation of **Rs. 3.5 lakhs**. Detailed job description has been attached.

On **successful completion of a 1-year probation** period post joining, candidates will be confirmed at the grade of **Assistant Manager**.

We are looking to consider students in the **following streams** in your institution:

- 1. English Honours
- 2. Maths Honours
- 3. Physics / Chemistry / Botany
- 4. Computer Application
- 5. Business Administration
- 6. B.Com/ Statistics
- 7. BA Economics

Next Steps:

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We look forward to partnering with you in this campus hiring endeavor. Please feel free to reach out to me for any further details.

Thanks and Regards,  
Sahas Saklikar  
HDFC Bank

Principal  
Heramba Chandra College  
Kolkata-700 029



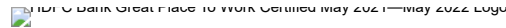


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Classification - Public

--  
Thanks and Regards  
Team Placement  
[Heramba Chandra College](#)

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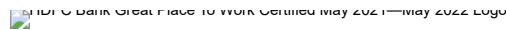


Classification - Public

Classification - Public

--  
Thanks and Regards  
Team Placement  
[Heramba Chandra College](#)

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Classification - Public

--  
Thanks and Regards  
Team Placement  
[Heramba Chandra College](#)

**Advisory Note : This email message originates from outside HDFC BANK. Please be extra vigilant before you click on a link, open attachments or reply.**



  
**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**

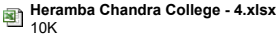
Classification - Public

Classification - Public

3 attachments



Outlook-btqp4uvh.png  
3K



Heramba Chandra College - 4.xlsx  
10K



NISM.pdf  
97K

Suhas Saklikar1 <suhas.saklikar1@hdfcbank.com>  
Cc: HCC College <placementhcc@gmail.com>

Wed, Jul 12, 2023 at 6:43 PM

Classification - Public

Classification - Public

Dear Candidate,

Kindly respond to the below mail with your approval/consent to share your PAN details with CIEL along with PAN details

-----

(In your response mail-

1. Share your Consent mentioning (

" Hi "Candidate name" , hereby give my consent to use my PAN Card Number for registration for NISM Certification with CIEL"

)

2. Share your PAN number details on same mail.

3. Kindly reply using your same email id as marked to you.

-----

Thanks and Regards,  
Suhas Saklikar  
+91 9619990945  
HDFC Bank

Classification - Public

Classification - Public

Principal  
Heramba Chandra College  
Kolkata-700 029

From: Suhas Saklikar <suhas.saklikar1@hdfcbank.com>  
Sent: Thursday, May 11, 2023 3:05 PM  
To: HCC College <placementhcc@gmail.com>  
Cc: Sucheta Chatterjee <sucheta.chatterjee@hdfcbank.com>; NIKESH KUMAR SINGH <nikesh.singh3@hdfcbank.com>; Ankita Sinha1 <Ankita.Sinha2@hdfcbank.com>; UTSA MAJUMDER <utsa.majumder@hdfcbank.com>; SHRUTI DHULIYA <shruti.dhuliya@hdfcbank.com>; PRIYANKA DHULIYA <priyanka.dhuliya@hdfcbank.com>  
Subject: Re: Campus Hiring Proposal for 2022 & 2023 Graduates - Heramba Chandra College, Kolkata - OR - Placement with HDFC Bank

Dear Team,

Greetings from HDFC Bank !

This is to inform you that we will now be starting with NISM registration process of the selected students from your campus.

A detailed document of process flow and student details excel is attached for your reference.  
Kindly go through the same.

Kindly note the below points:

- 1. NISM registration is compulsory for all the students who have accepted the offer.
- 2. TPO is required to fill in student details in the attached excel spreadsheet.
- 3. TPO is required to take the PAN card consent from the students(Yes/No) and mention in the sheet.
- 4. Please take the consent in the mail from the students and collect the print of the mail in the zip folder and share it with us for the record.

Below is the consent mail to be shared with the selected students:

"Dear Candidate,

Thank you for Applying in HDFC Bank, as part of the process you need to complete NISM Certification for which we need your PAN Card Number to be shared with CIEL.

Please provide your consent to use your PAN Card number for registration"

Please share the sheet with us latest by Friday 12th May @ 5 pm  
Feel free to get in touch with me for any queries.

Thanks and Regards,  
Suhas Saklikar  
+91 9619990945  
HDFC Bank

From: HCC College <placementhcc@gmail.com>  
Sent: Friday, February 17, 2023 11:01 PM  
To: Suhas Saklikar <suhas.saklikar1@hdfcbank.com>  
Subject: Re: Campus Hiring Proposal for 2022 & 2023 Graduates - Heramba Chandra College, Kolkata - OR - Placement with HDFC Bank

Noted with thanks  
On Fri, Feb 17, 2023 at 1:54 AM Suhas Saklikar <suhas.saklikar1@hdfcbank.com> wrote:

Classification - Public  
  
Classification - Public


Dear Bodhisattwa,  
  
Congratulations ! Kindly note the selects as below

Rohit Nag Chowdhury
Barun Pusti
Sk Arshad
Shivam Kumar

Thanks and Regards,  
Suhas Saklikar  
+91 9619990945  
HDFC Bank

From: Suhas Saklikar <suhas.saklikar1@hdfcbank.com>  
Sent: Thursday, January 5, 2023 12:54 AM  
To: HCC College <placementhcc@gmail.com>  
Cc: Sucheta Chatterjee <sucheta.chatterjee@hdfcbank.com>; UTSA MAJUMDER <utsa.majumder@hdfcbank.com>  
Subject: Re: Campus Hiring Proposal for 2022 & 2023 Graduates - Heramba Chandra College, Kolkata - OR - Placement with HDFC Bank

Dear Bodhisattwa,

  
**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**


Thanks for the support, please do inform the students on NISM and on 5<sup>th</sup> Jan interview process.

Kindly confirm.

College	Emailid	Roll No	Name	Contact	Amcat result	Home town	Gend-er	10 %	12 %	Grad %	Live back logs	UG Course	Special-ization	Batch (2022/2023)	Interview Panel
Panel 1 time - 10.30 am															
HCC	devanshmishra766@gmail.com	201043-21-0053	Devansh Mishra	9330335377	Strong Consider	Kolkata	MALE	66.40%	92.50%	92.82 (average of three semesters only)	0	B.com(honours)	B.com Honours in financial accounting	2023	Panel - 1
HCC	souravcham2074@gmail.com	201043-22-0031	SOURAV SHARMA	9330414704	Strong Consider	Kolkata	MALE	58%	74.60%	383.33	0	Bachelors of commerce	Bachelors of commerce	2023	Panel - 1
HCC	dassoumalaya91@gmail.com	201043-21-0146	SOUMALYA DAS	8697071635	May Consider	KOLKATA	MALE	78.75%	89.50%	9.27% ( upto 2nd semester)	1 ( In 3rd sem in computer application paper )	BCom (Honors)	BCom (Honors) in Accounting and Finance	2023	Panel - 1
HCC	chandrikabhowal@gmail.com	201043-11-0020	Chandrika Bhowal	9433045581	Strong Consider	Kolkata	Female	90.80%	91.8%	9.4	0	B.Com(Hons)	B.Com(Hons- Accounting & Finance)	2023	Panel - 1
HCC	paulsubham2806@gmail.com	191043-21-0371	Subham Paul	6290812395	Strong Consider	Kolkata, Sonarpur	MALE	68.86%	83.80%	82.31%	0	<a href="#">B.com</a>	B.com(H) ; Accountancy	2022	Panel - 1
HCC	routhrohan35@gmail.com	201043-21-0685	Rohan Routh	9330745771	Strong Consider	Kolkata	MALE	72%	68.50%	93.25		BCOM Honours	Finance	2023	Panel - 1
HCC	nagchoudhuryrohit@gmail.com	201043-21-0108	Rohit Nag Chowdhury	9836287593	Strong Consider	Kolkata	MALE	77.70%	87.80%	8.509	0	B.Com(Accountancy and Finance Honours)	B.Com(Accountancy and Finance Honours)	2023	Panel - 1
Panel 2 - 12 noon															
HCC	barunpusti@gmail.com	181043-21-0098	Barun Pusti	7439900817	May Consider	Kolkata	MALE	82.00%	83.00%	81.65	No	Bachelor of commerce	B.COM(H)	2023	Panel - 2
HCC	sancharisaha948@gmail.com	201043-12-0013	Sanchari Saha	8145674443	Strong Consider	Siliguri	Female	78.00%	85.00%	20	0	B. Com ( general )	Under graduate	2023	Panel - 2
HCC	dibyagurung14@gmail.com	202043-11-0024	Dibya Gurung	7074796026	May Consider	Dalsingpara Ran Bahadur Busty.	Female	A-Grade	A-Grade	SGPA: 7.075	NO	BACHELOR OF ARTS(B.A.) POLITICAL SCIENCE (H)	POLITICAL SCIENCE HONOURS	2023	Panel - 2
HCC	arshadshaikhmaid@gmail.com	201043-21-0139	Sk Arshad	9163661322	Strong Consider	Kolkata	MALE	66%	83.80%	8.8 till 3rd semester	0	Bachelor's Of Commerce	Accountancy and Finance	2022	Panel - 2
HCC	cshivam2626@gmail.com	202043-21-0022	Shivam Kumar	9007127260	Strong Consider	Samastipur, Bihar	MALE	7.2 CGPA	74.66%	7.4 SGPA	No	Bachelor of arts	Politiical Science Honours	June,2023	Panel - 2
HCC	hccshubham09@gmail.com	201043-21-0132	Shubham Kumar	8100009499	May Consider	Kolkata	MALE	77%	85%	8.5 SGPA	No	Bachelor of Commerce	Accounts and finance	June, 2023	Panel - 2
HCC	siddharthadutta9966@gmail.com	201043-21-0137	SIDDHARTHA DUTTA	7439615454	Strong Consider	Kolkata	MALE	73%	88%	1281 (out of 1400) (upto 3rd semester)	No	B.Com (Honours)	B.Com (Honours) (Accounting & Finance)	2023	Panel - 2

Link Panel 1 - 10.30 am 5<sup>th</sup> Jan 2023

[https://teams.microsoft.com/l/meetup-join/19%3ameeting\\_NT10NTIgtwNTItZjBmZi00NmE1LTlmY2QtZWFiMTRIOTdhNDEy%40thread.v2/0?context=%7b%22Tid%22%3a%22827fd022-05a6-4e57-be9c-cc069b6ae62d%22%2c%22Oid%22%3a%229e4166a1-9fa9-4cde-8aec-5c38935c84c2%22%7d](https://teams.microsoft.com/l/meetup-join/19%3ameeting_NT10NTIgtwNTItZjBmZi00NmE1LTlmY2QtZWFiMTRIOTdhNDEy%40thread.v2/0?context=%7b%22Tid%22%3a%22827fd022-05a6-4e57-be9c-cc069b6ae62d%22%2c%22Oid%22%3a%229e4166a1-9fa9-4cde-8aec-5c38935c84c2%22%7d)




Join conversation

teams.microsoft.com

Panel 2 - 12.00 pm 5<sup>th</sup> Jan 2023


[https://teams.microsoft.com/l/meetup-join/19%3ameeting\\_YmZkN2ZlNTYtMDYwYy00ZjJlLTlhYjMtNjZjMDA3ODZlMDEy%40thread.v2/0?context=%7b%22Tid%22%3a%22827fd022-05a6-4e57-be9c-cc069b6ae62d%22%2c%22Oid%22%3a%229e4166a1-9fa9-4cde-8aec-5c38935c84c2%22%7d](https://teams.microsoft.com/l/meetup-join/19%3ameeting_YmZkN2ZlNTYtMDYwYy00ZjJlLTlhYjMtNjZjMDA3ODZlMDEy%40thread.v2/0?context=%7b%22Tid%22%3a%22827fd022-05a6-4e57-be9c-cc069b6ae62d%22%2c%22Oid%22%3a%229e4166a1-9fa9-4cde-8aec-5c38935c84c2%22%7d)



Join conversation

teams.microsoft.com

Thanks and Regards,  
Sahas Saklikar  
+91 9619990945  
HDFC Bank



Principal  
Heramba Chandra College  
Kolkata-700 029

**From:** Suhas Saklikar <suhas.saklikar1@hdfcbank.com>  
**Sent:** Wednesday, January 4, 2023 12:31 PM  
**To:** HCC College <placementhcc@gmail.com>  
**Cc:** Sucheta Chatterjee <sucheta.chatterjee@hdfcbank.com>; UTSA MAJUMDER <utsa.majumder@hdfcbank.com>  
**Subject:** Re: Campus Hiring Proposal for 2022 & 2023 Graduates - Heramba Chandra College, Kolkata - OR - Placement with HDFC Bank

Dear Bodhisattwa,

As discussed, please share the 10<sup>th</sup> 12<sup>th</sup> percentage and resumes of the below students.

The interview is scheduled for 5<sup>th</sup> Jan 2023 from 10.30 to 1pm. However, the interview shortlist could be shared once you can help with the mentioned details.

Will share the interview links shortly.

Name	Emailid	Roll No	Contact	10th %	12th %
Devansh Mishra	devanshmishra766@gmail.com	201043-21-0053	9330335377		
SOURAV SHARMA	souravcharm2074@gmail.com	201043-22-0031	9330414704		
SOUMALYA DAS	dassoumalya91@gmail.com	201043-21-0146	8697071635		
Chandrika Bhowal	chandrikabhowal@gmail.com	201043-11-0020	9433045581		
Subham Paul	paulsubham2806@gmail.com	191043-21-0371	6290812395		
Rohan Routh	routhrohan35@gmail.com	201043-21-0685	9330745771		
Rohit Nag Chowdhury	nagchoudhuryrohit@gmail.com	201043-21-0108	9836287593		
Barun Pusti	barunpusti@gmail.com	181043-21-0098	7439900817		
Sanchari Saha	sancharisaha948@gmail.com	201043-12-0013	8145674443		
Dibya Gurung	dibyagurung14@gmail.com	202043-11-0024	7074796026		
Sk Arshad	arshadshalkhmailid@gmail.com	201043-21-0139	9163661322		
Shivam Kumar	cshivam2626@gmail.com	202043-21-0022	9007127260		
Shubham Kumar	hccshubham09@gmail.com	201043-21-0132	8100009499		
SIDDHARTHA DUTTA	siddharthadutta9966@gmail.com	201043-21-0137	7439615454		

Thanks and Regards,  
Suhas Saklikar  
Whats app number : +91 8850614109  
HDFC Bank

**From:** Suhas Saklikar <suhas.saklikar1@hdfcbank.com>  
**Sent:** Tuesday, January 3, 2023 3:20 PM  
**To:** HCC College <placementhcc@gmail.com>  
**Cc:** Sucheta Chatterjee <sucheta.chatterjee@hdfcbank.com>; UTSA MAJUMDER <utsa.majumder@hdfcbank.com>  
**Subject:** Re: Campus Hiring Proposal for 2022 & 2023 Graduates - Heramba Chandra College, Kolkata - OR - Placement with HDFC Bank

Dear Bodhisattwa,

Please inform the shared candidates on their Interview details.

Also please do check the below mentioned eligibility criteria for all listed students and confirm.


**Selection Process :**

- 1) Application - done
- 2) Pre-Placement Talk - done
- 2) Assessment - done
- 3) Personal Interview - 5<sup>th</sup> Jan 2023.  
time to be confirmed (Virtual - MS Teams app)

The Interview selected students would undergo the NISM training from CIEL. (Please refer to the attached document)

**Eligibility Criteria :**

- Minimum 55% marks in 10<sup>th</sup> 12<sup>th</sup> & Graduation , share resumes
- No back-logs on the date of application
- Candidates with relatives in HDFC Bank are not eligible to apply

  
**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**



Thanks and Regards,  
Suhas Saklikar  
HDFC Bank

From: HCC College <placementhcc@gmail.com>  
Sent: Monday, October 10, 2022 6:55 PM  
To: Suhas Saklikar <suhas.saklikar1@hdfcbank.com>  
Subject: Re: Campus Hiring Proposal for 2022 & 2023 Graduates - Heramba Chandra College, Kolkata - OR - Placement with HDFC Bank

Dear Suhas  
PFA

Regards  
Bodhisattwa

On Sat, Oct 8, 2022 at 4:33 PM Suhas Saklikar <suhas.saklikar1@hdfcbank.com> wrote:

Classification - Public  
  
Classification - Public

Dear Bodhisattwa,  
  
Thank you for your kind consideration, hoping to receive your response soon.

Thanks and Regards,  
Suhas Saklikar  
HDFC Bank

From: HCC College <placementhcc@gmail.com>  
Sent: Saturday, September 17, 2022 6:46 PM  
To: Suhas Saklikar <suhas.saklikar1@hdfcbank.com>  
Cc: Urvashi Singh <Urvashi.Singh@hdfcbank.com>; SHRUTORSI MUKERJEE <shrutorsi.mukerjee1@hdfcbank.com>  
Subject: Re: Campus Hiring Proposal for 2022 & 2023 Graduates - Heramba Chandra College, Kolkata - OR - Placement with HDFC Bank

Thank you sir.  
I will soon start the process. Keep you posted.  
  
Regards  
Dr. Bodhisattwa Bardhan Choudhury  
Convenor  
9609578303

On Fri, Sep 16, 2022 at 6:58 PM Suhas Saklikar <suhas.saklikar1@hdfcbank.com> wrote:

Classification - Public  
  
Classification - Public

Dear Bodhisattwa,  
  
Greetings from HDFC Bank!


We hope this e-mail finds you well.

As India's fastest growing Bank - we are constantly on the lookout for bright young talent that can help us grow further from strength to strength. We are pleased to digitally connect with your reputed college to explore this avenue for co-branding.  
Your college has consistently displayed its academic prowess by grooming good quality talent year on year - with the right skill set to be employable in the industry. We would like to partner with your college in an attempt to select and groom the next generation of bankers.

Please take a look at the attached proposal and do let us know a good time to connect further.

HDFC Bank is offering an Employment Opportunity to graduates of 2022 & 2023 from your institute:  
Selected candidates will be hired as Personal Bankers in the grade of "Trainee" at an annual gross compensation of **Rs. 3.5 lakhs**. Detailed job description has been attached.

On successful completion of a 1-year probation period post joining, candidates will be confirmed at the grade of Assistant Manager.

  
**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**

We are looking to consider students in the **following streams** in your institution:

1. English Honours
2. Maths Honours
3. Physics / Chemistry / Botany
4. Computer Application
5. Business Administration
6. B.Com/ Statistics
7. BA Economics

Next Steps:

(i) We request the list of unplaced & interested students from **Batch of 2022** (for starters we only require the basic details like name, email, mobile number, course specialization) - we will first assign the online assessment with the basic information, and then based on results - we will take the hiring process further.

(ii) We request details of your outgoing **Batch of 2023** in the attached excel template. You may share details of students from the above-mentioned streams who are interested in an opportunity with HDFC Bank.

We look forward to partnering with you in this campus hiring endeavor. Please feel free to reach out to me for any further details.

Thanks and Regards,  
Sahas Saklikar  
[HDFC Bank](#)

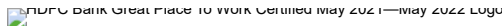


Classification - Public

Classification - Public

--  
Thanks and Regards  
Team Placement  
[Heramba Chandra College](#)

**Advisory Note : This email message originates from outside HDFC BANK. Please be extra vigilant before you click on a link, open attachments or reply.**

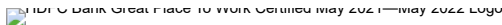



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Classification - Public

--  
Thanks and Regards  
Team Placement  
[Heramba Chandra College](#)

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**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**

Classification - Public

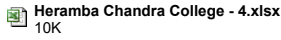
Classification - Public

--  
Thanks and Regards  
Team Placement  
[Heramba Chandra College](#)

**Advisory Note : This email message originates from outside HDFC BANK. Please be extra vigilant before you click on a link, open attachments or reply.**



3 attachments



**SK ARSHAD** <arshadshaikhmailid@gmail.com>  
To: Suhas Saklikar1 <suhas.saklikar1@hdfcbank.com>  
Cc: HCC College <placementhcc@gmail.com>

Wed, Jul 12, 2023 at 6:46 PM

" Hi "SK ARSHAD" , hereby give my consent to use my PAN Card Number for registration for NISM Certification with CIEL"

PAN NUMBER - DRPPA4533K

On Wed, Jul 12, 2023, 6:43 PM Suhas Saklikar1 <suhas.saklikar1@hdfcbank.com> wrote:

Classification - Public

Classification - Public


Dear Candidate,  
  
Kindly respond to the below mail with your approval/consent to share your PAN details with CIEL along with PAN details

(In your response mail-

1. Share your Consent mentioning (

" Hi "Candidate name" , hereby give my consent to use my PAN Card Number for registration for NISM Certification with CIEL"

)

  
**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**

2. Share your PAN number details on same mail.
3. Kindly reply using your same email id as marked to you.

Thanks and Regards,  
Suhas Saklikar  
+91 9619990945  
HDFC Bank

Classification - Public

Classification - Public

**From:** Suhas Saklikar <suhas.saklikar1@hdfcbank.com>  
**Sent:** Thursday, May 11, 2023 3:05 PM  
**To:** HCC College <placementhcc@gmail.com>  
**Cc:** Sucheta Chatterjee <sucheta.chatterjee@hdfcbank.com>; NIKESH KUMAR SINGH <nikesh.singh3@hdfcbank.com>; Ankita Sinha1 <Ankita.Sinha2@hdfcbank.com>; UTSA MAJUMDER <utsa.majumder@hdfcbank.com>; SHRUTORSI MUKERJEE <shrutorsi.mukerjee1@hdfcbank.com>; Priyanka Dhuliya <priyanka.dhuliya@hdfcbank.com>  
**Subject:** Re: Campus Hiring Proposal for 2022 & 2023 Graduates - Heramba Chandra College, Kolkata - OR - Placement with HDFC Bank

Dear Team,

Greetings from HDFC Bank !

This is to inform you that we will now be starting with NISM registration process of the selected students from your campus.

A detailed document of process flow and student details excel is attached for your reference.  
Kindly go through the same.

Kindly note the below points:

1. NISM registration is compulsory for all the students who have accepted the offer.
2. TPO is required to fill in student details in the attached excel spreadsheet.
3. TPO is required to take the PAN card consent from the students(Yes/No) and mention in the sheet.
4. Please take the consent in the mail from the students and collect the print of the mail in the zip folder and share it with us for the record.

Below is the consent mail to be shared with the selected students:

"Dear Candidate,

Thank you for Applying in HDFC Bank, as part of the process you need to complete NISM Certification for which we need your PAN Card Number to be shared with CIEL.

Please provide your consent to use your PAN Card number for registration"

Please share the sheet with us latest by Friday 12th May @ 5 pm

Feel free to get in touch with me for any queries.

Thanks and Regards,  
Suhas Saklikar  
+91 9619990945  
HDFC Bank


**From:** HCC College <placementhcc@gmail.com>  
**Sent:** Friday, February 17, 2023 11:01 PM  
**To:** Suhas Saklikar <suhas.saklikar1@hdfcbank.com>  
**Subject:** Re: Campus Hiring Proposal for 2022 & 2023 Graduates - Heramba Chandra College, Kolkata - OR - Placement with HDFC Bank

Noted with thanks

On Fri, Feb 17, 2023 at 1:54 AM Suhas Saklikar <suhas.saklikar1@hdfcbank.com> wrote:

Classification - Public

Classification - Public

  
**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**

Dear Bodhisattwa,

Congratulations ! Kindly note the selects as below

Rohit Nag Chowdhury
Barun Pusti
Sk Arshad
Shivam Kumar

Thanks and Regards,  
Suhas Saklikar  
+91 9619990945  
HDFC Bank

From: Suhas Saklikar <suhas.saklikar1@hdfcbank.com>  
Sent: Thursday, January 5, 2023 12:54 AM  
To: HCC College <placementhcc@gmail.com>  
Cc: Sucheta Chatterjee <sucheta.chatterjee@hdfcbank.com>; UTSA MAJUMDER <utsa.majumder@hdfcbank.com>  
Subject: Re: Campus Hiring Proposal for 2022 & 2023 Graduates - Heramba Chandra College, Kolkata - OR - Placement with HDFC Bank

Dear Bodhisattwa,

Thanks for the support, please do inform the students on NISM and on 5<sup>th</sup> Jan interview process.

Kindly confirm.

College	Emailid	Roll No	Name	Contact	Amcat result	Home town	Gend-er	10 %	12 %	Grad %	Live back logs	UG Course	Special-ization	Batch (2022/2023)	Interview Panel
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HCC	souravcharm2074@gmail.com	201043-22-0031	SOURAV SHARMA	9330414704	Strong Consider	Kolkata	MALE	58%	74.60%	383.33	0	Bachelors of commerce	Bachelors of commerce	2023	Panel - 1
HCC	dassoumalya91@gmail.com	201043-21-0146	SOUMALYA DAS	8697071635	May Consider	KOLKATA	MALE	78.75%	89.50%	9.27% ( upto 2nd semester)	1 ( In 3rd sem in computer application paper )	BCom (Honors)	BCom (Honors) in Accounting and Finance	2023	Panel - 1
HCC	chandrikabhowal@gmail.com	201043-11-0020	Chandrika Bhowal	9433045581	Strong Consider	Kolkata	Female	90.80%	91.8%	9.4	0	B.Com(Hons)	B.Com(Hons- Accounting & Finance)	2023	Panel - 1
HCC	paulsubham2806@gmail.com	191043-21-0371	Subham Paul	6290812395	Strong Consider	Kolkata, Sonarpur	MALE	68.86%	83.80%	82.31%	0	B.com	B.com(H) ; Accountancy	2022	Panel - 1
HCC	routhrohan35@gmail.com	201043-21-0685	Rohan Routh	9330745771	Strong Consider	Kolkata	MALE	72%	68.50%	93.25		BCOM Honours	Finance	2023	Panel - 1
HCC	nagchoudhuryrohit@gmail.com	201043-21-0108	Rohit Nag Chowdhury	9836287593	Strong Consider	Kolkata	MALE	77.70%	87.80%	8.509	0	B.Com(Accountancy and Finance Honours)	B.Com(Accountancy and Finance Honours)	2023	Panel - 1
Panel 2 - 12 noon															
HCC	barunpusti@gmail.com	181043-21-0098	Barun Pusti	7439900817	May Consider	Kolkata	MALE	82.00%	83.00%	81.65	No	Bachelor of commerce	B.COM(H)	2023	Panel - 2
HCC	sancharisaha948@gmail.com	201043-12-0013	Sanchari Saha	8145674443	Strong Consider	Siliguri	Female	78.00%	85.00%	20	0	B. Com ( general )	Under graduate	2023	Panel - 2
HCC	dibyagurung14@gmail.com	202043-11-0024	Dibya Gurung	7074796026	May Consider	Dalsingpara Ran Bahadur Busty.	Female	A-Grade	A-Grade	SGPA: 7.075	NO	BACHELOR OF ARTS(B.A.) POLITICAL SCIENCE (H)	POLITICAL SCIENCE HONOURS	2023	Panel - 2
HCC	arshadshaikhmailid@gmail.com	201043-21-0139	Sk Arshad	9163661322	Strong Consider	Kolkata	MALE	66%	83.80%	8.8 till 3rd semester	0	Bachelor's Of Commerce	Accountancy and Finance	2022	Panel - 2
HCC	cshivam2626@gmail.com	202043-21-0022	Shivam Kumar	9007127260	Strong Consider	Samastipur, Bihar	MALE	7.2 CGPA	74.66%	7.4 SGPA	No	Bachelor of arts	Political Science Honours	June,2023	Panel - 2
HCC	hccshubham09@gmail.com	201043-21-0132	Shubham Kumar	8100009499	May Consider	Kolkata	MALE	77%	85%	8.5 SGPA					



*Principal*  
**Heramba Chandra College**  
**Kolkata-700 029**



**List of Selected Candidates- Heramba Chandra College**

1 message

**Rituparna Ganguly /HR E/ICICIPRU/Kolka** <rituparna.ganguly@iciciprulife.com>  
To: HCC College <placementhcc@gmail.com>

Mon, Apr 24, 2023 at 4:48 PM

Dear Sir

We are pleased to announce that we have selected below candidates from your campus. We will directly contact them for proceedings.

Thanks for your cooperation and support. Wish to have a continued long-term relationship with your institution.


Sr.NO	Name	Personal Email*	Mobile No.*	Campus Name
1	Ritick Mitra	<a href="mailto:ritickmitra1234@gmail.com">ritickmitra1234@gmail.com</a>	9475202879	Heramba Chandra College
2	Sk Arshad	<a href="mailto:arshadshaikhmailid@gmail.com">arshadshaikhmailid@gmail.com</a>	9163661322	Heramba Chandra College
3	Hrishi Chakrabort	<a href="mailto:chakraborty.hrishi02@gmail.com">chakraborty.hrishi02@gmail.com</a>	6291318775	Heramba Chandra College
4	Gaurav Bhattacharya	<a href="mailto:gauravbhattacharya.2002@gmail.com">gauravbhattacharya.2002@gmail.com</a>	8420920513	Heramba Chandra College
5	Dipanjana Bose	<a href="mailto:bdipanjana399@gmail.com">bdipanjana399@gmail.com</a>	7980103224	Heramba Chandra College
6	Sheetal Ghosh	<a href="mailto:sheetalghosh9836@gmail.com">sheetalghosh9836@gmail.com</a>	8777396108	Heramba Chandra College
7	Shivam Kumar	<a href="mailto:shivam262521@gmail.com">shivam262521@gmail.com</a>	9007127260	Heramba Chandra College

Regards

Rituparna Ganguly

Human Resources

ICICI Prudential Life Insurance Co. Ltd

117A, [SP Mukherjee Road](#), 1<sup>st</sup> Floor,

**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**

Landmark: Near Kalighat Metro Gate no 3

Kolkata 700026

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" "Print this mail only if absolutely necessary. Save Paper. Save Trees." "The information contained in this e-mail and any attachments to this message are intended for the exclusive use of the intended recipient and may contain proprietary, confidential or legally privileged information. If you are not the intended recipient, please note that you are not authorised to disseminate, distribute or copy this e-mail or any parts of it or act upon/rely on the contents of this e-mail in any manner. Please notify the sender immediately by e-mail and destroy all copies of this e-mail and any attachments. Please also note that ICICI Bank or its subsidiaries and associated companies, (collectively "ICICI Group"), are unable to exercise control or ensure or guarantee the integrity of/over the contents of the information contained in e-mail transmissions and that any views expressed in this e-mail are not endorsed by/binding on the ICICI Group unless the sender does so expressly with due authority of ICICI Group. Before opening any attachments please check them for viruses and defects and please note that ICICI Group accepts no liability or responsibility for any damage caused by any virus that may be transmitted by this email. Thank you for your cooperation.""

;



**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**

## Proposal for Campus Recruitment to Heramba Chandra College | Internship Opportunity with I-PAC | 2023

6 messages

**Recruitment I-PAC** <recruitment@indianpac.com>

To: placementhcc@gmail.com

Cc: Tannu Priya <tannu.priya@indianpac.com>

Wed, Apr 5, 2023 at 3:32 PM

Greetings from Indian Political Action Committee (I-PAC) !!

**Indian Political Action Committee (I-PAC)** (est. April 2015), India's first cross party advocacy group. We as an organization seek spirited, like-minded individuals from multifarious professional and academic backgrounds. In line with our aim, we seek an association with your esteemed institution.

With positive societal change outlined as its primary goal, I-PAC provides a platform for young professionals to have a say in governance and policy making by setting the agenda for incoming governments. IPAC designs and implements innovative public outreach and engagement campaigns, using its understanding of grassroots dynamics coupled with political proficiency. This is implemented by utilizing a confluence of both conventional and new age engagement methods. Its robust, often disruptive election campaigns are grounded in hard data and analytics, which serve as one of the main inputs in electoral decision-making.

We are looking for highly motivated and dynamic individuals for the role of **Junior Researcher** to hire from your prestigious institution and we would be happy to conduct a placement drive in your campus as per a mutually discussed date.




Attaching the Job Description and details for the role with this email for reference.

**Stipend : Upto 34,000**


Please feel free to reach out to **Tannu Priya** from the recruitment team for any queries/doubts. Her contact number is **7003158703**


**Best Regards,**  
**Recruitment Team**  
[recruitment@indianpac.com](mailto:recruitment@indianpac.com)

 [www.indianpac.com](http://www.indianpac.com)


 Facebook icon  LinkedIn icon  Twitter icon  
 Youtbue icon  Instagram icon


 [www.indianpac.com](http://www.indianpac.com)

 Facebook icon  LinkedIn icon  Twitter icon  
 Youtbue icon  Instagram icon

  
**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**

## 2 attachments

 **Junior Researcher - JD.pdf**  
64K

 **Internship Poster.pdf**  
18725K

**Recruitment I-PAC** <recruitment@indianpac.com>

To: placementhcc@gmail.com

Cc: Tannu Priya <tannu.priya@indianpac.com>

Mon, Apr 17, 2023 at 9:18 PM


Greetings from Indian Political Action Committee (I-PAC) !!

It was great collaborating with you and your students for the drive at your campus.

We are delighted to share the list of selected students attached with this email. We will be sharing the offer letters and date of joining very soon.

Looking forward to having them onboard.

Serial No	Candidate's Name	Email	Contact Number	Selection Status
1	Debanjan halder	<a href="mailto:debanjanhalder80@gmail.com">debanjanhalder80@gmail.com</a>	9330293095	Selected
2	Ritick mitra	<a href="mailto:ritickmitra1234@gmail.com">ritickmitra1234@gmail.com</a>	9475202879	Selected
3	uttara das	<a href="mailto:dasuttara694@gmail.com">dasuttara694@gmail.com</a>	8335989722	Selected
4	subrata sarkar	<a href="mailto:sarkarsubarata11@outlook.com">sarkarsubarata11@outlook.com</a>	9647850169	Selected
5	souvik das	<a href="mailto:dassouvik6915@gmail.com">dassouvik6915@gmail.com</a>	7439603142	Selected
6	subhrajit saha	<a href="mailto:subhrajitsaha17@gmail.com">subhrajitsaha17@gmail.com</a>	8617722484	Selected
7	debarghya shaw	<a href="mailto:shawdebarghya@gmail.com">shawdebarghya@gmail.com</a>	6289946379	Selected
8	sudip naskar	<a href="mailto:naskarsudip442@gmail.com">naskarsudip442@gmail.com</a>	9088949670	Selected
9	rupa sharma	<a href="mailto:rupasharma792@gmail.com">rupasharma792@gmail.com</a>	9903587362	Selected
10	deepjoy nag	<a href="mailto:deepjoynag123@gmail.com">deepjoynag123@gmail.com</a>	7003471493	Selected
11	shivang singh	<a href="mailto:shivang22082003@gmail.com">shivang22082003@gmail.com</a>	8910711418	Selected
12	swapnanil mukherjee	<a href="mailto:swapnanilmukherjee1996@gmail.com">swapnanilmukherjee1996@gmail.com</a>	7029044271	Selected
13	sneha barman	<a href="mailto:sneharitu017@gmail.com">sneharitu017@gmail.com</a>	8017296297	Selected
14	madhumita roy	<a href="mailto:roymadhumita079@gmail.com">roymadhumita079@gmail.com</a>	9330671815	Selected
15	subham joardar	<a href="mailto:subhamjoardar.edu@gmail.com">subhamjoardar.edu@gmail.com</a>	9007895567	Selected
16	dibyendu pain	<a href="mailto:dibyendupain58@gmail.com">dibyendupain58@gmail.com</a>	6291321281	Selected
17	spandan chakraborty	<a href="mailto:cspandan.635@gmail.com">cspandan.635@gmail.com</a>	6290091569	Selected
18	gaurav bhattacharya	<a href="mailto:gauravbhattacharya.2002@gmail.com">gauravbhattacharya.2002@gmail.com</a>	8420920513	Selected
19	dipanjan bose	<a href="mailto:bdipanjan399@gmail.com">bdipanjan399@gmail.com</a>	7980103224	Selected
20	hrishi chakraborty	<a href="mailto:chakraborty.hrishi02@gmail.com">chakraborty.hrishi02@gmail.com</a>	6291318775	Selected
21	suman das	<a href="mailto:sumandas2002top@gmail.com">sumandas2002top@gmail.com</a>	7439254811	Selected
22	megha singh	<a href="mailto:meghasingh01365@gmail.com">meghasingh01365@gmail.com</a>	8777500907	Selected
23	sreemonti dey	<a href="mailto:sreemontidey@gmail.com">sreemontidey@gmail.com</a>	7998383116	Selected
24	indranil saha	<a href="mailto:sahaindranil720@gmail.com">sahaindranil720@gmail.com</a>	9073860991	Selected
25	dibya gurung	<a href="mailto:dibyagurung14@gmail.com">dibyagurung14@gmail.com</a>	7074796026	Selected
26	sushouvan chakraborty	<a href="mailto:sushouvan4@gmail.com">sushouvan4@gmail.com</a>	6290545299	Selected

  
**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**

27	swayatta datta	<a href="mailto:dattaswayatta@gmail.com">dattaswayatta@gmail.com</a>	8777035972	Selected
28	surajit mondal	<a href="mailto:sumanjitmondal572002@gmail.com">sumanjitmondal572002@gmail.com</a>	9674531443	Selected
29	saradindu bera	<a href="mailto:saradindubera25@gmail.com">saradindubera25@gmail.com</a>	7003661134	Selected
30	kiranmoy karmakar	<a href="mailto:kiranmoykarmakar03@gmail.com">kiranmoykarmakar03@gmail.com</a>	8697177106	Selected
31	somnath baidya	<a href="mailto:somnathbaidya0018@gmail.com">somnathbaidya0018@gmail.com</a>	7439535404	Selected
32	sahelika sadhukhan	<a href="mailto:sahelikasadhukhan10@gmail.com">sahelikasadhukhan10@gmail.com</a>	9748663654	Selected
33	sampa banerjee	<a href="mailto:sampabanerjee360@gmail.com">sampabanerjee360@gmail.com</a>	8617254143	Selected
34	subhayan mitra	<a href="mailto:subhayan6674@gmail.com">subhayan6674@gmail.com</a>	8697476227	Selected
35	dronacharya mitra	<a href="mailto:dronacharyamitra3@gmail.com">dronacharyamitra3@gmail.com</a>	8697506359	Selected
36	sreenanda ghosh	<a href="mailto:anasuaghosh2@gmail.com">anasuaghosh2@gmail.com</a>	6291140973	Selected
37	jyoti prasad	<a href="mailto:pjo56256@gmail.com">pjo56256@gmail.com</a>	9163798447	Selected
38	prithyjit dey sarkar	<a href="mailto:prithyjitdeysarkar2277@gmail.com">prithyjitdeysarkar2277@gmail.com</a>	6289809630	Selected
39	arkaprobho dutta	<a href="mailto:arkaprobho2002@gmail.com">arkaprobho2002@gmail.com</a>	6289148026	Selected
40	parthib sutradhar	<a href="mailto:parthibsutradhar475@gmail.com">parthibsutradhar475@gmail.com</a>	8100638423	Selected
41	swapnashree ray	<a href="mailto:shreeroy450@gmail.com">shreeroy450@gmail.com</a>	9051375007	Selected
42	rajdeep chakroborty	<a href="mailto:rajdeepchakroborty285@gmail.com">rajdeepchakroborty285@gmail.com</a>	8981414267	Selected
43	taniya singh	<a href="mailto:misstaniyasingh@gmail.com">misstaniyasingh@gmail.com</a>	9875503414	Selected
44	raja gharami	<a href="mailto:gharamiraja93@gmail.com">gharamiraja93@gmail.com</a>	8653310793	Selected
45	rahul jha	<a href="mailto:rahul2021jha@gmail.com">rahul2021jha@gmail.com</a>	8584834274	Selected
46	susmita sani	<a href="mailto:debsissani40@gmail.com">debsissani40@gmail.com</a>	8478916792	Selected
47	sweety paik	<a href="mailto:sweetypaik2003@gmail.com">sweetypaik2003@gmail.com</a>	7980690541	Selected
48	subham das	<a href="mailto:dassubham898@gmail.com">dassubham898@gmail.com</a>	7439604074	Selected
49	samrat banerjee	<a href="mailto:samratbanerjee847@gmail.com">samratbanerjee847@gmail.com</a>	7003992804	Selected
50	ayan roy	<a href="mailto:23ayanroy@gmail.com">23ayanroy@gmail.com</a>	6290616101	Selected
51	rupannita paul	<a href="mailto:rupannitapaul4@gmail.com">rupannitapaul4@gmail.com</a>	8100150409	Selected
52	ipshita mallick	<a href="mailto:ipshumallick16@gmail.com">ipshumallick16@gmail.com</a>	7439361731	Selected

Best Regards,  
Recruitment Team  
[recruitment@indianpac.com](mailto:recruitment@indianpac.com)



Logo

[www.indianpac.com](http://www.indianpac.com)



Facebook icon



LinkedIn icon



Twitter icon



Youtbue icon



Instagram icon

[Quoted text hidden]

HCC College <placementhcc@gmail.com>  
To: Recruitment I-PAC <recruitment@indianpac.com>  
Cc: Tannu Priya <tannu.priya@indianpac.com>

Thank you very much

Bodhisattwa

[Quoted text hidden]

--

Thanks and Regards  
Team Placement



Tue, Apr 23 at 12:12 PM

**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**



**Recruitment I-PAC** <recruitment@indianpac.com>  
To: HCC College <placementhcc@gmail.com>  
Cc: Suchitra Srivastava <suchitra.srivastava@indianpac.com>, Yash Pandey <yash.pandey@indianpac.com>

Hello Sir,  
Kindly provide the NOC to all the selected candidates mentioned in above mentioned mail ASAP.

Looking forward to the same.  
**Best Regards,**  
**Recruitment Team**  
[recruitment@indianpac.com](mailto:recruitment@indianpac.com)



[Quoted text hidden]

**HCC College** <placementhcc@gmail.com>  
To: Teachers of Heramba Chandra College <teachershcc@gmail.com>


We need to provide NOC hard copy

----- Forwarded message -----  
From: **Recruitment I-PAC** <recruitment@indianpac.com>  
Date: Fri, May 12, 2023 at 5:41 PM  
Subject: Re: Proposal for Campus Recruitment to Heramba Chandra College | Internship Opportunity with I-PAC | 2023  
To: HCC College <placementhcc@gmail.com>  
Cc: Suchitra Srivastava <suchitra.srivastava@indianpac.com>, Yash Pandey <yash.pandey@indianpac.com>

Hello Sir,  
Kindly provide the NOC to all the selected candidates mentioned in above mentioned mail ASAP.

Looking forward to the same.  
**Best Regards,**  
**Recruitment Team**  
[recruitment@indianpac.com](mailto:recruitment@indianpac.com)



  
**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**

On Tue, Apr 18, 2023 at 12:12 PM HCC College <placementhcc@gmail.com> wrote:  
Thank you very much  
Bodhisattwa  
On Mon, Apr 17, 2023 at 9:18 PM Recruitment I-PAC <recruitment@indianpac.com> wrote:


Greetings from Indian Political Action Committee (I-PAC) !!

It was great collaborating with you and your students for the drive at your campus.

We are delighted to share the list of selected students attached with this email. We will be sharing the offer letters and date of joining very soon.

Looking forward to having them onboard.

Serial No	Candidate's Name	Email	Contact Number	Selection Status
1	Debanjan halder	<a href="mailto:debanjanhalder80@gmail.com">debanjanhalder80@gmail.com</a>	9330293095	Selected
2	Ritick mitra	<a href="mailto:ritickmitra1234@gmail.com">ritickmitra1234@gmail.com</a>	9475202879	Selected
3	uttara das	<a href="mailto:dasuttara694@gmail.com">dasuttara694@gmail.com</a>	8335989722	Selected
4	subrata sarkar	<a href="mailto:sarkarsubrata11@outlook.com">sarkarsubrata11@outlook.com</a>	9647850169	Selected
5	souvik das	<a href="mailto:dassouvik6915@gmail.com">dassouvik6915@gmail.com</a>	7439603142	Selected
6	subhrajit saha	<a href="mailto:subhrajitsaha17@gmail.com">subhrajitsaha17@gmail.com</a>	8617722484	Selected
7	debarghya shaw	<a href="mailto:shawdebarghya@gmail.com">shawdebarghya@gmail.com</a>	6289946379	Selected
8	sudip naskar	<a href="mailto:naskarsudip442@gmail.com">naskarsudip442@gmail.com</a>	9088949670	Selected
9	rupa sharma	<a href="mailto:rupasharma792@gmail.com">rupasharma792@gmail.com</a>	9903587362	Selected
10	deepjoy nag	<a href="mailto:deepjoynag123@gmail.com">deepjoynag123@gmail.com</a>	7003471493	Selected
11	shivang singh	<a href="mailto:shivang22082003@gmail.com">shivang22082003@gmail.com</a>	8910711418	Selected
12	swapnanil mukherjee	<a href="mailto:swapnanilmukherjee1996@gmail.com">swapnanilmukherjee1996@gmail.com</a>	7029044271	Selected
13	sneha barman	<a href="mailto:sneharitu017@gmail.com">sneharitu017@gmail.com</a>	8017296297	Selected
14	madhumita roy	<a href="mailto:roymadhumita079@gmail.com">roymadhumita079@gmail.com</a>	9330671815	Selected
15	subham joardar	<a href="mailto:subhamjoardar.edu@gmail.com">subhamjoardar.edu@gmail.com</a>	9007895567	Selected
16	dibyendu pain	<a href="mailto:dibyendupain58@gmail.com">dibyendupain58@gmail.com</a>	6291321281	Selected
17	spandan chakraborty	<a href="mailto:cspandan.635@gmail.com">cspandan.635@gmail.com</a>	6290091569	Selected
18	gaurav bhattacharya	<a href="mailto:gauravbhattacharya.2002@gmail.com">gauravbhattacharya.2002@gmail.com</a>	8420920513	Selected
19	dipanjan bose	<a href="mailto:bdipanjan399@gmail.com">bdipanjan399@gmail.com</a>	7980103224	Selected
20	hrishi chakraborty	<a href="mailto:chakraborty.hrishi02@gmail.com">chakraborty.hrishi02@gmail.com</a>	6291318775	Selected
21	suman das	<a href="mailto:sumandas2002top@gmail.com">sumandas2002top@gmail.com</a>	7439254811	Selected
22	megha singh	<a href="mailto:meghasingh01365@gmail.com">meghasingh01365@gmail.com</a>	8777500907	Selected
23	sreemonti dey	<a href="mailto:sreemontidey@gmail.com">sreemontidey@gmail.com</a>	7998383116	Selected
24	indranil saha	<a href="mailto:sahaindranil720@gmail.com">sahaindranil720@gmail.com</a>	9073860991	Selected
25	dibya gurung	<a href="mailto:dibyagurung14@gmail.com">dibyagurung14@gmail.com</a>	7074796026	Selected
26	sushouvan chakraborty	<a href="mailto:sushouvan4@gmail.com">sushouvan4@gmail.com</a>	6290545299	Selected
27	swayatta datta	<a href="mailto:dattaswayatta@gmail.com">dattaswayatta@gmail.com</a>	8777035972	Selected
28	surajit mondal	<a href="mailto:sumanjitmondal572002@gmail.com">sumanjitmondal572002@gmail.com</a>	9674531443	Selected
29	saradindu bera	<a href="mailto:saradindubera25@gmail.com">saradindubera25@gmail.com</a>	7003661134	Selected
30	kiranmoy karmakar	<a href="mailto:kiranmoykarmakar03@gmail.com">kiranmoykarmakar03@gmail.com</a>	8697177106	Selected
31	somnath baidya	<a href="mailto:somnathbaidya0018@gmail.com">somnathbaidya0018@gmail.com</a>	7439535404	Selected
32	sahelika sadhukhan	<a href="mailto:sahelikasadhukhan10@gmail.com">sahelikasadhukhan10@gmail.com</a>	9748663654	Selected
33	sampa banerjee	<a href="mailto:sampabanerjee360@gmail.com">sampabanerjee360@gmail.com</a>	8617254143	Selected
34	subhayan mitra	<a href="mailto:subhayan6674@gmail.com">subhayan6674@gmail.com</a>	8697476227	Selected
35	dronacharya mitra	<a href="mailto:dronacharyamitra3@gmail.com">dronacharyamitra3@gmail.com</a>	8697506359	Selected
36	sreenanda ghosh	<a href="mailto:anasuaghosh2@gmail.com">anasuaghosh2@gmail.com</a>	6291140973	Selected

  
**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**

37	jyoti prasad	<a href="mailto:pjo56256@gmail.com">pjo56256@gmail.com</a>	9163798447	Selected
38	prithyjit dey sarkar	<a href="mailto:prithyjitdeysarkar2277@gmail.com">prithyjitdeysarkar2277@gmail.com</a>	6289809630	Selected
39	arkaprobho dutta	<a href="mailto:arkaprobho2002@gmail.com">arkaprobho2002@gmail.com</a>	6289148026	Selected
40	parthib sutradhar	<a href="mailto:parthibsutradhar475@gmail.com">parthibsutradhar475@gmail.com</a>	8100638423	Selected
41	swapnashree ray	<a href="mailto:shreeroy450@gmail.com">shreeroy450@gmail.com</a>	9051375007	Selected
42	rajdeep chakroborty	<a href="mailto:rajdeepchakroborty285@gmail.com">rajdeepchakroborty285@gmail.com</a>	8981414267	Selected
43	taniya singh	<a href="mailto:misstaniyasingh@gmail.com">misstaniyasingh@gmail.com</a>	9875503414	Selected
44	raja gharami	<a href="mailto:gharamiraja93@gmail.com">gharamiraja93@gmail.com</a>	8653310793	Selected
45	rahul jha	<a href="mailto:rahul2021jha@gmail.com">rahul2021jha@gmail.com</a>	8584834274	Selected
46	susmita sani	<a href="mailto:debsissani40@gmail.com">debsissani40@gmail.com</a>	8478916792	Selected
47	sweety paik	<a href="mailto:sweetypaik2003@gmail.com">sweetypaik2003@gmail.com</a>	7980690541	Selected
48	subham das	<a href="mailto:dassubham898@gmail.com">dassubham898@gmail.com</a>	7439604074	Selected
49	samrat banerjee	<a href="mailto:samratbanerjee847@gmail.com">samratbanerjee847@gmail.com</a>	7003992804	Selected
50	ayan roy	<a href="mailto:23ayanroy@gmail.com">23ayanroy@gmail.com</a>	6290616101	Selected
51	rupannita paul	<a href="mailto:rupannitapaul4@gmail.com">rupannitapaul4@gmail.com</a>	8100150409	Selected
52	ipshita mallick	<a href="mailto:ipshumallick16@gmail.com">ipshumallick16@gmail.com</a>	7439361731	Selected

Best Regards,

Recruitment Team

[recruitment@indianpac.com](mailto:recruitment@indianpac.com)



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On Wed, Apr 5, 2023 at 3:32 PM Recruitment I-PAC <[recruitment@indianpac.com](mailto:recruitment@indianpac.com)> wrote:

Greetings from Indian Political Action Committee (I-PAC) !!

**Indian Political Action Committee (I-PAC)** (est. April 2015), India's first cross party advocacy group. We as an organization seek spirited, like-minded individuals from multifarious professional and academic backgrounds. In line with our aim, we seek an association with your esteemed institution.

With positive societal change outlined as its primary goal, I-PAC provides a platform for young professionals to have a say in governance and policy making by setting the agenda for incoming governments. IPAC designs and implements innovative public outreach and engagement campaigns, using its understanding of grassroots dynamics coupled with political proficiency. This is implemented by utilizing a confluence of both conventional and new age engagement methods. Its robust, often disruptive election campaigns are grounded in hard data and analytics, which serve as one of the main inputs in electoral decision-making.

We are looking for highly motivated and dynamic individuals for the role of **Junior Researcher** to hire from your prestigious institution and we would be happy to conduct a placement drive in your campus as per a mutually discussed date.

Attaching the Job Description and details for the role with this email for reference.

Stipend : Upto 34,000

**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**

Please feel free to reach out to **Tannu Priya** from the recruitment team for any queries/doubts. Her contact number is **7003158703**

**Best Regards,**  
**Recruitment Team**  
[recruitment@indianpac.com](mailto:recruitment@indianpac.com)



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**HCC College** <placementhcc@gmail.com>  
To: Recruitment I-PAC <recruitment@indianpac.com>  
Cc: Suchitra Srivastava <suchitra.srivastava@indianpac.com>, Yash Pandey <yash.pandey@indianpac.com>

Sat, May 20, 2023 at 11:26 AM

Please find attached the NOC

On Fri, May 12, 2023 at 5:41 PM Recruitment I-PAC <[recruitment@indianpac.com](mailto:recruitment@indianpac.com)> wrote:

Hello Sir,  
Kindly provide the NOC to all the selected candidates mentioned in above mentioned mail ASAP.

Looking forward to the same.

**Best Regards,**  
**Recruitment Team**  
[recruitment@indianpac.com](mailto:recruitment@indianpac.com)

**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**

On Tue, Apr 18, 2023 at 12:12 PM HCC College <[placementhcc@gmail.com](mailto:placementhcc@gmail.com)> wrote:  
Thank you very much

Bodhisattwa


On Mon, Apr 17, 2023 at 9:18 PM Recruitment I-PAC <[recruitment@indianpac.com](mailto:recruitment@indianpac.com)> wrote:  
Greetings from Indian Political Action Committee (I-PAC) !!

It was great collaborating with you and your students for the drive at your campus.

We are delighted to share the list of selected students attached with this email. We will be sharing the offer letters and date of joining very soon.

Looking forward to having them onboard.

Serial No	Candidate's Name	Email	Contact Number	Selection Status
1	Debanjan halder	<a href="mailto:debanjanhalder80@gmail.com">debanjanhalder80@gmail.com</a>	9330293095	Selected
2	Ritick mitra	<a href="mailto:ritickmitra1234@gmail.com">ritickmitra1234@gmail.com</a>	9475202879	Selected
3	uttara das	<a href="mailto:dasuttara694@gmail.com">dasuttara694@gmail.com</a>	8335989722	Selected
4	subrata sarkar	<a href="mailto:sarkarsubarata11@outlook.com">sarkarsubarata11@outlook.com</a>	9647850169	Selected
5	souvik das	<a href="mailto:dassouvik6915@gmail.com">dassouvik6915@gmail.com</a>	7439603142	Selected
6	subhrajit saha	<a href="mailto:subhrajitsaha17@gmail.com">subhrajitsaha17@gmail.com</a>	8617722484	Selected
7	debarghya shaw	<a href="mailto:shawdebarghya@gmail.com">shawdebarghya@gmail.com</a>	6289946379	Selected
8	sudip naskar	<a href="mailto:naskarsudip442@gmail.com">naskarsudip442@gmail.com</a>	9088949670	Selected
9	rupa sharma	<a href="mailto:rupasharma792@gmail.com">rupasharma792@gmail.com</a>	9903587362	Selected
10	deepjoy nag	<a href="mailto:deepjoynag123@gmail.com">deepjoynag123@gmail.com</a>	7003471493	Selected
11	shivang singh	<a href="mailto:shivang22082003@gmail.com">shivang22082003@gmail.com</a>	8910711418	Selected
12	swapnil mukherjee	<a href="mailto:swapnilmukherjee1996@gmail.com">swapnilmukherjee1996@gmail.com</a>	7029044271	Selected
13	sneha barman	<a href="mailto:sneharitu017@gmail.com">sneharitu017@gmail.com</a>	8017296297	Selected
14	madhumita roy	<a href="mailto:roymadhumita079@gmail.com">roymadhumita079@gmail.com</a>	9330671815	Selected
15	subham joardar	<a href="mailto:subhamjoardar.edu@gmail.com">subhamjoardar.edu@gmail.com</a>	9007895567	Selected
16	dibyendu pain	<a href="mailto:dibyendupain58@gmail.com">dibyendupain58@gmail.com</a>	6291321281	Selected
17	spandan chakraborty	<a href="mailto:cspandan.635@gmail.com">cspandan.635@gmail.com</a>	6290091569	Selected
18	gaurav bhattacharya	<a href="mailto:gauravbhattacharya.2002@gmail.com">gauravbhattacharya.2002@gmail.com</a>	8420920513	Selected
19	dipanjan bose	<a href="mailto:bdipanjan399@gmail.com">bdipanjan399@gmail.com</a>	7980103224	Selected
20	hrishi chakraborty	<a href="mailto:chakraborty.hrishi02@gmail.com">chakraborty.hrishi02@gmail.com</a>	6291318775	Selected
21	suman das	<a href="mailto:sumandas2002top@gmail.com">sumandas2002top@gmail.com</a>	7439254811	Selected
22	megha singh	<a href="mailto:meghasingh01365@gmail.com">meghasingh01365@gmail.com</a>	8777500907	Selected
23	sreemonti dey	<a href="mailto:sreemontidey@gmail.com">sreemontidey@gmail.com</a>	7998383116	Selected
24	indranil saha	<a href="mailto:sahaindranil720@gmail.com">sahaindranil720@gmail.com</a>	9073860991	Selected
25	dibya gurung	<a href="mailto:dibyagurung14@gmail.com">dibyagurung14@gmail.com</a>	7074796026	Selected
26	sushouvan chakraborty	<a href="mailto:sushouvan4@gmail.com">sushouvan4@gmail.com</a>	6290545299	Selected

  
**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**



27	swayatta datta	dattaswayatta@gmail.com	8777035972	Selected
28	surajit mondal	sumanjitmondal572002@gmail.com	9674531443	Selected
29	saradindu bera	saradindubera25@gmail.com	7003661134	Selected
30	kiranmoy karmakar	kiranmoykarmakar03@gmail.com	8697177106	Selected
31	somnath baidya	somnathbaidya0018@gmail.com	7439535404	Selected
32	sahelika sadhukhan	sahelikasadhukhan10@gmail.com	9748663654	Selected
33	sampa banerjee	sampabanerjee360@gmail.com	8617254143	Selected
34	subhayan mitra	subhayan6674@gmail.com	8697476227	Selected
35	dronacharya mitra	dronacharyamitra3@gmail.com	8697506359	Selected
36	sreenanda ghosh	anasuaghosh2@gmail.com	6291140973	Selected
37	jiyoti prasad	pjo56256@gmail.com	9163798447	Selected
38	prithyjit dey sarkar	prithyjitdeysarkar2277@gmail.com	6289809630	Selected
39	arkaprobho dutta	arkaprobho2002@gmail.com	6289148026	Selected
40	parthib sutradhar	parthibsutradhar475@gmail.com	8100638423	Selected
41	swapnashree ray	shreeroy450@gmail.com	9051375007	Selected
42	rajdeep chakroborty	rajdeepchakroborty285@gmail.com	8981414267	Selected
43	taniya singh	misstaniyasingh@gmail.com	9875503414	Selected
44	raja gharami	gharamiraja93@gmail.com	8653310793	Selected
45	rahul jha	rahul2021jha@gmail.com	8584834274	Selected
46	susmita sani	debsissani40@gmail.com	8478916792	Selected
47	sweetty paik	sweettypaik2003@gmail.com	7980690541	Selected
48	subham das	dassubham898@gmail.com	7439604074	Selected
49	samrat banerjee	samratbanerjee847@gmail.com	7003992804	Selected
50	ayan roy	23ayanroy@gmail.com	6290616101	Selected
51	rupannita paul	rupannitapaul4@gmail.com	8100150409	Selected
52	ipshita mallick	ipshumallick16@gmail.com	7439361731	Selected

**Best Regards,  
Recruitment Team**

[recruitment@indianpac.com](mailto:recruitment@indianpac.com)



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**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**

We are looking for highly motivated and dynamic individuals for the role of **Junior Researcher** to hire from your prestigious institution and we would be happy to conduct a placement drive in your campus as per a mutually discussed date.

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Please feel free to reach out to **Tannu Priya** from the recruitment team for any queries/doubts. Her contact number is **7003158703**

**Best Regards,**  
**Recruitment Team**  
[recruitment@indianpac.com](mailto:recruitment@indianpac.com)



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**Kolkata-700 029**



*Principal*  
**Heramba Chandra College**  
**Kolkata-700 029**

**LETTER OF APPOINTMENT**

14-09-2022

**ISHAN CHANDRA**

Kolkata

ishanchandra64@gmail.com

Company ID: 217224

Dear ISHAN,

With reference to our discussion and agreement, we are pleased to extend this letter of appointment ("Appointment Letter") to you as **"Banker-Customer Experience"** within **Retail Banking - Branch Banking** at IDFC FIRST Bank Limited (the "Bank"). You are expected to join on or before **19/Dec/2022** ("Date of Joining"). Your Total Fixed Pay ("TFP") will be **INR. 6,60,000/- (Rs.Six Lakh Sixty Thousand only)** per annum. The position is currently based at **Gariahat Branch-Kolkata(WIP)**

This appointment is subject to you being medically fit to perform your role effectively. It is also subject to verification, as per the norms of the Bank, of information and particulars submitted (electronically or signed) by you, including but not limited to Authorization / Undertaking / Declaration Form. Kindly confirm your acceptance to this Appointment Letter by uploading a signed and scanned copy of the letter on the authorized joining portal within 5 working days of receipt of this Appointment Letter, post which the Appointment Letter stands revoked, as per the discretion of the Bank, and all the terms and conditions hereunder shall be null and void, and neither party shall have any obligation in relation thereto. Your acceptance to this Appointment Letter shall also mean the acceptance to the terms and conditions mentioned herein including annexures hereto, as may be modified by the Bank.

It may be noted that this Appointment Letter is to be considered final for all purposes, and supersedes all prior/ contemporaneous letters, discussion, negotiations, commitments, agreements and writings with respect to the subject matter hereof.

If any provision of this Appointment Letter is found to be illegal, invalid or unenforceable by the Bank, then such provision shall be severed from this Appointment Letter and the remaining provisions shall continue in full force and effect and operate as if the severed portion had not been included.

The Bank reserves the right to revoke the Appointment Letter without any liability of any kind thereof even after acceptance of this appointment for just cause in the sole opinion of the Bank including but not limited to any non-compliance of any law on your part or any act or deed on your part, as per the sole opinion of the Bank, damages the reputation and brand image of the Bank in any manner.

You are requested to complete the joining formalities, on the authorized online portal of the Bank and submit the documents as required by the Bank.

Your Compensation Details and general terms and conditions for appointment are as per the enclosed Annexure/s

Further, your appointment is subject to your abiding to, in Appointment Letter and spirit,

- *Code of Conduct*
- *Code of Conduct for Prohibition of Insider Trading for the Bank*

Please note that you are required to keep the salary & other perquisites / benefits offered to you strictly confidential and not share information regarding the same with anyone.


**This Appointment Letter shall be effective from your actual date of joining with the Bank. You are required to submit a signed copy of this Appointment Letter on/before the actual date of joining, failing which the appointment stands withdrawn without any further communication.**

Congratulations on your appointment and we wish you a successful career with IDFC FIRST Bank Limited.

Thank You,

For **IDFC FIRST Bank Limited***Digitally Signed by***Deepika Mahajan**

Head Talent Acquisition &amp; Employer Branding

  
**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**


I, **ISHAN CHANDRA**, son/daughter of \_\_\_\_\_ do hereby accept the above and confirm /certify the following:

- Date of Joining the Bank: 19/Dec/2022
- PAN number: BSHPC9773Q
- Email ID: ishanchandra64@gmail.com

Signature:

Date:

Authenticated by

  
**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**



**Annexure 1**  
**COMPENSATION DETAILS**


<b>Employee Name</b>	<b>ISHAN CHANDRA</b>
<b>Grade</b>	<b>Deputy Manager</b>
<b>Business Unit</b>	<b>Retail Banking - Branch Banking</b>
<b>Location</b>	<b>Gariahat Branch-Kolkata(WIP)</b>

<b>Component</b>	<b>Per Month(In INR.)</b>	<b>Per Annum (in INR.)</b>
Basic Salary	13,750	1,65,000
Flexible Benefit Plan (FBP)	33,450	4,01,400
<b>Annual Gross Pay (AGP)</b>	<b>53,200</b>	<b>6,38,400</b>
Employer PF	1,800	21,600
<b>Total Fixed Pay (TFP)</b>	<b>55,000</b>	<b>6,60,000</b>

\* As per the EPFO notification dated February 28, 2019 and basis the new PF rules, your PF will be as mentioned herein

**Notes:**

- 1Flexible Benefit Plan (FBP) comprises of HRA, Meal Card, Professional Development Expenses, Communication Expenses, LTA, Bank's Owned Car / Reimbursement & National Pension Scheme or any other plan applicable as per Bank's policy. The employee gets to allocate the pool amount under various components as desired. Tax Benefits will be based on declaration & as per IT law.
- In addition to TFP, Insurance premium is paid by the bank towards your life, accident & medical insurance. This is a notional premium amount & is not paid in cash to you
- Provident Fund contributions shall be made by the Bank to the fund.
- Gratuity will be applicable as per the Payment of Gratuity Act.
- The notice pay reimbursed, joining bonus, guaranteed bonus, relocation expenses and any other amounts, if any, paid, at the time of joining would be recovered in full, in case of your resignation/separation (whichever is earlier) within twelve months from the date of joining.

  
**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**

**Annexure 2****TERMS & CONDITIONS FOR APPOINTMENT****REVOKING THE APPOINTMENT**


- The Bank reserves the right to revoke the Appointment Letter without any liability of any kind thereof even after acceptance of this appointment for just cause in the sole opinion of the Bank including but not limited to any non-compliance of any law on your part or any act or deed on your part, as per the sole opinion of the Bank, damages the reputation and brand image of the Bank in any manner.

**CHANGE IN TERMS AND CONDITONS**

- The terms and conditions of the Appointment Letter are subject to revision and change by the Bank, without notice. The revised terms and conditions shall be applicable and abided by all the employees, effective from the date of revision or change.
- The present designation and terms of services including your emoluments are subject to change depending upon work assignment from time to time

**DURATION/VALIDITY OF THE APPOINTMENT LETTER:**

- If this Appointment Letter is not accepted by applicant within Five (5) days of receiving the letter, it shall stand revoked, at the discretion of the Bank, and all terms and conditions considered null and void, and neither party shall have any obligation in relation thereto.
- It may be noted that this Appointment Letter is to be considered final for all purposes, and supersedes all prior/ contemporaneous letters, discussion, negotiations, commitments, agreements and writings with respect to the subject matter hereof.
- If any provision of this Appointment Letter is found to be illegal, invalid or unenforceable by the Bank, then such provision shall be severed from this Appointment Letter and the remaining provisions of shall continue in full force and effect and operate as if the severed portion had not been included.

  
**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**

### Annexure 3

#### TERMS AND CONDITIONS OF EMPLOYMENT

The following are the terms and conditions of your employment at IDFC FIRST Bank Limited

For the purpose of this document "Bank" or "Company" shall mean IDFC FIRST Bank Limited and all its subsidiaries, associate or group companies.

#### 1. Postings and Transfers


- 1.1 Your joining location will be the same as mentioned in your appointment letter. However, during your employment, you may be posted / transferred to any of the offices / branch/projects / divisions / departments / units / subsidiaries / sister concerns of the Bank, existing or to be set up at any other location, without any additional remuneration, in the interest of the Bank without assigning any reasons.
- 1.2 If your role is a Remote Working role you will additionally have to adhere to the Bank's policy/guidelines for Remote Working, existing and/or as may be framed and amended from time to time.

#### 2. Leave and Absence

- 2.1 You shall be eligible for holidays and leave as per the Bank's leave policy/guidelines, as may be amended from time to time.
- 2.2 You will be entitled to Earned Leave in a financial year running from April to March as per the Bank's Policy. In case of your joining the Bank in the middle of the said financial year, you will be entitled to leave on pro-rata basis. You will be required to avail of mandatory leave as per the Bank Policy in every financial year, this will be part of your Earned Leave entitlement.
- 2.3 While counting the number of days of leave, intervening days of the weekend and Bank Holidays will not be counted.
- 2.4 You should obtain prior approval before proceeding on leave. Failure to do so may invite disciplinary action or such other action as deemed appropriate.

#### 3. Total Fixed Pay

- 3.1 Your Total Fixed Pay ("TFP") is as stated in the annexure of our Offer/Appointment Letter. Based on it, your compensation will be paid to you on a monthly basis by the end of the month to which it relates.
- 3.2 The Bank provides you choice as regards certain reimbursements within your aforesaid Total Fixed Pay, amount in keeping with the Bank's guidelines in this regard. To exercise such choice, you will have to provide to the Bank your choice at the time of joining and in the beginning of the financial year, in the prescribed manner which currently is by uploading the details of your choice of reimbursements on the Bank's Payroll Portal.
- 3.3 All amounts payable to you by the Bank (including the joining bonus, relocation expenses or notice period pay agreed to be reimbursed to you by the Bank in relation to your earlier employment) will be subject to and paid to you after deduction of income tax (or any other) at source (TDS).
- 3.4 Please note that your compensation and benefit details, are to be kept confidential at all times.
- 3.5 Your performance will be subject to periodic review based on which you will be considered for revision of compensation/grade in keeping with the Bank's policies and practices.
- 3.6 The Bank will cover you under the group medical insurance policy from the date of your joining provided you have completed all formalities and documentation pertaining to it.
- 3.7 In addition to the above, you will be covered under the Group Term Life Insurance Policy from the date of your joining and above your TFP.
- 3.8 Your Total Fixed Pay increase and future prospects in the Bank shall entirely depend on the Bank's business unit and the Bank's performance. Increase in Total Fixed Pay, in no case, and under no circumstances shall be subject to the Bank's discretion.

  
**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**

#### 4. Performance Bonus/Incentive Payments

- 4.1 The Bank may, in its absolute discretion, pay you a bonus/variable incentive of such amount, at such intervals, based on your performance as well as performance of your team and the Bank and subject to such conditions as the Bank, may, in its absolute discretion, determine from time to time, in accordance with the Bank Policy.
- 4.2 An employee will not be entitled to any variable payout/compensation on his resignation/dismissal/job abandonment/cessation.
- 4.3 The exercise of discretion to pay a bonus in one financial year shall not bind the Bank or act as a precedent for the exercise of discretion in any other financial year.
- 4.4 If, on or before the date when a bonus/incentive might otherwise have been payable, your employment has terminated or either party has given notice of cessation of employment, you will not be entitled to receive any such bonus or incentive (whether in cash, shares or any other form).

#### 5. Malus / Clawback

- 5.1 Malus provision, inter-alia, enables prevention of vesting of all or part of deferred component of variable pay including cash and share linked components and Clawback enables the Bank to recover previously paid or vested remuneration in cash or share linked compensation, etc
- 5.2 The Bank reserves its right to incorporate malus/clawback mechanism to address subdued or negative financial performance of the bank and/or the relevant line of business in any year, material failure of risk management, misconduct and other instances of non-compliance of statutory and regulatory stipulations.

#### 6. Statutory Payments / Deductions

- 6.1 All statutory payments / deductions will be as per the applicable law and may change from time to time based on changes in the law of the land.

#### 7. Deductions from Total Fixed Pay/Annual Gross Remuneration Package


- 7.1 You agree that, at any time during your employment, or after cessation of employment, the Bank may deduct and recover, from your Total Fixed Pay /Annual Gross Remuneration Package/Full and Final Settlement/ Bank Account any overpayment made, or any amounts owed by you to the Bank. This includes, but is not limited to, any excess leave, outstanding loans, advances, credit card dues, relocation expenses, joining bonus, and the cost of repairing any damage or loss to Bank's property or equipment caused by you.
- 7.2 You agree that, at any time during your employment, or after cessation of employment the Bank may recover any shortfall /loss on account of any negligence or any act of commission by you, while executing your responsibilities.

#### 8. Tax

- 8.1 You will be fully liable for the payment of Income Tax (or any other applicable taxes) on your total remuneration including bonuses/ variable pay to the Income Tax/concerned authorities including other statutory dues/taxes and this will be your personal responsibility. The Bank shall deduct any statutory dues/taxes from amounts paid to you, as per applicable laws.

#### 9. Medical Fitness and Verification of Particulars

- 9.1 Your appointment is subject to you being medically fit and continuing to be free from any illness, which restricts you from performing your official duties or in any way puts your other colleagues at risk, you are required to inform HR about the same; failure to inform the Bank/HR about such illness at the time of appointment or subsequently after developing, the same may be considered as a misconduct and Bank reserves the right to terminate your employment.

  
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- 9.2 Your employment is also subject to clearing the Personal and Professional Background Verification as per norms of the Bank, including your antecedents and documents submitted.
- 9.3 In case particulars mentioned in your application / Curriculum Vitae / Resume/ pre - employment declaration or any such document/data/information shared by you are found false or unsatisfactory, your services would be liable for termination as per the discretion of the Bank at any time without any notice or any compensation in lieu thereof.
- 9.4 Your date of birth mentioned in the Aadhaar Card or other such acceptable statutory document submitted by you will be deemed to be the conclusive proof of your date of birth.

## 10. Normal Retirement Age


- 10.1 You will automatically retire from the employment of the Bank, as the case may be, on attaining retirement age of 58 years or as decided by the Bank and unless concluded earlier or extended further as per the discretion of the Bank. By virtue of this clause, you shall not claim a right of employment with the Bank, as your employment is subject to the terms and conditions laid down by the Bank, as amended from time to time.

## 11. CONFIDENTIALITY:

- 11.1 You will not, either during your employment or at any time post resignation/cessation from services, use or communicate to any person, any information of a confidential nature concerning the business of the Bank, or of any of their customer(s), supplier(s) or other person(s) having dealings with the Bank as the case may be, and which comes to your knowledge during the course of your employment other than in connection with your services to the Bank.
- 11.2 If you are a supervisor, then in your capacity as the leader of your team, you would be in possession of highly sensitive and confidential information with regard to and not limited to each and every employees' compensation, rating, performance, sensitivities, promotions and career expectations. You would be expected to maintain complete confidentiality of the said information and not use the same in any capacity whatsoever.
- 11.3 Complete confidentiality should be maintained by you of all the information of any nature, including as to the affairs of any person having any dealing with any constituent of the Bank or any of its subsidiaries or the business of any person having any dealing with any constituent of the Bank or any of its subsidiaries and including any documents, books or records thereof, that you have had access to by virtue of your service in the Bank and you shall not directly or indirectly disclose or cause the disclosure of any such information to any person unless required to do so by any regulatory, administrative or judicial authority to such authority.
- 11.4 In performing your duties, you may from time to time receive or obtain information/data/documents from the Bank or related or associated to the Bank, its subsidiary or affiliates or otherwise and have access to information relating to their clients or business information, business plans, systems, personnel, or other information of a confidential nature (this will be termed as "the Information").
- 11.4.1 In consideration of the Bank making the Information/ data/ documents available, you undertake and agree that you will:
- Keep the Information/data/documents confidential at all times and not divulge or communicate to any person, other than those approved in writing by the Bank, any of the Information/data/documents which you may (whether before or after the date of your appointment receive or obtain.
  - Not use the Information/data/documents for any purpose other than in connection with your services to the Bank;
  - Immediately return or destroy (at the Bank's option) the original and all copies of any records of the Information/data/documents (in whatever form) and all notes and other documents embodying any of the Information on the first to occur of any of the following:
    - on the Bank's demand;
    - on termination or expiration of your employment contract with the Bank.

## 12. Other Media, Internet, Blogs, Social Media & External Persons

- 12.1 Employees are not authorized to share any information about the Bank on any social media platform. This includes but is not limited to information about any internal activity, awards, achievements, etc. Any disclosure of such information on any social media platform will be a breach of confidentiality and invite disciplinary action. Any behavior that is deemed to be in violation of this policy will result in disciplinary action.

  
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bring disrepute to the Bank may also invite suitable punitive/disciplinary action including termination of your employment at the discretion of the Bank.

12.2 All concerns and grievances need to be raised and redressed through the channels available or by reaching out to your HR Business Partner. The defined Escalation Matrix needs to be followed. Raising internal organization matters on social media, in the public domain or with external individuals will be considered a breach of conduct and may lead to termination of your employment at the discretion of the Bank.

### 13. Data Protection


- 13.1 The Bank may be required to process, transfer and store your personal and sensitive data in any of the other locations used by the Bank/any of the locations as specified by the Bank.
- 13.2 By agreeing to adhere to the policies of the Bank and/or by signing/accepting your appointment letter, you acknowledge and agree that the Bank is permitted to hold/use/process your personal/sensitive information about you as part of our personnel and other business records and that the Bank may use such information in the course of its business including but not limited to your employment purposes, all administrative and human resource related matters, administration of pay rolls, administering your insurances, investigations, identification, facilitating compliance with any law, order and regulations which may be applicable, etc.
- 13.3 You agree that the Bank may disclose such information to third parties in the event that such disclosure is, in Bank's view, required for the proper conduct of our business or that of any associated companies, management of your employment and for the matters contained herein. This clause applies to information held, used or disclosed in any medium.

### 14. Compliance

- 14.1 In your role at the Bank, it is expected that you will abide and ensure all aspects of compliances, in letter and spirit, staying true to the law of the land.
- 14.2 You are aware that there are laws against trading securities using material non-public information and you agree to comply with such laws.
- 14.3 During the continuance of your employment with the Bank, you are expected to comply with the Bank's policies, practices and procedures.

### 15. Restrictive Covenant

- 15.1 You are committed not to hire anyone or engage in any sort of discussion related to hiring or solicitation with an employee of the Bank or any of its subsidiaries for at least one year from your last working date in the Bank. This is applicable even during your period of employment whether approached by the employee or officers of the Bank, or by you or by any other intermediary or by any other means whatsoever. This Covenant further specifically requires that employees or officers of the Bank or any of its subsidiaries should not be solicited or encouraged to leave the Bank or any of its subsidiaries to join the organization which you may join in any capacity or any of its subsidiaries, joint ventures, affiliates or associates, for a period of one year from the date of separation from the Bank.
- 15.2 You agree that during your period of employment with the Bank and for a period of one year from termination or expiration of your employment with the Bank, you shall not solicit or entice, by any means whatsoever any client of the Bank. Your agreement "not to solicit" means that you will not, initiate any contact or communication of any kind whatsoever, for the purposes of inviting, encouraging or requesting any deal/ mandate/ account/ person:
- 15.2.1 to transfer from the Bank to you or to your new employer or to any other person or entity; or
  - 15.2.2 to enter into a new deal/ mandate with you or your new employer or with any other person or entity; or
  - 15.2.3 to otherwise discontinue its patronage and business relationship with the Bank
- 15.3 You agree that for a period of six (6) months from termination or expiration of your employment with the Bank, you shall not work at any firm, in any capacity or position of any supplier, vendor or partner of the Bank.


  
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## 16. Assignment

- 16.1 If you (whether alone or with others) shall, during your engagement with the Bank, make or create an idea, method, invention, discovery, design or other work either in the course of providing your services or relating to or capable of being used in those aspects of the businesses of the Bank (hereinafter called "Work") you shall promptly disclose full details thereof to the Bank and irrespective of disclosure or non-disclosure by you, all Works, shall belong exclusively to the Bank and you hereby irrevocably assign the ownership, right, title, interest, ownership of copyrights of such Works and those of any other derivative works, to the Bank. You will promptly provide to the Bank a complete written disclosure for each such Works identifying the features or concepts you or the Bank believe to be new or different. You grant to the Bank an irrevocable, nonexclusive, worldwide, perpetual, paid-up license under these Works (whether now existing or brought into being in the future).
- 16.2 The license scope is to make, have made, use, have used, sell, license or transfer items of such Works and to practice and have practiced methods pertaining to such Works. You are specifically made aware that you will not be liable to any compensation for such acts of yours, and that any rewards which the Bank may choose to bestow will not be deemed to confer any rights towards that invention, discovery or improvement in system or method, for you. You shall promptly upon intimation by the Bank, sign and execute such document, papers, declarations including deed of assignment as may be required by the Bank from time to time.
- 16.3 You (i) hereby assign to the Bank all right, title and interest in any Work (whether now existing or brought into being in the future) which is or may become a copyright work anywhere in the world and (ii) shall consider yourself as a trustee for the Bank in relation to all other Works and shall in either case at the request and expense of the Bank do all things necessary to vest all right, title and interest in any Work in the Bank or its nominee absolutely as legal and beneficial owner and to secure patent or other appropriate form of protection therefore;
- 16.4 You shall not (except as provided in this letter of appointment or as may be necessary in the course of your duties for the Bank) disclose or make use of any Work without the Bank's prior consent in writing.

## 17. Resignation and Notice Period

- 17.1 You may resign from the employment of the Bank by giving to the Bank a notice in writing, the notice period for all employees is 90 days. In case of your resignation from the services of the Bank, the Bank at its sole discretion shall have a right, but not an obligation, to waive off the notice period and in such cases the Bank will not be liable to make any payment of salary to the employee in lieu of the waived off notice period. It is understood that you will not have a right to insist upon it.
- 17.2 To the extent the Bank does not waive all or part of the Notice Period/Notice Pay,
- the employee shall remain employed through the Notice Period (or portion thereof), OR
  - payment in lieu of any unserved notice period will be recovered from the employee.
- 17.3 Recovery of notice pay will attract GST/applicable taxes. GST/applicable taxes once deducted will not be reversed under any circumstances.
- 17.4 In case your last working day falls on a weekly off or a holiday, the previous working day will be considered as the Last Working Day (LWD), further the same date would be considered for the purpose of calculation of notice period recovery/payment if necessary.
- 17.5 The Bank will not be bound to accept from you a notice of period longer than 90 days.
- 17.6 Notice Pay in lieu of notice period is defined as TFP less retinals and non cash benefits.
- 17.7 In case of your resigning from the employment of the Bank within 12(twelve) months or being terminated by the Bank in terms of Clause 18, you shall be liable to repay to the Bank and the Bank shall have a right to recover from you the amount(s) paid by the Bank to you or any others towards your joining bonus, notice period pay in relation to your previous employment, relocation expenses and all other amounts related to your joining the Bank.
- 17.8 During notice period, any leaves availed may extend the notice period by that many days, however, Bank reserves the right to amend/modify this at its sole discretion. Notwithstanding anything foregoing, in case you have been subjected to gardening/garden leave by the Bank, you will not be entitled for any leave and leave encashment thereof for the period of gardening/garden leave, as per the Bank's policy/guidelines thereof. Bank reserves its right to apply for leave for employees in Bank and requires employees to follow Bank Policy on leave for employees for Broad Band 'Role' (three months). Leave to return to the Bank, all such
- 17.9 Upon the termination of your employment agreement, you are required to return to the Bank all such properties of the Bank which are in your possession.
- 17.10 Post your resignation from the services of the Bank, if you discountinue/stop attending

  
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accepted notice period, the Bank shall treat such absence as unauthorized and shall be liable to take disciplinary action against you.

17.11 If any involvement of yours is suspected or found in fraud/cheating/theft/ any unethical / unprofessional act, etc. the Bank can initiate suitable action as deemed fit even post separation from the services of the Bank.

17.12 You hereby agree that in order to process the Full and Final Settlement on your separation it shall be your responsibility to get No Dues Clearance from the relevant stakeholders of the Bank.

## **18. Termination of Employment Agreement:**

18.1 If you absent yourself without leave for continuous five (5) working days, or as per norms of the Bank which may change from time to time, or remain absent beyond the period of leave originally granted or subsequently extended by five (5) working days, you shall be considered as willfully absconding from your employment and disciplinary action can be initiated against you, at the discretion of the Bank. This may include termination of your employment or considering it as voluntarily abandonment of employment by you and concluding your employment thereof. In case your employment is terminated or concluded under this clause, the Bank shall be entitled to recover from you such amounts as specified in above Clause (Resignation and Notice Period) in lieu of notice period. In addition to the above, the Bank may also claim damages and other reliefs to which it is entitled under contract, law or equity

18.2 Your services are liable to be terminated without any notice or salary/payment in lieu thereof for misconduct, without being exhaustive and without prejudice to the general meaning of the term "misconduct" in the case of reasonable suspicion of misconduct, fraud, disloyalty, consistent non-performance, sexual harassment or any such act of breach of yours that brings disrepute to the Bank, commission of an act involving moral turpitude, any act of indiscipline or inefficiency, any act of bankruptcy or make any composition or arrangement with your creditors. In case of termination on account of misconduct, Bank will not be liable to give any notice or payment in lieu thereof.

18.3 The Bank reserves the right to terminate your employment if your performance is determined to be unsatisfactory (as per the Bank's standards), by giving you prior written notice. The notice will be 90 days for all grades. In the event of early relieving, you will be paid notice pay in lieu of notice or part thereof. Employees who have been rated as below par or poor in the 'Annual appraisal Cycle' will be considered as underperformers and misfit for the organization and separation process would be initiated post communication of the ratings.

18.4 In the event your employment is terminated by reason of an eventuality caused by (your) death, your nominee(s) beneficiaries will receive further compensation as deemed fit by the Bank which shall be paid to your designated beneficiary/nominee provided. However; in cases, where the nominee details are not provided, the spouse of the employee is considered as the sole nominee for married employees, and parents, as the sole nominee for unmarried employees. Any further settlement from the Bank would be drawn in the nominee's name.

18.5 The Bank has the right to terminate your services for any reasons other than mentioned herein by giving notice in writing or payment of Total Fixed Pay (excluding retires and other non-cash benefits) in lieu of notice. The notice will be 90 days for all grades.


18.6 You will be covered by the employment rules and regulations including conduct, discipline, and administrative orders and any such other rules or orders of the Bank that may come in force from time to time. The Bank shall have absolute discretion to reject or refuse to accept your resignation in case of staff accountability or disciplinary action proceedings are contemplated or pending against you.

## **19. Non Conflict of Interest and No External Employment**

19.1 You will not, during your employment with the Bank, undertake other full time or part time work for remuneration or any activity that may adversely affect your professional image and integrity as an employee of the Bank.

## **20. Receipt of Payments and Benefits from Third Parties**

20.1 Subject to the Bank regulations issued and amended from time to time, neither you nor any member of your family, nor any Bank or business entity in which you or they have an interest, are entitled to receive or obtain directly or indirectly any benefit, discount, rebate, commission or other benefit from third parties in respect of any business transaction with the Bank or any Bank or business entity in which you or any member of your family or any Bank or business entity have an interest. If you or, any member of your family or any Bank or business entity have an interest in any business entity in which the Bank or any Bank or business entity have an interest, you shall disclose the same to the Bank in writing.

  
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indirectly obtain any such payment, discount, rebate, commission or other benefit you will forthwith account to the Bank for the amount received or the value of the benefit so obtained.

## 21. Code of Conduct and Expected Employee Conduct

- 21.1 You are bound by the Bank's Code of Conduct. The Bank may implement the disciplinary procedure if you fail to comply with the Code of Conduct and in certain circumstances, this could amount to gross misconduct leading to dismissal.
- 21.2 You are expected to work, while in the employment with the Bank, punctually and diligently employing your best efforts with honesty and integrity to protect the interest of the Bank and observing at all times the Bank's terms and conditions and the applicable guidelines, policies and regulations.
- 21.3 You are expected to be well groomed and formally dressed at work.

## 22. Staff Dealing Rules

- 22.1 You must comply with the Bank's Code of Conduct for Prevention of Insider Trading for the Bank and should familiarize yourself with them by reading the Policy and any relevant guidelines.

## 23. Intellectual Property Rights

- 23.1 For the purposes of this clause, "IPR" means intellectual property rights of all kinds including, in particular, patents, inventions, trademarks (and associated goodwill), designs, design right, copyright (including copyright in computer software), confidential information and know-how, database rights, applications for any of the foregoing, and all other intellectual and industrial property and rights of a similar or corresponding nature in any part of the world.
- 23.2 To the extent that ownership of IPR does not vest in the Bank by operation of law, you agree that all IPR generated by you during your employment will be owned by the Bank in perpetuity. You will co-operate fully, and do all acts required (at the Bank's expense), to assign IPR with full title guarantee worldwide to the Bank in perpetuity. You agree to appoint the Bank to act as your attorney for the purposes of securing grant and ownership of the IPR. You also agree to do nothing, during or after your employment, to affect the validity of any IPR; in particular, you agree not to make any non-confidential disclosure of any detail of the IPR outside of the Bank before protection for the IPR has been sought or such disclosure has otherwise been authorized. You also agree to waive all moral rights to all work, where the Bank owns or will own the copyright or design right to it.
- 23.3 Nothing in this document and your employment contract shall oblige the Bank to seek patent or other protection for any IPR generated during the course of your employment. The Bank may delegate its rights and/or obligations under this clause to a group company or other nominee. Rights and obligations in this clause shall survive termination of your employment for any reason.

## 24. Information, Assets and Systems

- 24.1 When you join the Bank, you may have access to phones, e-mail, internet and other equipment and systems. These form part of our IT and communication systems and you will be required to use them in accordance with the Bank policies relating to them. You should refer to the Code of Conduct for further information on these policies. You will be responsible for the safe keeping and return in good condition and order of all the properties of the Bank, which may be in your use, custody, care or charge. For the loss of any property of the Bank in your possession, the Bank will have a right to assess on its own basis and recover the damages of all such materials from you and to take such other action as it deems proper in the event of your failure to account for such material as you are aware of your responsibility relating to protection of information and to familiarize yourself with the Bank's Information Security Policies and Procedures of the Bank and abide by it in spirit and practice.
- 24.2 Information Security Compliance: All employees are expected to be aware of and information assets of the Bank. Accordingly, you are required to familiarize yourself with the Bank's Information Security Policies and Procedures of the Bank and abide by it in spirit and practice.



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## 25. Other terms and conditions:

- 25.1 The Bank reserves the right to make changes to any of your terms and conditions of employment. Any changes will take effect from the date stated in the communication.
- 25.2 In the event of a criminal case being filed against you in your personal capacity (not in the course of or arising out of employment), the Bank may, at its discretion, ask you to proceed on leave or suspend your employment till the issue is sorted out and you are acquitted. During this period, you will be paid as per applicable laws. If convicted, your employment will stand withdrawn/terminated.
- 25.3 Bank reserves the right to place you under suspension pending enquiry into the charges of misconduct or otherwise as deemed fit by the bank.
- 25.4 You will intimate in writing to the Bank any change of address within a week from change of the same, failing which any communication sent on your last recorded address shall be deemed to have been served on you.
- 25.5 As an employee you are responsible to provide correct personal email ID and phone number. The personal email ID and phone number as provided by you will stand valid for all communication from the Bank. In case of change in communication information, you are liable to update the same with the Bank within Seven (7) days of such change. Failing which, any communication sent on your last recorded address/email shall be deemed to have been served on you. The email ID provided by you, until updated with the Bank, shall be considered as one of your unique identification ID.
- 25.6 The present designation is subject to change depending upon work assignment from time to time.
- 25.7 During your employment, you will be subject to the Code of Conduct, employment rules, regulations and policy of the Bank applicable and amended from time to time. The terms and conditions contained herein shall be read along with the instructions, guidelines, policies, etc. and amendments thereof as presently applicable to you and as may be amended from time to time and as may be made applicable to you by the Bank subsequently during the course of your employment.

## 26. Indemnity

- 26.1 You shall indemnify, keep indemnified and hold harmless the Bank against any loss, damage, expense, costs, fines, charges, proceeding which the Bank might suffer due to or arising out of any wrongful acts, wrongful gains, fraud, mala fide acts, gross negligence and /or gross dereliction of duties on your part. Such indemnity shall not prejudice the right of the Bank to terminate your services on such count or the right of the Bank to seek other remedies which the Bank may have to make good the Loss or damage

## 27. Force Majeure


- 27.1 Notwithstanding anything contained herein, if the regular operations of the Bank are suspended resulting from general economic conditions or other general market effects or Acts of God or governmental or regulatory restrictions other cause of similar or different nature beyond the control of the Bank, the Bank may suspend the performance of services by you and the payment of compensation herewith. During the continuation of such suspension of operations, the Bank may, by written notice, terminate employment agreement or change the terms and conditions of your employment with no further liability whatsoever.

## 28. Foreclosure:

- 28.1 The Bank reserves the right to suspend or terminate the performance of services by you and the payment of compensation, in case of any unforeseen circumstances that might lead to suspension of the operations of any unit or business of the Bank. In such case, the general terms and conditions related to termination of employment shall stand valid.

## 29. Warranty

- 29.1 You represent and warrant that you are not subject to any agreement, arrangement, contract, order or otherwise, which in any way directly or indirectly restricts or prohibits you from accepting employment or any of them, in accordance with the terms and conditions of this letter.

  
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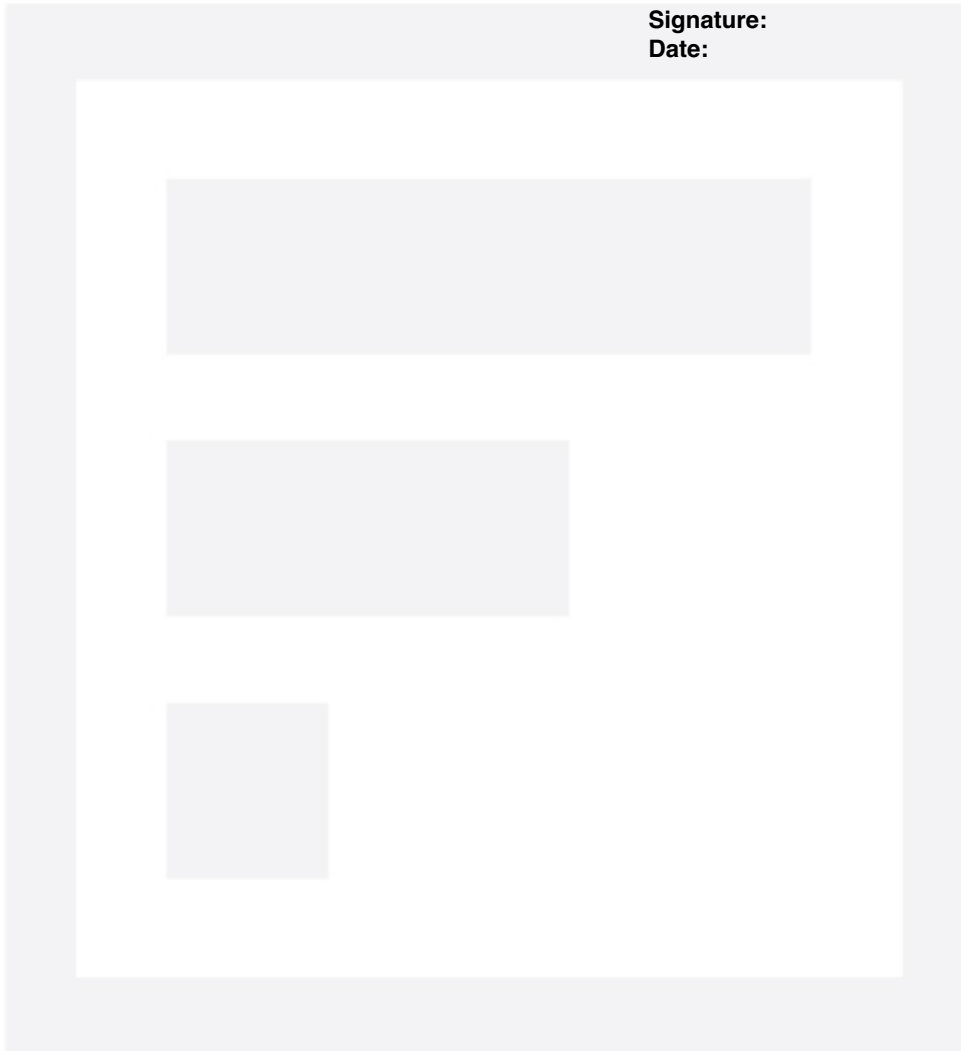
### 30. Governing Law


30.1 The interpretation and enforcement of this contract/document shall be governed by and construed in all respects in accordance with the law of India and the parties submit to the non-exclusive jurisdiction of the Mumbai courts.

**Accepted & Agreed:**

**Signature:**

**Date:**



  
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**Kolkata-700 029**

Name: **ISHAN CHANDRA**

Date: 14-Sep-2022

Company ID: 217224

### EMPLOYEE VALUE PROPOSITION

Congratulations! We are delighted to welcome you to the IDFC FIRST Bank family.

At the IDFC FIRST Bank we aim at giving each employee an opportunity to succeed. You are an integral part of our growth story and our success stories are now intertwined.

There's a lot to learn with us, not only the work but also about our culture and values. Our employee value proposition below portrays the value and experience you will gain by working at our bank.

*Be part of a **winning team**.*

*Drive change with **cutting edge technology**.*

*Join a work force that is high on **integrity**.*

*Be where **growth** is not just a number.*

*Make a **social impact**, make a difference to the society.*

*Be **dynamic**, agile, responsive, bold, disruptive.*

We are excited about you joining the bank and wish you great success in your new role.

Kindly indicate your agreement with these terms by signing and dating the agreement.

Please share a signed copy of this letter with us not later than five days from the receipt of this letter.


Warm Regards

**Deepika Mahajan**

**Head Talent Acquisition and Employer Branding**

**Human Resource Department.**

**IDFC FIRST BANK LTD.**

  
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**Annexure 4**

**PRE JOINING DOCUMENT CHECKLIST  
(TO BE UPLOADED ON THE IDFC FIRST BANK HR SYSTEM)**

S.No	Document Name	Acceptable Proof
1	Permanent Address Proof	Passport/Driving License/Voters Id Card
2	Current Address Proof (if different from permanent address)	Passbook/Rent Agreement
3	Cancelled Cheque for Alternate Bank Account	If cheque book is not available, copy of the passbook with account number and address can be submitted
4	Employment Documents (Only for experienced candidates)	Relieving Letter/ Experience letter required for all the employments mentioned on the resume.  Kindly note that, relieving letter for the last employment is required to be submitted within 45 days of joining.
5	Education Documents	Mark sheets and certificates for all relevant qualifications, as mentioned on the resume
6	Resignation proof for last employment (Only for experienced candidates)	Scanned copy of resignation proof/Resignation Email/ System Screenshot of resignation submission
7	Photo	High resolution clear passport size photograph with white background is required. This will be printed on your ID card
8	Driving License (Only for candi	Driving License copy can be uploaded
9	Insurance Book (Only for cand	Copy of the insurance book can be uploaded
10	RC Book (Only for candidates	RC Book copy can be uploaded. In case, you do not own a vehicle, an authority letter is to  Navigation: Me > Onboarding
11	Accepted Copy of the Appointment Letter with signature of the applicant and acceptance date	



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EXTROPY

**February 03, 2023**

Dear **Ishani Das**,

We are pleased to be extending an offer to become a full-time contractor of Extropy Advisors. If you accept our offer, the following terms will apply.

**Title: Accounts Executive**

**Compensation:**

Your rate of compensation will be INR **15,000** per month paid out of the 15th of the following month in arrears.

We shall conduct a compensation review to discuss compensation and bonus structure annually.

**Expenses:**

Certain technology/work materials necessary to fulfill your job duties will be provided to you at no cost. This equipment is property of Extropy Advisors and it must be returned if you are at any point no longer a contractor of Extropy Advisors.

You will be reimbursed for the following out-of-pocket expenses, should they become necessary, in accordance with our policies (requires prior approval):

- Expenses related to work activities.
- Client travel

**Start Date:**

Pending your acceptance of this offer, please plan to begin work on **13<sup>th</sup> February 2023**. Upon your decision, we will contact you to confirm your starting date.

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**Kolkata-700 029**



EXTROPY

### **Additional Details:**

- You will report directly to **Mr. Rajeev Agarwal**
- Expected working days are Monday through Friday, and each working week is 11.00 am to 8.00 PM and each working week contains 45 hours.
- You will be required to sign a Non-Disclosure Agreement (NDA) to protect our client's data and information.
- In the event of resignation, the candidate agrees and commits to delivering a written notice 30 days in advance and is responsible for the completion of open work as agreed upon with management upon the notice of resignation and job knowledge transfer.

If the above terms meet with your understanding of our discussions, please contact me at your earliest convenience regarding your acceptance of our offer of employment.

We are looking forward to the opportunity of working with you very soon!

Sincerely,

Print Name: **Rajeev Agarwal**

Title: **Finance, Analytics & BI Leader**

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WORKSHOP

[www.bengalmediaworkshop.com](http://www.bengalmediaworkshop.com)  
[www.facebook.com/bengalmediaworkshop](https://www.facebook.com/bengalmediaworkshop)

Admission Consultant

**ITALI BANERJEE**

Bengali language consultant

*Contact for course related information & admissions*

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SPOKEN ENGLISH || VOICE OVER || PERSONALITY  
DEVELOPMENT || others

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[WWW.YOUTUBE.COM/@BENGALMEDIABWORKSHOP](http://WWW.YOUTUBE.COM/@BENGALMEDIABWORKSHOP)  
[www.instagram.com/bengalmediaworkshop](https://www.instagram.com/bengalmediaworkshop)

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# FEDERAL BANK

YOUR PERFECT BANKING PARTNER



**KALI PRASAD GHOSAL**  
**Employee ID : 24256**

*Chandra*

**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**



**PROGRESSIVE**  
ASSOCIATES

# OFFER LETTER

Dear Mr. Kalyan Das,



We are pleased to inform you that post successful interviews and/ or telephonic discussions with us, the management has decided to offer you the Employment with **PROGRESSIVE ASSOCIATES** based on your CV that has been submitted to us. Kindly note that your employment is subject to the facts mentioned in your CV and the management reserves the right to verify the statements made in the CV by contacting your past employer(s).

As per your CV and interview, we have decided to hire you for the **NON-SALES DEPARTMENT**. You shall be designated as **"MANAGER - OPERATIONS PERSISTENCY & MIS"**. You will be based at our Kolkata office & initially report to the Director & Chief Operating Officer (COO). Your date of commencement of Employment will be on or before **01 Dec 2022**. You will be entitled to receive compensation and benefits amounting to a total **"Gross Fixed Salary"** of **Rs. 180,000** per annum as per the enclosed Annexure - I.

Progressive is a growing organisation in the field of Certification & Accreditation Consultancy, Third Party Audits and Management Services. We believe that quality & growth-oriented employees are the strength behind every organisation. You may be certain that we, as an organisation shall leave no stone unturned, to provide you the platform towards enhancing your potential and to give you the growth that you deserve. I am certain that you will enjoy this job as much as each one of our employees does and have a steady growth in career just like this organisation has over the years.

You shall be provided with a detailed **"Appointment Letter"** within a maximum period of two months from the date of joining the organisation. However, till such date when your **"Appointment Letter"** is issued, the offer letter along with the terms & conditions mentioned below, shall serve as the **"Appointment Letter"**, should you choose to accept the same with your signature in hard copy and/or electronically over email. Please find below the basic terms and conditions for employment at Progressive Associates:

1. You will be on probation for the period of Six (6) months from the date of joining.
2. Progressive Associates follows a detailed and transparent Appraisal Process based on a rating system for all its employees, twice every year in the month of October and April. However, you will be entitled to your first Appraisal, either in October or April whichever comes first, post completion of the Probation Period.
3. You will be entitled to one Casual Leave for every completed month and all leave facilities would be effective only after the completion of Probation period.
4. It is mandatory to give atleast two months' notice period to Progressive Associates in the event of resignation. In case you fail to give the notice period, you would be eligible to pay a penalty of twice the salary of the notice period. Notice period can be waived only at the discretion of the management.
5. Your employment would also be subject to the additional Terms & Conditions, mentioned in your appointment letter, which will be issued to you after joining as stated above.
6. You will need to submit the below mentioned documents / details on your day of joining:
  - i. Date of DOB proof (Copy of Passport / Birth Certificate) - 5 Self attested Copies
  - ii. Address proof (Copy of Passport / Voter ID Card / Aadhar Card) - 5 Self attested Copies

**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**

1<sup>st</sup> Floor, Subarna Rekha, 187 Rajdanga Nabapally, Kasba, Kolkata

(+91) 33 244 222 44/66/88/99

[www.clickprogressive.com](http://www.clickprogressive.com)

✉ [contact@clickprogressive.com](mailto:contact@clickprogressive.com)





# PROGRESSIVE<sup>TM</sup>

## ASSOCIATES

- iii. Original/Xerox of Academic Certificates (all from 10th to Highest)
  - iv. Original Resignation Letter from previous employers with acknowledgement.
  - v. Relieving/ Clearance letter from previous employer (Original)
  - vi. Pay-Slip - Proof of compensation last drawn (3 Months - Original) or bank statement (in case salary was paid in cash)
  - vii. 2 passport size photographs (Recent)
7. You shall also be required to fill-in the details of your education and previous employers with all relevant details of the organisation and Reporting Manager(s), for us to be able to verify your credentials and take appropriate feedback.
8. In case any of the statements made in the CV or the "Joining Form" is found to be false, within the first three months of your joining, the management shall have absolute discretion towards immediate termination of your employment. The management in such circumstances, where your employment has been terminated owing to "Misrepresentation of Facts" and/or "non-Disclosure of material facts" shall also lead to severe penalties including 2 (two) months of salary (payable to Progressive Associates) and/or necessary legal suit in the court of law.
9. The Company also reserves the right to terminate your services without any notice or salary in lieu thereof on grounds of misconduct, disloyalty, and commission of any act involving moral turpitude or any acts of indiscipline, or inefficiency or if found medically unfit or loss of confidence or a breach of the Company's code of conduct.
10. You will be employed in the non-Sales Department and shall be responsible for various sensitive data of the esteemed clients of Progressive Associates. You will be in possession of information about clientele of Progressive Associates and also shall be handling critical and sensitive process information of its clients. Therefore, by signing and accepting this letter, a "non-compete agreement" automatically comes into existence between you and Progressive Associates. This would mean that you are not allowed to enter into any competition (any form of consultancy/ certification business) within 12 (twelve) months of resignation/ termination of employment. This would also mean that you cannot work for the company's competitors or start your own consultancy business or join a certification body or join a customer for whom Progressive Associates has provided any service over a span of last 03 (three) years since your date of resignation. The clause would be effective for 12 (months) from your resignation/ termination of employment.
11. Progressive Associates would initiate necessary legal actions and/ or penalties up to 01 (One) year of your CTC or both if written consent to join any of the above is not taken from the management in reference to Clause 10 of the "Terms & Conditions" of this offer letter.

Looking forward to a successful joining and wishing you a long-term fruitful career with us in the years ahead. Kindly sign a copy of this letter, in case you choose to work with us, as a token of your acceptance of this offer and acceptance of all terms and conditions mentioned herein. Please feel free to contact us for any query or clarification that you may have.

Thanks & Regards,  
For Progressive Associates

  
Subir Ray Chaudhuri  
CEO



Date: 01 Dec 2022

Place: Kolkata



Principal  
Heramba Chandra College  
Kolkata-700 029

1<sup>st</sup> Floor, Subarna Rekha, 187 Rajdanga Nabapally, Kasba, Kolkata

(+91) 33 244 222 44/66/88/99

 [www.clickprogressive.com](http://www.clickprogressive.com)

 [contact@clickprogressive.com](mailto:contact@clickprogressive.com)



### ANNEXURE – I

EMPLOYEE NAME : Kalyan Das  
DESIGNATION : MANAGER - OPERATIONS PERSISTENCY & MIS  
GRADE : P2 - MANAGER  
DEPARTMENT : NON-SALES

FIXED SALARY COMPONENT	MONTHLY	ANNUALLY	CALCULATION CRITERIA
BASIC SALARY	₹ 7,500	₹ 90,000	50% of Gross Salary
HOUSE RENT ALLOWANCE	₹ 3,000	₹ 36,000	40% of Basic Salary
TRANSPORT ALLOWANCE	₹ 1,500	₹ 18,000	20% of Basic Salary
SPECIAL ALLOWANCE	₹ 750	₹ 9,000	10% of Basic Salary
FOOD ALLOWANCE	₹ 1,125	₹ 13,500	15% of Basic
DEARNESS ALLOWANCE	₹ 1,125	₹ 13,500	15% of Basic
GROSS FIXED SALARY	₹ 15,000	₹ 180,000	Total of the Salary Components
DEDUCTION	₹ 110	₹ 1,320	Professional Tax
NET FIXED SALARY	₹ 14,890	₹ 178,680	Take Home Post Deductions

Signatory Authority  
For Progressive Associates

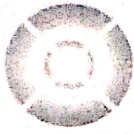
  
Subir Ray Chaudhuri  
CEO





Principal  
Heramba Chandra College  
Kolkata-700 029





**ARPY Asset**  
Invest Karo Khush Raho

ARPY Asset Pvt. Ltd.

Head Office: 27, B.T.M Sarani, Narayani Building, 3rd Floor, Room No-306, Kolkata-700001

Siliguri: Goyal Plaza, Sevoke Road, Opp. Sachitra Hotel, Siliguri - 734001

Berhampore: Keshab Nagar, Post - Cossimbazar Raj, P.S - Berhampore, Murshidabad- 742102

DATE:01/09/2022

## OFFER LETTER

To,

Miss, Kiran Singh

Address: Z-3-491/1, River Side Road , Kolkata - 700044

Dear ,Miss Singh

With reference to your application and subsequent interview on 27<sup>th</sup> September 2022, we are pleased to offer you the post of **Tele Sales MANAGER** on the basis of terms and conditions agreed mutually.

As committed, please report to duty on **2ND November 2022**.

Work timings Monday – Friday 9:00 AM TO 6:00PM & Saturday 10AM – 6:00 PM.

**Job Location: Kolkata H.O**

As we discussed on interview board, firstly we treat induction as mandatory and will undergo a two –three days' induction training

You will be under probation period of 3 months after the joining and If you leave this organization after the probation period of 3 months, you have to serve one-month notice period .If you don't serve the one month notice period then you have to pay one month salary of yours as compensation charges

After the induction program completed you have to:

- Capable to do data research through various medium.
- Response outbound/inbound calls.
- To convince customers for a meeting and assigned the lead to the respected relationship manager.
- Keep record of call details
- To achieve target as when assigned
- To share with them the benefits of selling financial products through our Company
- To share the brokerage details and competitions to the sub broker for selling Financial Products
- To motivate the sub brokers to sell Financial products as per Goal Planning to their client

All the above points were informed and accepted by you during the interview

On this post you will be receiving **RS: 10000/+ Incentive (as per Target achievements)**. After 3month company will review your salary as per your performance

### Terms & Conditions:

The company may require you at any time, to perform any other administrative, managerial, supervisory, technical or other functions and you will be bound to carry out such function.

You should not commit any returns from any investment scheme to sub brokers & clients.

You individual remuneration is purely a matter between yourself and the company and has been arrived at on the basis of your job, skills, specific background and professional merit.

You shall be maintain proper discipline and dignity of your office and dignity of your office and so shall deal with all matters.

You shall inform the company of any changes in your personal data within 3 days of the occurrence of such change.

You shall not apply for any other job outside any part time business without the prior written permission from the management. In response to this communication of appointment you are required to confirm appointment you are required to confirm your acceptance by signing the duplicate copy of this order.

Any declaration given by you or testimonials furnished by you to the company proves to be False , or you fail to abide to instruction from your superiors , unauthorized absence, and if any disloyalty, misconduct, non-performance and if any disciplinary action is taken against you , Then you will be liable for termination from service by the company.

**ARPY ASSET PRIVATE LIMITED**

Warm Regards

*Amit Rath*

**Director**  
Amit Rath, CEO & Founder

ARPY Asset Pvt. Ltd.

*Tania Mukherjee* (HR & Admin)

*[Signature]*

**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**



**EMPLOYMENT OFFER LETTER**

I

Cappgemini Ref: 6879610/1587254,

02/13/2023,  
Kobita Modak.

40/B/1/A, S N BANERJEE ROAD, BUDGE BUDGE, Budge Budge (M), South 24 Parganas, West Bengal - 700137  
Kolkata, West Bengal  
India.

**Confidential**

**Dear Kobita Modak,**

Pursuant to our discussions, we are pleased to offer you employment opportunity, on probation basis, with **Cappgemini Technology Services India Limited ('Cappgemini' or 'Company')** starting from **02/15/2023** (or such other date as may be communicated to you by the Company), as per details given below

- A) Your current designation will be **Senior Associate/A4**.
- B) You will be required to work at the Company's offices in **Kolkata**.
- C) You have to report by 9:00 A.M. at **Kolkata IN** office to complete your on-boarding and joining formalities. In this regard, you may contact security at the main gate for your entry pass at:

Address  
Cappgemini Technology Services India Limited, Candor Infospace Complex,  
1st Floor, C-Wing, Tower A3, New Town, Rajarhat, Dist - 24 Parganas, Kolkata - 700158, West Bengal



**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**



Mohammad Ferdous Alam  
Kuwait on JULY 10<sup>th</sup>, 2023  
Ref: Ref: HR/JO/BK/NZ/21

Dear Mohammad,

On behalf of **Azadea Group Holding**, I am pleased to offer you employment with our group in Kuwait as **Junior Store Operation Specialist — Zara, Grade 5**, under the following terms and conditions:

<b>Employment Period:</b>	Two years (renewable).
<b>Start Date:</b>	To be determined jointly.
<b>Probation Period:</b>	100 days from start date.
<b>Work Month:</b>	208 hours per month.
<b>Basic Salary:</b>	KD 350 per month.
	As per company policy.
<b>Overtime (1):</b>	One month (currently equal to 26 working days) for every completed year of service.
<b>Annual Leave:</b>	As per Company policy.
<b>Air Ticket:</b>	As per company policy.
<b>Private Medical Insurance:</b>	As per Kuwait Labor Law.
<b>End of Service indemnity:</b>	As per company policy.
<b>Company Fringe Benefits:</b>	

This offer is subject to our securing on your behalf the necessary permits.

Should you choose to accept our offer, please sign and date a copy of this letter and return it to the HR Department within one week, informing us of your soonest possible joining date. This offer is not a contract, and you will be required to sign a formal employment contract on your first day at work.

"This offer of employment shall be valid for a period of 7 days commencing as of the date written above and it shall be considered as invalid and void if you do not accept it in writing and inform us of the same before the elapse of the said 7 days period."

I hope you accept to join our team, and I look forward to working with you.

Sincerely yours,

  
Bilal Khreiss  
Human Resources Manager- Kuwait

Mohammad Ferdous Alam      Date



**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**

CONTRACT OF EMPLOYMENT  
BETWEEN

International Tanker Management Limited, Dubai Branch (the "Manager")  
Dubai Branch Executive Heights (Damac Bldg.),

Office No. 809 Tecom Q, Dubai, PO Box 24415, United Arab Emirates

As Agents for the Owner

Front Clipper Inc, 80 Broad Street, Monrovia, Liberia

the owner of the vessel below stated and the employer herein (the "Shipowner")  
AND

PersCode:

0111MUB43695

Full Name : Shafi, Md razzaque (the 'Seafarer')  
Date and Place of Birth : 19 Nov 1998, KOLKATA  
Passport Details : No. N8226653, Issued on 27 Apr 2016, at: India.  
Seaman's Book/ID Details : No. MUM277605, Issued on 12 Jul 2017, at: India.  
Cert. of Competency : Officer-in-Charge Nav. Watch (>500gt)  
Joining Port : Nederland

For service on board MV : FRONT CLIPPER of Marshall Islands Flag, IMO Nbr.: 9759771 (the 'Vessel')  
Vessel Type : TANKER-CRUDE

1. The Terms and conditions applied from commencement of service for the duration shown below are in accordance with and subject to the following Conditions of Service, the contents of which the Seafarer acknowledges, has been given an opportunity to review and seek advice, and as having read, understood and agreed to:

COS: MUI MODEL IBF CBA FOR INDIAN  
OFFICERS

Version: 0

Revision: 0

Issued Jan-2024

COS: \_\_\_\_\_

Version: \_\_\_\_\_

Revision: \_\_\_\_\_

Issued \_\_\_\_\_

(the 'COS'), a copy of which is available for review on board the Vessel.

Rank on Board	Port of Engagement	Duration of Contract	Wage starts from (date)
3rd Officer	Mumbai	5 M (+/- 1 Month)*	On the Date the Seafarer Joins Ship (Article 10.1)
The duration of contract specified above is governed by the relevant terms of the COS.			

Remuneration per month (in US Dollars)

Basic Pay	Leave Pay	Lumpsum Overtime	Uniform Allowance	Other Allowance	Additional Bonus	Subsistence Allowance	Total
1080.00	288.00	972.00	20.00	54.00	71.00	72.00	2557.00

Note : \* (+/- 1) month is to facilitate operational requirements of the vessel

2. The wage and allowance elements in this form are machine printed; any additions or alterations to those elements require the initials of the Seafarer and the Owner's authorised agent(s).

3. Stand-by wages, amounting to US\$ \_\_\_\_\_ are payable in accordance with the conditions of service referred to above.

4. Seniority Allowance US\$ N/A is applicable and payable from N/A.

5. This Contract of Employment commences on the date on which the Seafarer departs to join the Vessel from place of residence/engagement(\*) and is automatically rendered null and void should, for any reason, the Seafarer not travel to join the Vessel. (\*)

Delete as appropriate

V.Ships India Pvt. Ltd.

For and on behalf of International Tanker  
Management Limited, Dubai Branch (the  
"Manager").

(As Agent only, of the "Shipowner").

The Seafarer:

I hereby declare that the above facts and information are true and accurate. I acknowledge and accept that (i) the owners of any vessel on which I may be assigned from time to time and (ii) the Managers and any direct or indirect parent or subsidiary or associated or affiliated company of the Managers (together the "Companies") may each process my personal data (including any of my personal data that is provided to any of the Companies at a later date) for the following purposes:

(a) administering my employment, or my application therefor, including with respect to personal and pensions administration, employee management;

(b) as required to comply with any laws, regulations or contracts applicable to any of the Companies or their businesses and in accordance with any applicable limitation periods;


(c) where necessary to protect my vital interests; and

(d) as otherwise indicated in the Managers' data protection policy, as notified to me by the Managers in writing, on or before commencement of my employment and thereafter whenever the data protection policy is updated from time to time.

I understand that my personal data will be stored in the Managers' database and otherwise processed for the above purposes, in connection with, and during the period of my current period of employment and thereafter for such further period (if any) as is necessary to fulfil the abovementioned purposes. I also understand that the abovementioned processing activities may involve the transfer of my personal data from the Managers to any of the other Companies. This may involve the transfer of my personal data to jurisdictions whose data protection laws do not provide equivalent protection to my home country subject to the Companies taking appropriate measures to ensure that my personal data is kept secure at all times. To the extent that my personal data includes sensitive personal data, I consent to the Managers processing such sensitive personal data as stated above.

Signing Manager: Dhanesh Sawant  
Place: Mumbai  
Date: 25-Mar-2024

Seafarer's Name: Shafi, Md razzaque  
Date: 25-Mar-2024

  
Principal  
Heramba Chandra College  
Kolkata-700 029



## Data Protection – Personal Data Notification & Consent (Crew)

Name:	Shafi, Md razzaque
Date:	25-Mar-2024

### 1 DATA CONTROLLERS

“Managers” means the ship manager, a company within the group of companies comprised of Vouvray Acquisition Limited, its subsidiaries and/or affiliates (“V.Group”), who acts as manager and agent for and on behalf of the owner of any vessel on which I may be assigned from time to time. The Data Protection Policy (<http://www.vgrouplimited.com/Data-Protection-Overview.aspx>) contains a list of V.Group data controllers who may process my personal data.

### 2 NOTIFICATION

2.1 I acknowledge and accept that (i) the owners of any vessel on which I may be assigned from time to time and (ii) the Managers and any direct or indirect parent or subsidiary or associated or affiliated company of the Managers (together the “Companies”) may each process my personal data (including any of my personal data that is provided to any of the Companies at a later date) for the following purposes:

- (a) administering my employment, or my application therefor, including with respect to personal and pensions administration, employee management;
- (b) as required to comply with any laws, regulations or contracts applicable to any of the Companies or their businesses and in accordance with any applicable limitation periods;
- (c) where necessary to protect my vital interests; and
- (d) as otherwise indicated in the Managers’ data protection policy (as stated in Section 1), as notified to me by the Managers in writing, on or before commencement of my employment and thereafter whenever the data protection policy is updated from time to time.


2.2 I understand that my personal data will be stored in the Managers’ database and otherwise processed for the above purposes, in connection with, and during the period of my current period of employment and thereafter for such further period (if any) as is necessary to fulfil the abovementioned purposes. I also understand that the abovementioned processing activities may involve the transfer of my personal data from the Managers to any of the other Companies. This may involve the transfer of my personal data to jurisdictions whose data protection laws do not provide equivalent protection to my home country subject to the Companies taking appropriate measures to ensure that my personal data is kept secure at all times.

Signed: Md. Razzaque Shafi

### 3 CONSENT

To the extent that my personal data includes sensitive personal data, I consent to the Companies processing such sensitive personal data as stated in Section 2. I may withdraw my consent to the Companies processing my personal data at any time by contacting the Managers.

Signed: Md. Razzaque Shafi

  
**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**





Date: 16-09-2023

Megha Tamoli  
3D Bindu Basini Street  
Alipore – Kolkata  
West Bengal -700027

Dear Ms. Megha,

We are pleased to appoint you as “ **Consultant – MIS** ” on retainer ship basis in our organization on the following terms and conditions.

1. Your retainer ship period shall be for a period of **Three months**, beginning from “**19<sup>th</sup> Sep 2023**”, which can be extended further or terminated earlier with One Month notice on either side, without assigning any reason.
2. You will be paid a consolidated amount of **Rs. 8000/- (Rupees Eight Thousand only)** per month.
3. Your present place of work will be at **Kolkata** but during the above assignment, you shall be liable to be posted / transferred anywhere to serve any of the Company's Projects or any other establishment in India or outside, at the sole discretion of the Management.
4. This appointment and your continuance as consultant are subject to your having been found medically (physically and mentally) fit by the authorized Medical Practitioner.
5. You will not (except in the normal course of the Company's business) publish any article or statement, deliver any lecture, or broadcast or make any communication to the press, including magazine publication relating to the Company's products or to any matter with which the Company may be concerned, unless you have previously applied to and obtained the written permission from the Company.
6. You will be required to maintain utmost secrecy in respect of Project documents, commercial offer, design documents, Project cost & Estimation, Technology, Software packages license, companies police, Company's patterns & Trademark, and company's Human assets profile.
7. You will be required to comply with all such rules and regulations as the Company may frame from time to time.

MOTOVOLT MOBILITY  
23A, Netaji Subhas Road, 8th Floor, Kolkata

**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**



8. Any of our technical or other important information which might come into your possession during the continuance of your assignment with us shall not be disclosed, divulged, or made public by you even thereafter.

9. If at any time in our opinion, which is final in this matter you are found non- performer or guilty of fraud, dishonest, disobedience, disorderly behaviour, negligence, indiscipline, absence from duty without permission or any other conduct considered by us deterrent to our interest or of violation of one or more terms of this letter, your services may be terminated without notice and on account of reason of any of the acts or omission the company shall be entitled to recover the damages from you.

10. You will not accept any present, commission or any sort of gratification in cash or kind from any person, party or firm or Company having dealt with the company and if you are offered any, you should immediately report the same to the Management.

11. You will be responsible for safekeeping and return in good condition and order of all Company property, which may be in your use, custody, or charge.

If you accept the terms and conditions above mentioned, please sign the declaration in the duplicate and return to us. The original shall be retained by you.

We welcome you to the Motovolt family and look forward to a fruitful collaboration.

Wish you success in your assignment and a rewarding career in our organization.

For Motovolt Mobility Pvt. Ltd.

*Tushar Choudhary*

Authorised Signatory

*Megha Tawoli*

*Chandra*

**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**



# CERTIFICATE

This is to certify that

Ms./Mr. MEGHADRI BHATTACHARYYA

Son/Daughter of SHUBHRANSHU BHATTACHARYYA Student ID CAN\_26056455

has successfully completed the MICROFINANCE EXECUTIVE Course

with Grade A+ from BANDHAN KONNAGAR

Date of Issuance: 7th October 2023

Certificate ID: CERT\_1373996



Issued by

Shantamay Chatterjee

Principal

Heramba Chandra College  
Kolkata-700 029

This is a System-generated Certificate. Assessment and Grading of the Candidate is provided/facilitated solely by the respective training provider based on the performance of the candidate.



# ARCHSTUDIO

CONSULTANT IN ARCHITECTURE & INTERIOR

---

Ar. Moumita

Regist



983114626

*Moumita*

Principal

Heramba Chandra College  
Kolkata-700 029





archstudio148@gmail.com  
moumi.m35@gmail.com



63L/7, Kabisekhar Kalidas Roy Road  
1st floor, Kolkata - 700033  
Opposite to Vivekananda

A handwritten signature in blue ink, appearing to read 'Chandra'.

**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**



## **UNITED WORLD SCHOOL OF BUSINESS- Employment Proposal**

### **Job description**

#### **Our Motto**

At Ruia Car Rentals, we have made it our mission to redefine the way corporate houses experience commute. With a relentless commitment to quality and customer satisfaction, we have established ourselves as a trusted and innovative leader in the corporate car rentals industry.

#### **Company Description**

Ruia Car Rentals is an ISO 9001: 2015 certified company which was founded in 1997, now actively managed and owned by its founder Abhishek Ruia. Ruia Car Rentals is renowned for meticulously maintained vehicles and top-notch service quality, eminent for providing top quality vehicles and services at competitive prices that exceed our customer's expectations. At Ruia, we believe in developing a strong relationship with our customers, based on the spirit of implicit trust, reciprocity and above all, transparency. Over the course of 27 years, we have catapulted to the ranks of the leading car rental company in Eastern India.

#### **Role Description**

This is a full-time, on-site role for a Key Account Manager (Client Relations and Acquisition) located in Kolkata. Your major responsibility would range from making yourself familiar with the product and service offerings of the company as well as understanding the system of operations along with the following roles:

- **Client Acquisition and Retention-** Your primary task would be to survey the market of Kolkata and chalk out a detailed customer acquisition strategy with your peers in order to directly impact the turnover metrics of the company. You are also expected to retain such clients by ensuring their overall satisfaction with our service offerings.
- **Customer Relationship Management-** Alongside client acquisition, your primary chunk of work would involve the holistic management of the clients that you acquire or are handed over by the management. This would include addressing the concerns, issues and grievances of the client to ensure a smooth flow of business from their end. Essentially, you will act as the bridge between the client's requirements and the company's product mix.
- **Database and Strategy-** You are required to maintain adequate databases which must reflect real-time data with regards to your entire ecosystem of functioning.
- **Miscellaneous/Other Tasks-** Lastly, you are also required to complete all the other assigned tasks with utmost dedication and sincerity and abide by the instructions of senior management.



**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**

## Acknowledgement of Employment Proposal

The purpose of this document is to formalize and officiate the hiring of the candidate with the name MOYUKH GHOSH for the role of a Key Account Manager for Ruia Car Rentals, situated in Kolkata with the aforementioned specifics as laid out in the employment proposal appended herewith.

The candidate vehemently and irrevocably ensures their voluntary willingness to work at Ruia Car Rentals after examining the employment proposal in detail.

This proposal is a preliminary document that ensures the candidate's employment for the said job. A detailed employment contract along with the comprehensive salary breakup shall be provided to the candidate on a date closer to the onboarding period.

Furthermore, the candidate willfully ensures that they provide their outright consent and willingness to work at Ruia Car Rentals. As a result, the candidate is forbidden from looking for further job offers in different companies post signing this document to ensure professional loyalty and competence.

Ruia Car Rentals welcomes you onboard and we wish you all the success in your professional journey. All the best!

Moyukh Ghosh

Candidate's Signature



**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**



CCU



CREW

**Nafisa Pervin**

**Cabin Attendant**

**Inflight Services**

**IndiGo<sup>TM</sup>**

Sep 2022

Valid up to : 31st Dec, 2022

**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**

WOODROCK INFOTECH PRIVATE LIMITED  
KOLKATA, WEST BENGAL

DONE ✓



OFFER LETTER

Date: 24.02.2023

Dear MD NASIM

Congratulations! With reference to your application and subsequent interview with us we are pleased to offer you the position of TEAM LEADER with **Woodrock Infotech Private Limited**. Your beginning monthly remuneration will be INR 14000/- + INCENTIVES.

Shift Allocated: FULL TIME  
Shift Timing Allocated: 2PM To 11:30PM  
Reporting Timing: 1:45PM  
Joining Location: Kolkata  
Venue Details: Work from Office

The offer has been made, based on information furnished by you. However, if there is a discrepancy in the copies of any document or certificate given by you as a proof, we hold the rights to review the offer of employment.

Employment as per this offer is subject to your being medically fit.

Please sign and return duplicate copy of this letter in token of your acceptance.

We congratulate you on your appointment and wish you a long and successful career with us. We are confident that your contribution will take us further in our journey towards becoming world leaders. We assure you of our support for your professional development and growth.  
We look forward to mutually rewarding term with us.

Regards,  
Human Resources  
**Woodrock Infotech Private Limited**  
Mail: [hr@woodrockgroup.in](mailto:hr@woodrockgroup.in)

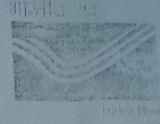
**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**





Department of Posts  
Ministry of Communications, Government of India  
Office of the Superintendent of Post Offices, Rayagada Division  
Rayagada-765001 (Odisha)

Tel: (0) 66856-235198, 235290, E-mail: [dsr@rayagada.od@indi-post.gov.in](mailto:dsr@rayagada.od@indi-post.gov.in)



To

Regd AE/E-mail

Miss Nitu Kumari Harijan  
D/O-Shri Prem Nath Harijan  
20 Coal Berth Shahpur Store  
Near Kishore Vidyalaya Primary School  
South Port, South Eastern Railway, Kolkata-700043  
Mob No-8420588599, E-mail – [nitu73910@gmail.com](mailto:nitu73910@gmail.com)

No. B/G-22/RGDA

Dated at Rayagada the 03.08.2023

Sub: Selection of Postal Assistant through SSC CHSL Examination-2021 in Rayagada Division.

You have been selected for appointment in Postal Assistant cadre through SSC CHSL Examination-2021 vide Circle Office, Bhubaneswar letter No. RE/6-1/2021 dated 28.07.2023 and have been allotted to Rayagada Postal Division. In this connection with reference to the aforesaid subject you are required to appear in person before the undersigned between **04.08.2023 to 11.08.2023 (excluding Saturday /Sunday)** along with the following documents in original and attested true copies thereof for scrutiny/verification for taking further action in the matter. Please note that no TA/DA will be paid for the purpose.

1. Original educational certificates beginning from Matriculation standard onwards.
2. Complete information in the attestation form enclosed (in duplicate).
3. Declaration in the form enclosed.
4. Health certificate in the enclosed form issued by the CDMO of your District (Medical certificate of fitness copy enclosed).
5. Two recent character and antecedent certificates from two Gazetted Officers not related to you (in the enclosed form).
6. Caste Certificate in case of SC/ST/OBC/EWS in original in the prescribed form issued by Revenue Authority not below the rank of Tahasildar.
7. Three recent passport size photographs duly attested by a Gazetted officer.
8. Discharged Certificate in case of Ex-Serviceman Personnel.
9. Claim in respect of age relaxation, if any

Further, it may please be noted that if any declaration given or information furnished by you is found false or if you are found to have willfully suppressed any material information at any stage, you will be liable to be removed from service forthwith and action as deemed necessary shall also be taken against you.

Please note that if you fail to attend this office along with the documents required as above on the stipulated date, you will forfeit your claim for appointment to the above cadre and action will be taken to delete your name from the approved list of candidates.

You should come prepared to take up the new assignment within couple of days of verification of documents on appearance.

Encl: As above

*[Handwritten signature]*  
03/08/23

*[Handwritten signature]*

**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**





Date: 26th September, 2023

Personal & Confidential

Mr. Pijush Das  
11/1, Picnic Garden Road,  
Kolkata-700039

Dear Mr. Pijush

Re: Letter of Offer/Appointment

We have a pleasure to offer you a position as **Junior Accounts Manager** with effect from 1<sup>st</sup> November, 2023 on the following terms and conditions:

1. **Consolidated Salary:** Your Consolidated Monthly Salary will be Rs.18,000/- (Rupees Eighteen Thousand Only) (including your contribution of PF, ESIC & Profession tax and excluding the company contribution of PF & ESIC) per month. This will be payable through payroll every month.
2. **Service Rule:** During your employment with us, you shall be subject to the Company's existing rules and regulations as varied by us from time to time at our discretion.
3. You will devote yourself exclusively to the business and affairs of the company and will attend at the place of business to which you may be assigned during usual and customary working hours and will not absent yourself from such place without leave except in the case of illness or accident incapacitating you from attending to your duties in which case you will notify the Company immediately and furnish such evidence thereof as the Company may require.
4. You will not at any time without the consent in writing of the Company during the term of your service with the Company or after the termination of services by notice, discharge or otherwise, make known or divulge in any manner whatsoever any information which while in services of the Company or of its parent or any subsidiary or associated companies, you have acquired as secret information concerning the technical processes, patents, transactions, finances, sales, statistics or affairs of any of the aforementioned companies. In addition you shall be bound by the decision of the

**SRFB TRADERS PVT. LTD. S R MOTORS (A Unit of SRFB TRADERS PVT. LTD.)**

CIN NO. : U51909WB2019PTC230398 • GSTIN : 19ABBC55855L1ZQ • PAN : ABBCS5855L

Registered Office : 238/1, Hassalnagar, Kolkata - 700 107, ☎ 033 3510 2401 • Showroom : 956, Kalikapur Road, Kolkata - 700 078  
Workshop : Plot No. - A-17, Mouja - Karimpur, Nazimabad, Khayada No. II, Gram Panchayat, Kolkata - 700 150



6-M9A RII

*Randurita*

**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**





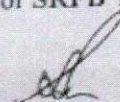
company in regards to publications written or otherwise, of any work with which you may be associated.

5. During the continuance of your appointment, you will not work on commission or manage or assist or work for wages or gain or take employment or be concerned directly or indirectly in any other business.
6. If at any time you by your conduct render yourself incompetent to perform your duties (such in-competency to be determined by the Company) or if you be dishonest, disobedient, intemperate, irregular in attendance at work or otherwise misconduct yourself, or commit any breach of these terms or the stipulation herein-contained on your part, the Company may terminate the employment forthwith without any notice and may deduct from any salary then due to you such sums in the opinion of the Company may be equivalent to any loss the Company may have sustained in consequence of your acts.
7. The Company may at any time and without assigning any reason terminate this appointment by giving One month notice or One month salary in lieu thereof. Should you wish to leave the service of the company, you shall give to the Company One month notice in writing.

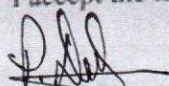
If you are in agreement with the terms and conditions mentioned above, please signify your acceptance by signing the duplicate copy of this letter and return to us.

Thanking you,

Yours faithfully,  
For SRFB TRADERS PVT. LTD.

  
Sujata Sen  
GM

I accept the terms and conditions of this letter/service rules.


  
(Pijush Das)

SRFB TRADERS PVT. LTD. S R MOTORS (A Unit of SRFB TRADERS PVT. LTD.)

CIN NO. : U51909WB2019PTC230398 • GSTIN : 19ABBCS5855L1ZQ • PAN : ABBCS5855L

Registered Office : 238/1, Hossainpur, Kolkata - 700 107. ☎ 033 3510 2401 • Showroom : 956, Kalikapur Road, Kolkata - 700 078

Workshop : Plot No. - A-17, Mouja - Karimpur, Nazirabad, Kheyada No. II, Gram Panchayet, Kolkata - 700 150

  
Principal  
Heramba Chandra College  
Kolkata-700 029





## Head Hunters Placement (P) Ltd.

80D Raja Basanta Roy Road, Kolkata 700 029, Ph: (033) 2465 7510, 2465 0278 Tele Fax: 2465 4941  
Email: head\_hunters@vsnl.net / head\_hunters@sify.com Web site: www.headhuntersplacement.com

Date: 1<sup>st</sup> August, 2022

To  
Ms. Piya Haldar  
45/2, Nabadiganta Block-B  
**KOLKATA- 700094 (W.B)**  
**(M)-9836364883**

Sub: Letter Of Appointment

Fixed Term Contract Of Employment

Dear Ms. Piya,

We are pleased to offer you Employment In Our Organization As an **Associate** For A Fixed Period Of Contract Employment, On The Following Terms & Conditions:

- I. Your Contract Of Employment Shall Be Valid For A Period Of Ten Month From **1<sup>st</sup> August, 2022 to 31<sup>st</sup> May, 2023** Notwithstanding This, In The Event Of The Project/Work For Which You Are Being Employed Comes To An End Before The Aforementioned Period, This Contract Shall Be Co-Terminus With The Aforementioned Project/ Work.
- II. Notwithstanding Anything Above, Depending Upon The Aforementioned Project / Work, The Company Reserves Its Right To Extend Your Temporary Appointment For Such Period Or Periods As May Be Necessary Depending Upon The Exigencies Relatable To The Work For Which You Are Hereby Engaged. In That Event, The Company Shall In Writing Your Temporary Assignment On The Terms As May Be Indicated In Such Letter And In The Event Of Your Acceptance Of Such Extension Of The Assignment You Shall Be Governed By Such Terms & Conditions As May Be Indicated Therein.
- III. During The Period Of Fixed Contract, Your Services Could Be Deputed At The Sole Discretion Of The Management To Any Of Our Clients Company To Do Work Pertaining To Or Incidental To The Clients Business.
- IV. You Will Be Entitled For **Provident Fund & ESI** AS Per Govt. Rules.
- V. This Contract Shall Be Terminable By Either Party Giving **15 Day's** Notice In Writing Or Salary In Lieu Of Notice, To The Other.

We Are Consciously Endeavoring To Build An Atmosphere Of Trust, Openness, Responsiveness, Autonomy And Growth Among All Members Of The Head Hunters Placement (P) Ltd Family. As A New Entrant, We Would Like You To Whole-Heartedly Contribute In This Process.

As A Token Of Your Acceptance Of The Above Terms & Conditions, You Are Requested To Sign The Duplicate Copy Of This Letter And Return To Us.

With Warm Regards

Yours Truly,  
For Head Hunters Placement (P) Ltd

Authorized Signatory



I Hereby Accept The Abovementioned Offer / Terms & Conditions.

Signature :

Piya Haldar

Date :

1/8/22

*Principal*

**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**





# THE BHAWANIPUR EDUCATION SOCIETY COLLEGE

5 Lala Lajpatral Sarani, Kolkata - 700 020  
Phone : 4019-5555 • Fax : 91 33 2281 4275  
Website : www.thebges.edu.in

20/03/2023

Ms. Prerana Saha  
BF-7/51, Rohini Apartment  
Baguiati  
Kolkata - 700 059

Madam,

With reference to your application dated 25<sup>th</sup> February, 2023 and subsequent interview, we are pleased to appoint you as a **College Whole Time Teacher (CWTT)** in the **Department of Commerce (Afternoon & Evening Session)** for all Papers, in the College on Contractual basis from the date of your joining, not later than 20/03/2023, till 31/03/2028, on the following terms and conditions:-

- 1 Your duties as a **CWTT** will include Teaching, Paper Setting & Correction; Script Evaluation, Invigilation, Remedial classes, Administrative work, assistance and participation in the co-curricular activities of the College such as Seminars, Webinars, Students Counselling, accompany Students on Tours, Staff Refresher Course and any other such and/or similar duties as may be assigned to you by the College authorities/administration from time to time as well as adopt new ways or experiment methods of Teaching.
- 2 The Bhawanipur Education Society College (hereinafter referred to as Institution/College) is keen on improving the culture of accountability and professionalism. It would therefore be incumbent on your part to have a positive attitude towards periodic evaluation, including self & student evaluation as per the norms of the College.

Page 1 of 8

**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**

Estd. & Admin. by : The Bhawanipur Education Society College  
Institution Run By The Minority : Affiliated to The University of Calcutta  
Recognized U/s 2(F) & 12(B) of The UGC Act, 1956

**Offer Letter**

**Ms. Priya Naskar**  
60/2, Ashoke Road, Garia,  
Kolkata, South Twenty Four Parganas,  
West Bengal- 700 084  
Phone Number: 8335976468  
Email: naskarpriya7@gmail.com

**Subject: Offer Letter**

Dear Priya,

Further to the interview and discussions you have had with us, we are glad to extend the following offer of employment to you. You have been offered the position of **"Associate"** and at the Job Level of **"Production"** in our **"Digital Commerce Solutions"** division based at **"Kolkata"** at an Annual Cost to the Company of **INR 1,67,599/- (Rupees One Lakh(S) Sixty Seven Thousand Five Hundred Ninety Nine only)**. All form of compensation referred in this letter agreement are subject to reduction to reflect applicable withholding and payroll taxes and other deductions required by law. Terms and conditions of your employment are as detailed below:

**Attendance:**

You shall be required to work for [5/6] days per week, for such time as may be required for completion of any task and may be required to work in shifts. It is hereby clarified that no additional compensation is payable to the employee in the event an employee is required to work for more than the regular hours.

**Probation:**

You shall be employed with the Company on a probation basis for a period of 6 (six) months from the Effective Date (**"March 19, 2024"**). Your appointment with the Company shall be confirmed after the expiry of Probation Period as per the policies laid down by the Company.

At any time during the Probation Period, the Company may, if your performance is unsatisfactory, notify you and give a chance to improve performance. If after such notification, your performance is still found to be unsatisfactory, the Company may terminate your employment with the company immediately.

After the expiry of the Probation Period, your performance shall be subject to review by the Company. If the Company is satisfied with your performance, the employment shall be confirmed by the Company.

You shall continue to be on probation till such time the Company issues the written confirmation of your employment with the Company.

**Notice period applicability:**

GRADE	DURING PROBATION	AFTER CONFIRMATION
Below Assistant Manager	30 Days	
Assistant Manager & Above	30 Days	60 Days

If you fail to serve the required notice period, you shall not receive an experience certificate and shall not be eligible to receive full and final settlement of dues. In addition, if the new employer requests a reference check, the fact that notice period was not served shall be highlighted.

**Leave structure:**

As an employee of Netscribes Data & Insights Private Limited on confirmation. you are entitled to 24 days of paid leave each year as well as 11 public holidays. Any paid or unpaid leave must be approved by your supervisor.





**Background verification:**

The Employee's employment with the Company is contingent on a company-conducted background check. The Employee is required to fully cooperate and provide all necessary assistance to facilitate this process. Should the results of the background check be unfavorable with the Company's interests, the Company reserves the right to terminate the employment immediately and without prior notice.

**Performance bonus (If applicable):**

Performance bonus will be determined based on individual, the division and Company's performance. It will be paid as per the appraisal cycle in the month of April every year. The performance bonus will be paid on a pro-rata basis and will be paid to employees (a) who are confirmed at the time of distribution of performance bonus (b) have not resigned or on notice period (c) have not been terminated from the services of the Company or do not have any disciplinary action been considered for violation of policies at the time of determining and distribution of the performance bonus (d) should not be on performance improvement plan.

The Company and Division performance score can range between 0% and 100% in any given year and the Individual Performance score is determined based on your normalized performance ratings.

**Place of work and mobility:**

Your principal place of work from where you shall perform services for the Company shall be at the Company's office at Kolkata or such other offices of the Company, as may be decided by the Company, from time to time. In furtherance of your employment with the Company, you may be transferred/ assigned/ deputed to other departments/offices of the Company, its affiliates or its client's offices, within or outside India. You shall be eligible for reimbursement of relocation expenses, if applicable, as per the Company's policies.

**Acceptance of the job offer:**

This offer letter is valid for **5/6 (Five/Six)** working days from the date of this letter. Netscribes Data & Insights Private Limited at its sole discretion may revoke or extend this offer after its expiry.

**Confidentiality:**

The content of this letter are confidential and should not be used as tool for negotiating employment terms with any other organization.

We look forward to having you join the Netscribes team. Of course, we wish to remind you that you are not to bring any confidential information with you from your prior employer.

Please sign and send the copy of this letter to the undersigned as a token of acceptance of the offer.

Wish you all the best.

Yours Sincerely,

**For Netscribes Data & Insights Private Limited**

Acceptance Signature



Anuya Sudhir Gurav  
Manager Human Resources  
**(Authorized Signatory)**

Priya Naskar  
March 22, 2024

I have read and understood the content of the offer letter and accept the same.





**GOVERNMENT OF ODISHA**  
**Sports & Youth Services Department**  
 Kalinga Stadium Sports Complex, Nayapalli, Bhubaneswar-751012  
 e-mail: deptsportsodisha@gmail.com

No. 59 /SYS, Bhubaneswar Dated: 01.01.2024  
 SYS-SEB-Events-0013-2023

**OFFICE ORDER**

The following officers/officials are hereby assigned to monitor cleaning of construction debris/green debris and certain infra-structure work and cleaning of stands, internal roads, parking areas to be used during the matches for FIH Pro-League 2023-24 going to be held in Kalinga Stadium, Bhubaneswar from 3<sup>rd</sup> to 16<sup>th</sup> February 2024 and Birs Munda Hockey Stadium, Rourkela from 12<sup>th</sup> to 26<sup>th</sup> February 2024.

Sl No	Location	Functional Area to Monitor	Name of the officials to supervise
1	Rourkela	West Stand & Gallery	Sri Pronoy Mukherjee, Asst Manager HPCO
2		North Stand & Gallery	Sri Ramzan Ali, Asst Manager, HPCO
3		East Stand & Gallery	Sri Yash Joshi, Asst Manager HPCO
4		South Stand & Gallery	Ms Svasti Upadhyaya, Asst Manager HPCO
5		FoP & Practice Pitch (Including Flood Lights)	Sri Vivek Bhattacharya, Manager HPCO
6		Parking Areas	Capt. Sarangadhar Chatoi, ASO
7	Bhubaneswar	West Stand & Gallery	Smt. Sonali Subhadarshinee, OAS, OSD Sri Bijay Kumar Raut, OSD
8		East Stand & Gallery	Sri Sidhartha Sankar Sahu, OAS, OSD
9		South Stand & Gallery	Sri Swarup Nandan Behera, OAS, OSD
10		North Stand & Gallery	Sri Rama Gobinda Parida, OAS, OSD
11		Parking (Inside)	Sri Lilan Prasad Sahu, OAS, OSD
12		Parking (Outside)	Col. Subhendra Kumar Prusty, CSO
13		FoP & Practice Pitch (Including Flood Lights)	Dr. Swarupnanda Sahu, OAS, OSD

Sri Sabyasachi Ray, Facility Manager and Sri Tamal Barik, Facility Manager to facilitate housekeeping and deploy housekeeping supervisor and staff as per requirement for Kalinga Stadium and Birs Munda Hockey Stadium respectively.

Sri Ranjit Parida, OAS, Joint Secretary to Government and Sri Abhijit Mohanta, OAS, Deputy Director Sports shall remain in overall charge of the readiness of the venues including the infrastructural works for Kalinga Stadium and Birs Munda Hockey Stadium respectively.

The officers/officials shall monitor closely all cleaning aspects, coordinate with the agency working there and submit regular report and photos for review by CEO, HPCO.

By orders of  
 Commissioner-cum-Secretary

CEO, HPCO

Memo No. 60 /SYS, Bhubaneswar Dated, 01.01.2024

Copy forwarded to All Joint Secretaries/ All Deputy Secretaries/ All Under Secretaries/ All OSDs/ Officers & person concerned/ Administrator, Kalinga Stadium/Administrator, Birs Munda Hockey Stadium for information and necessary action.

Memo No. 61 /SYS, Bhubaneswar Dated, 01.01.2024

Copy to P.A. to Commissioner-cum-Secretary/ Steno information of Commissioner-cum-Secretary/ Director, Sports.

**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**



**Sports & Youth Services Department**  
Kalinga Stadium, Bhubaneswar-751012  
Email ID: [deptsportsodisha@gmail.com](mailto:deptsportsodisha@gmail.com)

SYS-CBII-CC-0049-2023- 22738 ,September 12, 2023.

**ORDER**

The 37th National Games 2023 are scheduled to be held from October 25, 2023 to November 9, 2023 at Goa. The following arrangements are hereby made for the preparation of the team from September 15, 2023:

Sl.No.	Name of the Official	Responsibility Assigned
1.	Mr. B.J. Kariappa	Head Coach
2.	Mr. Bijay Kumar Lakra	Assistant Coach
3.	Mr. Pronay Mukherjee	Team Manager
4.	Mr. Bibhudatta Behera	Physiotherapist
5.	Mr. Rajnikant Pandey	Masseur
6.	Mr. Arijit Nandy	Video Analyst

The officials are required to report to Mr. B. J. Kariappa, Head Coach for the camp.

Shri. Abhijit Mohanta, Deputy Director, Sports to be the overall in-charge of the camp at Rourkela, supported by Shri. Pronay Mukherjee, Asst. Manager, Sports Management & Development, HPCO.

Shri. Nilesh Shetty, Head, Sports Management & Development, HPCO (Contact no. 9167901011) to supervise the preparation and performance.

  
Director, Sports

**Memo No. 22739**

**Date: September 12, 2023**

Copy forwarded to the person concerned for information and necessary action.

  
12/9/2023  
Joint Secretary

**Memo No. 22740**

**Date: September 12, 2023**

Copy forwarded to Mr. David John, Director, Hockey for information and necessary action.

  
12/9/2023  
Joint Secretary

**Memo No. 22741**

**Date: September 12, 2023**

Copy forwarded to Deputy Director- Sports, Rourkela for information and necessary action. Director- Sports is required to provide the boarding and lodging facilities for the team at Cup Village, B.M.H.S., Rourkela.



**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**

**Memo No. 22742**

**Date: September 12, 2023**

Copy forwarded to PA to Commissioner-cum-Secretary Services Department for kind information of Commissioner.

  
12/9/2023  
Joint Secretary



# PASCHIM BANGA SOCIETY FOR SKILL DEVELOPMENT



## TRAINEE IDENTITY CARD

Trainee Name : RABIA KHATOON  
Date of Birth :  
Trainee Code : WB23HTL863063  
Training Centre Name : PARK CIRCUS  
Course Name : IT  
Trainee Address :  
  
Mobile No. :  
Emergency Contact No. :  
Valid up to : 16.04.2024



Authorised Signatory

**Principal**  
**Heramba Chandra College**  
Kolkata-700 029

A Registered Society under the Department of Technical Education, Trade and Skill Development,  
Kariganj Bhawan, Action Area III, Rajarhat, New Town, Kolkata





✓  
DONE

**CENTRAL INDUSTRIAL SECURITY FORCE**  
(Ministry of Home Affairs)

CISF UNIT DSP DURGAPUR  
CISF UNIT DSP DURGAPUR  
BHIRINGI MOR, PO - DURGAPUR  
DISTT. - PASCHIM BURDWAN  
WEST BENGAL, PIN-713203

E-32015/CISF/DSP(D)/RECTT/APPTT-CT(GD)-2022/2023- 514

Dated:22-08-2023

To,

No. 4410184325  
RAHUL KUMAR SHAW  
S/o RAJU SHAW  
59C/H/22 SHAMBHU BABU LANE  
Distt- KOLKATA, State- WEST BENGAL, PIN-  
700014.

**Subject: RECRUITMENT OF CONSTABLE/GD IN CENTRAL INDUSTRIAL SECURITY FORCE :**  
**PROVISIONAL OFFER OF APPOINTMENT**

Reference your selection to the post of Constable/GD in Central Industrial Security Force.

2. You have been provisionally selected for **appointment** as Constable/GD in CISF on the following terms and conditions:-

- i. You will draw the pay in the **Pay Matrix Level-3, Rs.21700-69100.**
- ii. Your appointment will be subject to the conditions given in the Agreement Form, which will be required to be filled at the time of reporting at

**RTC RTC DEOLI**  
**CISF RTC DEOLI, PO- DEOLI, TONK, RAJASTHAN**  
**Nearest Airport:- JAIPUR**  
**Nearest railway station:- KOTA JN**  
**Nearest bus Depot:- DEOLI**

- iii. You will be on probation for a period of two years.
- iv. The Appointing Authority may discharge you from service at any time during the period of probation, if in their opinion, your work or conduct during this period is considered unsatisfactory, or shows that you are not fit for permanent appointment.
- v. You will be considered for confirmation in service on your successful completion of probation and if you are found fit in every respect for confirmation.
- vi. It should be understood that your appointment is subject to any change in the Recruitment Rules framed from time to time and that you will have no claim for compensation in consequence of any such change. Further you will be subjected to the provisions of Central Industrial Security Force Act, 1968 (50 of 1968) and Central Industrial Security Force Rules, 2001 as amended.
- vii. You are liable for transfer to any station in the Union of India.
- viii. You are liable to be employed at any place within or outside India.
- ix. You are liable to serve in NSG, SPG or any other Force of central government or any other Force of security.

**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**





**OFFER CUM APPOINTMENT LETTER FOR FIXED-TERM EMPLOYMENT**

Raina Saha  
3/48 A, Vidyasagar Colony  
Kolkata  
700047  
IND

Dear Raina,

On behalf of **Amazon Development Centre (India) Private Limited**, a company incorporated under the laws of India, having its registered office at # 26/1, Brigade Gateway, World Trade Centre, 10th Floor, Dr. Rajkumar Road, Malleshwaram (W) Bangalore - 560 055. Karnataka India (hereinafter the "Company" or "Amazon India"), we are very pleased to issue this Offer cum Appointment Letter for Fixed-Term Employment for the position of **VCS Associate[S]** for Virtual Contact Center(WB, IN), India.

You shall work from your home location approved by Amazon India and the current specified areas for home locations for each VCS location is laid down in Annexure I to this Offer cum Appointment Letter. The VCS Work from Home policy also explains the areas of home location for each VCS location. The Company reserves the right to change such home locations/VCS locations from time to time and you shall abide by the same. Any request for change in your Home Location will be subject to the approval of Amazon India and on such terms and conditions as may be specified.

Your employment with the Company will be subject to your acceptance of this Offer cum Appointment Letter and the terms and conditions set forth hereinbelow. If you wish to accept this fixed-term employment with the Company, please convey your acceptance in the manner provided for by the Company. The offer of employment contained in this Offer cum Appointment Letter will expire if you have not accepted the same on or before **5 business days**.

Upon your acceptance of the offer herein, this Offer cum Appointment Letter shall form the employment contract that is a valid and binding agreement of employment between Amazon India and you, and you shall be bound by the terms and conditions stipulated herein below.

**1. Date of Commencement**

REGISTERED OFFICE : # 26/1, Brigade Gateway, World Trade Centre, 10th Floor, Dr. Rajkumar Road, Malleshwaram (W) Bangalore - 560 055. Karnataka India

Tel. : + 91 - 80 - 6787 3000, Fax : + 91 - 80 - 6787 3004  
U72200KA2004

**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**

Your fixed-term employment with Amazon India will commence on 22-May-2023 and shall end as per the provisions contained in Section 15 hereinbelow.

## 2. Probation

You shall be on probation for a period of 3 months (“Probation Period”) from the date of joining. Your performance will be reviewed and evaluated at regular intervals during the Probation Period. Depending on the outcome of such evaluation/s, the Company may, at its sole discretion, either (a) if your performance is found satisfactory, confirm your appointment; or (b) if your performance is found to be unsatisfactory, extend, in writing, the Probation Period by a further period of upto 3 more months or terminate your employment with Amazon India with immediate effect and without any advance or prior notice, and with no further liabilities to Amazon India, except for payment of remuneration up to the date of termination of employment.

## 3. Duties

- 3.1 You will be employed in the position of **VCS Associate[S]**. Your manager will advise you about your job responsibilities after your joining with us. You will be expected to do your job to the best of your ability at all times as per the job responsibilities advised by your manager at the time of joining or as amended from time to time, as well as such other tasks as may be required by Amazon India.
- 3.2 You will be required to comply with Amazon India’s rules, regulations and policies from time to time in force, including, without limitation, those policies set out in Amazon India’s Policies and Procedures, as communicated to you. Amazon India reserves the right to change Amazon India’s Policies and Procedures from time to time at its sole discretion and you shall be bound by the same.
- 3.3 You acknowledge that during the course of your fixed-term employment, as the business of Amazon India changes, it may be necessary to rotate you in other departments / units. Amazon India therefore reserves the right to change your role and responsibilities from time to time at its sole discretion and without assigning any reason, it being understood that you will not be assigned responsibilities which you cannot reasonably perform.
- 3.4 Unless specified in writing, you shall not be authorised to enter into any contractual obligations on behalf of Amazon India or its affiliates including creating a lien (statutory or

other), security interest, mortgage, pledge, assignment, encumbrance, chattel or conditional sale or other title retention agreement or any other financial obligations or otherwise on behalf of Amazon India or its affiliates.

#### 4. Hours of Work

The normal business hours of work which will apply to you will be advised on commencement of employment. You may be required to work in shifts for different workhours or workdays during the week depending on the business or team that you may be working for. You will be advised by your manager or department about such requirements at the time of joining and thereafter, from time to time, as required. Certain business teams also operate on 24x7 basis and hence may have rotational shifts or related requirements for their respective team members.

By signing this offer cum appointment letter, you agree to work in night shifts as may be required by Amazon India from time to time and also authorize Amazon India to make relevant disclosures/filings in this regard to the Government authorities, if required under the applicable law. Please refer to Amazon's Policies and Procedures for further details.

#### 5. Place of Work

Unless considered necessary by Amazon India, you shall work from your home location in Virtual Contact Center(WB, IN) or such other home address as Amazon India may approve from time to time ("**Home Location**") and shall match the residential "home address" as updated by you on Amazon India systems. Amazon India's approval is necessary to ensure that the data and information security requirements applicable to your employment are being complied with at all times. The provisions of the VCS Work from Home Policy will be applicable while you will be working from such an approved Home Location. You may be required to travel and / or work at other locations, including Amazon India office premises / Amazon India directed office premises of a customer or client or at an affiliate's facilities based on business requirements. You can change your Home Location, however, in such a case you would also be required to inform Amazon India whenever there is a change in the address aforementioned and Amazon India reserves the right to either accept on terms and conditions as may be specified or reject such a change to ensure that data and information security requirements are being complied with and to this effect, Amazon India may require you to demonstrate your compliance with such requirements, the VCS Work from Home Policy or any other stipulations hereunder. It is clarified that while you can choose to work from the Home Location identified by you, Amazon India and/ or its affiliates shall not have any right or control over your Home Location, however,

subject to prior intimation, Amazon India can conduct audit and/ or inspection of your Home Location or the usage thereof for the purposes of your employment, to ensure that such Home Location or its usage is in compliance with the applicable Amazon India policy requirements and standards, to the extent applicable thereto. Amazon India and/ or its affiliates shall also not supply or receive or be deemed to supply and/or receive any goods and/ or service from or at your Home Location. Your employment with Amazon India shall be linked to Amazon India's office located at AMZL& SP-HB Peddapalli VCC - West Bengal WB IND for administrative and reporting purposes and shall be subject to your adherence with the provisions of **VCS Work from Home Policy**.

Moreover, you should be aware that the Company and/or its affiliates have offices throughout the world and because of the nature of your duties, the Company has the right to transfer you from one section to another or from one unit to any other unit of the Company, or assign you with work and tasks pertaining to other units of the company, its parent company or to any of its sister concerns, which are either existing or may be set up in future. The decision of the Company in this regard shall be final and binding on you.

## 6. Remuneration

- 6.1 Your Annual Base Pay will be Rs.240,000 per annum made payable in arrears in accordance with Amazon India's standard payroll practice and subject to all lawful deductions of income tax, provident fund contribution (if any), insurances or otherwise.
- 6.2 Your Base Pay is inclusive of both, the employer's and employee's provident fund contributions. Your salary will compensate you for all hours worked.
- 6.3 Your Base Pay will be reviewed in accordance with internal performance review systems, details of which are set out in Amazon India's Policies and Procedures.
- 6.4 Amazon India has the right to deduct from your pay/salary any sums which you may owe Amazon India, including without limitation, any over-payments or loans made to you by Amazon India or any demand raised by any judicial or quasi-judicial authority for your acts or omissions and / or losses suffered by Amazon India as a result of your negligence or breach of the terms contained in this Offer cum Appointment Letter/Amazon India's Policies or your failure to return Amazon India's property.
- 6.5 You will be reimbursed for any reasonable expenses incurred by you in the course of the performance of your duties on behalf of Amazon India, subject to your compliance with the Expenses Policy contained in Amazon India's Policies and Procedures.



## 7. Contribution to Employees' Provident Fund

Amazon India will contribute to Employees' Provident Fund (EPF) as and when required by the Employees' Provident Funds and Miscellaneous Provision Act, 1952 read with the Employees' Provident Funds Scheme, 1952, and as further described in Amazon India's Policies and Procedures.

The Employees' Provident Fund Organization ('EPFO'), the statutory body established under Employees' Provident Funds and Miscellaneous Provisions Act, 1952, requires linking of the employee's Aadhaar details with their respective Universal Account Number ('UAN'). For this purpose and to enable Amazon India to make the EPF contributions, Amazon India will collect a copy of your e-aadhaar, which needs to be uploaded by you on Amazon HRS tool prior to commencement of your employment with Amazon India. Foreign Nationals / Overseas Citizens of India shall be required to provide a copy of the first and last page of their valid passport for this purpose.

You acknowledge and provide your consent to Amazon India to use your aadhaar/e-aadhaar or passport (as the case may be) during the tenure of your employment with Amazon India for the purpose of any other requirement under a Government scheme or benefit that may mandate production of such documents as per the applicable law(s) and/or for Amazon India's compliance with its obligations under applicable law(s).

## 8. Leave

- 8.1 Amazon India will grant you leave as provided in Amazon India's Policies and Procedures. All leave scheduling and organisation will be arranged to ensure smooth business operation; your manager's approval is required prior to your scheduling or changing any leave.
- 8.2 You are encouraged to not avail leave during the Training Period. Any absence from work during the Training Period will hinder training and may render the training as not having been successfully completed.

## 9. Confidential Information and Confidentiality Obligations

9.1 “Confidential Information” means and includes any information that relates to the business of the Company that is not generally available to the public. Without limiting the foregoing, Confidential Information includes:

- (1) the identity of, contractual terms with, and any information relating to, the Company's business partners, customers, services, clients, sellers, agents, employees, contractors, investors, joint ventures, vendors, or suppliers and the terms on which the Company does business with each such entity, or generally;
- (2) computer code (including source code and object code) or software developed, modified, or used by the Company;
- (3) data of any sort compiled by the Company, including, but not limited to, data relating to products and services, advertising and marketing, and existing or prospective customers, clients, vendors, or business partners;
- (4) algorithms, procedures or techniques, or the essential ideas and principles underlying such algorithms, procedures or techniques, developed by, or whose workings are otherwise known to, the Company (but excluding any public domain algorithms, procedures, or techniques), whether or not such algorithms, procedures or techniques are embodied in a computer program, including, but not limited to, techniques for identifying prospective customers, communicating effectively with prospective or current customers, reducing operating costs, or increasing system reliability;
- (5) the fact that the Company uses, has used, or has evaluated for potential use any particular database, source of data, algorithm, procedure or technique, or the essential ideas and principles underlying such algorithm, procedure or technique, developed or supplied by a party other than the Company (including any algorithms, procedures or techniques in the public domain), whether or not such algorithms, procedures or techniques are embodied in a computer program;
- (6) pricing or marketing strategies developed, investigated, acquired (from a third party or otherwise), evaluated, modified, tested or employed by the Company, or any information related to, or that might reasonably be expected to lead to, the development of such strategies;

- (7) information about the Company's future plans, including, but not limited to, plans for expanding into new products, geographical areas, market segments, or services;
- (8) any information that would typically be included in the Company's financial statements, including, but not limited to, the amount of the Company's assets, liabilities, net worth, revenues, expenses, or net income;
- (9) the following information which shall hereinafter be referred to as the "Disclosure Information":
  - (a) any and all algorithms, procedures or techniques related to the Company's business activities or to your work with the Company, and the essential ideas and principles underlying such algorithms, procedures or techniques, conceived, originated, adapted, discovered, developed, acquired by the Company (from a third party or otherwise), evaluated, tested, or applied by you during the course of your employment with the Company, whether or not such algorithms, procedures or techniques are embodied in a computer program;
  - (b) any and all pricing or marketing strategies, the essential ideas and principles on which such strategies are based, and any information that might reasonably be expected to lead to the development of such strategies, conceived, originated, adapted, discovered, developed, acquired by the Company (from a third party or otherwise), evaluated, tested, or applied by you during the course of your employment with the Company;
  - (c) information relating to any and all products and services, and the essential ideas and principles underlying any and all products and services, conceived, originated, adapted, discovered, developed, acquired by the Company (from a third party or otherwise), evaluated, tested, or applied by you during the course of your employment with the Company, whether or not such products or services are marketed, sold, or provided by the Company; and
  - (d) any other ideas or information conceived, originated, adapted, discovered, developed, acquired by the Company (from a third party or otherwise), evaluated, tested, or applied by you during the course of your employment with the Company, if the idea or information could reasonably be expected to prove useful or valuable to the Company;

- (10) any other information gained in the course of your employment with the Company that could reasonably be expected to prove deleterious to the Company if disclosed to third parties, including without limitation, any information that could reasonably be expected to aid a competitor or potential competitor of the Company in competing more effectively with the Company;
- (11) any information received by the Company from third parties, whether or not under obligation of confidentiality;
- (12) any information derived from any of the above, including any intellectual property rights attached thereto; and
- (13) any copies of the above mentioned information.

9.2 Confidentiality Obligations:

- (1) You acknowledge that you have acquired and/or will acquire Confidential Information during the course of, or incident to, your employment with the Company, and that the ability of the Company to continue in business could be seriously jeopardized if such Confidential Information were to be used by you or by other persons or firms to compete with the Company. Accordingly, you agree that you shall not, directly or indirectly, at any time, during the term of your employment with the Company or at any time thereafter, and without regard to when or for what reason, if any, such employment shall terminate, use or cause to be used any Confidential Information in connection with any activity or business except the business of the Company, and shall not disclose or cause to be disclosed any Confidential Information to any individual, partnership, corporation, or other entity unless such disclosure has been specifically authorized in writing by the Company, or except as may be required by any applicable law or by order of a court of competent jurisdiction, or any regulatory or governmental body. Further, you agree that you will give the Company prompt notice of any such order/direction of a court/ regulatory or governmental body so that the Company may seek relief by way of a protective order or other appropriate remedy, and further will provide any assistance which the Company may reasonably require in order to secure such order or such remedy (with your expenses reasonably incurred in providing such assistance to be reimbursed by the Company). In the event such protective order or other remedy is not obtained, you shall furnish only that portion of the Confidential Information which is legally required by the governmental entity or



regulatory authority; and will use reasonable efforts to obtain confidential treatment for any Confidential Information so disclosed.

- (2) During the course of your employment with the Company and at the date of termination thereof (hereinafter the "Date of Termination"), you shall promptly disclose and deliver over to the Company, without additional compensation, in writing, or in such form and manner as the Company may reasonably require, the Disclosure Information defined in Section 9.1(9) hereinabove, to the extent that such disclosure could reasonably be expected to be of interest to the Company.
- (3) Nothing in this Offer cum Appointment Letter shall be deemed to dilute or waive any rights related to the protection of trade secrets that the Company may have under common law or any applicable statutes.

## 10. Intellectual Property Rights

10.1 All patents, copyrights, trade secrets, trade/commercial names, proprietary rights, logos, slogans and all other intellectual property rights developed by or for the Company by any person, including but not limited to intellectual property rights relating to any and/or all of the Confidential Information, ("Intellectual Property Rights") shall be owned by the Company. For good and valuable consideration the receipt and sufficiency of which is hereby acknowledged, you hereby agree to irrevocably, perpetually and unconditionally sell, assign, transfer and convey to the Company and its successors your entire right, title and interest in the Confidential Information and/or Intellectual Property Rights and any improvements thereto throughout the world, including, without limitation:

- (1) all patents, copyrights, trade secrets, trade/commercial names, logos, other proprietary rights and all other intellectual property rights in the Confidential Information and all rights to secure registrations, renewals and extensions of the same;
- (2) all rights to make, have made, use, practice, import, export and otherwise fully exploit the Confidential Information and any and all improvements that the Employee or Company may hereafter make or develop;
- (3) all rights to file and prosecute applications for patent, copyright and all other intellectual property protection covering the Confidential Information and improvements thereon, and the processes and designs embodied therein, in India, the United States and in every other country and jurisdiction throughout the world;

- (4) all rights under any patent, copyright and all other intellectual property which may be issued on the Confidential Information or the improvements thereon, and any processes and designs therein, and all rights to enjoy the same; and
  - (5) all documents, notes, notebooks, drawings, schematics, prototypes, magnetically encoded media, electronically stored information, or other materials related to the Confidential Information.
- 10.2 During the period of your employment with the Company and as may be reasonably necessary subsequent to your employment, you agree to cooperate with the Company as may be necessary to obtain patent, copyright and all other intellectual property protection for the Intellectual Property Rights and improvements thereto throughout the world and agree to do such further acts and execute and deliver to the Company such instruments as may be required to perfect, register or enforce the Company's ownership of the rights assigned, transferred or conveyed. If such cooperation is required after the Date of Termination, the Company shall compensate you at a reasonable rate for the time and related expenses actually spent by you at the Company's request. If you fail or refuse to execute any such instruments, you hereby appoint the Company as your attorney-in-fact to act on your behalf and to execute such instruments. This appointment shall be irrevocable and deemed to be a power coupled with an interest.
- 10.3 For the purposes of the assignment, transfer or conveyance referred to hereinabove, you acknowledge and covenant that your employment with the Company and the benefits received thereunder shall be treated as good and valuable consideration and that you are not entitled to any further consideration in any form or manner whatsoever in relation thereto.
- 10.4 Notwithstanding any other provision hereof to the contrary, this Offer cum Appointment Letter does not obligate you to assign or offer to assign to the Company any of your rights in an invention for which no equipment, supplies, facilities, Intellectual Property Rights, Confidential Information or trade secret information of the Company was used and which was developed entirely on your own time, unless (a) the invention relates (i) directly to the business of the Company, or (ii) to the Company's actual or demonstrably anticipated research or development, or (b) the invention results from or is related to, any work performed by you for the Company.
- 10.5 No Grant of Rights.

You agree that all rights, title and interest in the Intellectual Property Rights and Confidential Information shall be owned exclusively by the Company. Nothing herein contained shall be construed as a grant by implication, estoppel or otherwise, of a license of any kind by either you to the Company, or by the Company to you, for example, to

make, have made, use or sell any product using the Intellectual Property Rights, Confidential Information, or as a license under any patent, patent application, utility model, copyright, mask work right, or any other intellectual property right.

## **11. Non-Solicitation**

- 11.1 During your employment with the Company and for a period of 12 months from the date of termination thereof, you shall not solicit or cause or authorize, directly or indirectly, to be solicited for any competitive business, for or on behalf of any person or customer, or otherwise take any action that might divert the business or patronage of any customer from the Company, or otherwise damage or alienate the relationship between the Company and any customer, vendor or supplier; and
- 11.2 During your employment with the Company and for a period of 12 months thereafter, you shall not solicit or attempt to influence any person employed or engaged by the Company (whether as an employee, consultant, advisor or in any other manner) to terminate or otherwise cease such employment or engagement with the Company or become the employee of, or directly or indirectly offer services in any form or manner to, yourself or any person or entity which is a competitor of the Company.

## **12. Employee Data Protection**

- 12.1 You consent to and authorise Amazon India to collect, process and transfer all personal employee-related information obtained by Amazon India for the purpose of proactively managing the employment relationship.
- 12.2 You further consent to and authorise the transfer to, and storage of, your personal information in the worldwide employee database currently located in Seattle, Washington, U.S.A. (or such other location as Amazon India determines from time to time). Human Resources and selected management throughout the Amazon group worldwide will be authorised to access this database.

## **13. Provision of Equipment and Amazon's liability**

- 13.1 Upon your execution of this Offer cum Appointment Letter, but prior to the date of commencement of your employment with Amazon India, Amazon India may provide you with certain equipment for official purposes only.

- 13.2 The said equipment shall be subject to the terms stipulated in this Offer cum Appointment Letter and the VCS Work From Home Policy, as well as all other Amazon policies that may be made applicable to you from time to time. Amazon India reserves the right to replace the equipment and take back old equipment as and when the need for the same arises.
- 13.3 You expressly agree that neither Amazon India, nor its officers or employees shall be responsible or liable for any loss, damage, injury or death caused to you, any member of your household / Primary Work Location, or any third party whosoever, either directly or indirectly arising out of, or caused due to, any of the equipment provided to you by Amazon India or used by you during the course of your employment. You hereby waive any and all claims, including claim for damages, against Amazon India, its officers and/or its employees relating to any injury / loss of life or mental agony arising out of any such incident. Even where you have been advised that such claims or right to make such claims exists against Amazon India, its officers and/or its employees, you hereby waive any and all such claims as well as the right to make such claims. You further agree that all claims of whatsoever nature in respect of the aforementioned loss, damage, injury and/or death shall be as against the manufacturer / vendor of the equipment only.

#### **14. Exclusivity of Services**

During your employment, you will be required to devote your full time, attention and abilities to your job duties during working hours, and to act in the best interests of Amazon India at all times. You shall not, without the written consent of Amazon India, be in any way directly or indirectly engaged or concerned in any other business or undertaking.

#### **15. Termination of Employment**

- 15.1 Your employment with Amazon India shall automatically end on 19-Nov-2023 unless terminated earlier as per the provisions of this Section.
- 15.2 Your employment may be terminated by either party by giving one month written notice (exclusive of any leaves availed during the said period) or payment of one month salary in lieu of such notice period to the other party. Amazon India holds the right to accept or deny payment in lieu of the said one month notice.
- 15.3 Notwithstanding the above, during your probation period, either party may terminate your employment with Amazon with immediate effect and without any advance notice or payment in lieu of notice.



15.4 Amazon India reserves the right to terminate your employment forthwith “for cause” without advance notice and without payment of severance, in the event you:

- (i) have been found guilty of any misconduct or indiscipline after due enquiry by Amazon India;
- (ii) have violated or are in breach of any of the terms of this Offer cum Appointment Letter or Amazon India’s Policies and Procedures;
- (iii) have been grossly negligent, or have neglected your duties, or have underperformed your duties, or have performed your duties in a manner unacceptable to Amazon India;
- (iv) have suppressed any information or submitted false information with the view to obtain employment in Amazon India;
- (v) are convicted for any offence under any law for the time being in force in any jurisdiction;
- (vi) fail to provide necessary documents for background check within stipulated timelines
- (vii) commit any act detrimental to the interest of Amazon India;
- (viii) abstain from work for seven consecutive days without informing Amazon India; and/or
- (ix) have changed your primary work location mentioned in Section 5 above without prior approval from Amazon India.
- (x) and/or fail to report to Amazon India to commence your employment on the Date of Commencement mentioned in Clause 1 hereinabove.
- (xi) are in breach of any of the terms contained in the Confidentiality, Non-competition and Invention Assignment Agreement.

15.5 On the expiry or sooner termination of your employment for any reason whatsoever, you will return to Amazon India, without delay, all assets belonging to Amazon India, correspondence, records, specifications, models, notes, formulations, lists, papers, reports and other documents and all copies thereof and other property belonging to Amazon India or relating to its business affairs or dealing, including any Confidential Information and Intellectual Property Rights, which are in your possession or under your control. At Amazon India’s option, you agree to provide a written certification of your compliance with this Section. Further, you agree to sign a termination certificate in accordance with Amazon India’s Policies and Procedures, which will reaffirm your compliance of your post-termination obligations, including return of Amazon India’s property/properties and releasing Amazon India from all claims, liabilities and obligations. Where Amazon has made any excess payment to you as part of your relieving formalities, whether or not such excess payment is termed “Full and Final Settlement”, you shall be obligated and liable to repay such excess amount forthwith upon being notified by Amazon.

## 16. Employee Benefits

You will be eligible to receive employee benefits as may be provided by Amazon India in Amazon India's Policies and Procedures. These are subject to change with or without prior notice for both existing and prospective employees. Revised policy will supersede any previous policy which would have been applicable and would have been communicated as part of offer letter.

## 17. New Hire Background Investigation

- 17.1 It is Amazon India's policy to investigate all its new hires. Your fixed-term employment is conditional upon the information contained in your application form and/or curriculum vitae being true and accurate, including (but not limited to) your educational and professional qualifications, the documents furnished by you being genuine, and upon your criminal background check, denied parties sanction check and reference checks to be conducted by Amazon India being successfully completed. Please note that the educational and professional qualifications furnished by you to Amazon India shall be deemed to be your updated and final qualifications.
- 17.2 You authorise Amazon India to conduct such searches with government or enforcement authorities as are necessary to enable it to verify that you do not hold any criminal convictions.
- 17.3 In case you are waiting for the results of your examinations and you are hired prior to the same, your continued employment with Amazon India will be subject to passing the said examination and completing the course, failing which Amazon India reserves the right to take action including termination of your employment without notice

## 18. Foreign Nationals

- 18.1 In case you are not an Indian national and, under any law, are required to obtain applicable visa / work permit / authorisation or permission from appropriate government authorities to work in India, you are required to ensure all such permissions are obtained before commencement of employment with Amazon India.
- 18.2 You are also required to ensure all future correspondence and permissions for continued stay and employment in the country as per the governing law are complied with at all times. If required, Amazon shall be at liberty to demand copies / originals of such permission.

- 18.3 It is made clear that possessing valid work permit / authorisation at all times of your employment is an inherent requirement of your employment with Amazon India. Any time after the execution of this Offer cum Appointment Letter, if it is found that you do not have required work permit / visa, Amazon India shall terminate your employment, without notice, with immediate effect, without any liability towards you.

## 19. Investigations and Surveillance

- 19.1 You may be required to participate in investigations carried out by Amazon. You agree to participate, co-operate, be honest and not interfere with, impede, or undermine the investigation. You consent and acknowledge that owing to such investigations, Amazon has the right to monitor, inspect and access any and all data that is stored in Amazon India's equipment and resources used by you.
- 19.2 In order to maintain the safety and security of our workplace and systems, as well as loss prevention, we may deploy the use of closed-circuit television (CCTV) or other forms of surveillance in most or all Amazon facilities. These may be installed in accordance with Amazon internal policy to ensure that the employees do not participate or propagate any activities which are or could be prejudicial to Amazon's business interests or which could bring it into disrepute. Your data generated through the course of this limited surveillance may be processed in connection with these safety and security related investigations and audits

## 20. Representations and Warranties

You hereby represent and warrant to the Company that:

- 20.1 You have carefully read and fully understands all the provisions of this Offer cum Appointment Letter;
- 20.2 the information furnished by you for the purpose of your employment with the Company is true and correct to the best of your information, knowledge and belief;
- 20.3 you have not been arrested, or convicted of, or cautioned for, or charged but not yet tried with any offence or crime, even if you are subject to a pardon, amnesty, or other similar legal action and there is no lawsuit, arbitration, administrative or other proceeding or

governmental investigation pending or, to the best of your knowledge, threatened against you;

- 20.4 you shall not, during the course of your employment with the Company, use or disclose any document/s that in any way constitutes confidential, proprietary or trade secret information of a third party (including a former employer), except pursuant to written authorization by such third party to do so;
- 20.5 you are not in unauthorized possession or control of any document/s that in any way constitutes confidential, proprietary or trade secret information of a third party (including a former employer);
- 20.6 during the course of your employment with the Company, you will not violate any non-solicitation or similar agreements or obligations that you have with any third party; and
- 20.7 there are no other agreements executed by you with third parties that conflict with the terms and conditions of your employment with Amazon India or that restrict your ability to execute this Offer cum Appointment Letter;
- 20.8 You are aware that your employment is only for a limited, fixed duration and that you will not have the right, nor will you make a claim, to be inducted as permanent employee with Amazon India.
- 20.9 You recognize that the restrictions set forth in this Offer cum Appointment Letter may limit your future flexibility in many ways. You expressly acknowledge that (i) the limitations specified herein are fair and reasonable in view of the nature of the business in which the Company is engaged, your position with the Company, and your access to Confidential Information / Intellectual Property Rights, (ii) you are voluntarily entering into this Offer cum Appointment Letter, and (iii) in spite of the restraints imposed herein, you will be able to engage in other lawful professions, trades or businesses after termination of your employment with the Company. You recognize that your compensation is adequate consideration and acknowledge that you will not be subject to undue hardship or inconvenience by reason of your agreeing to the provisions contained herein.
- 20.10 You will abide by the terms and conditions contained in the **VCS Work from Home Policy** and Amazon's Owner's Manual during your employment with Amazon India.

## 21. Notices

All notices issued by you to the Company or by the Company to you shall be sent either by registered post, courier through a recognised courier service provider to your Home Location or

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REGISTERED OFFICE : # 26/1, Brigade Gateway, World Trade Centre, 10th Floor, Dr. Rajkumar Road, Malleshwaram (AA)  
Bangalore - 560 055. Karnataka India

Tel. : + 91 - 80 - 6787 3000, Fax : +91 - 80 - 3007 1031  
U72200KA2004FTC034233



**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**



by email transmission which shall be deemed to have been received the next working day provided the notice is also sent by registered post the next working day after email transmission.

**22. Waiver**

Failure, delay or omission on the part of the Company to insist upon strict adherence of any term of this Offer cum Appointment Letter on any occasion/s shall not be considered a waiver thereof or deprive the Company of the right thereafter to insist upon strict adherence to that term or any other term of this Offer cum Appointment Letter.

**23. Severability**

The holding of any provision of this Offer cum Appointment Letter to be illegal, invalid, or unenforceable by a court of competent jurisdiction shall not affect any other provision hereof, which shall remain in full force and effect.

**24. Assignment**

Except as otherwise provided in this Section, this Offer cum Appointment Letter shall inure to the benefit of, and be binding upon you and your heirs, representatives, successors and assigns. Neither this Offer cum Appointment Letter nor any right or interest hereunder shall be assignable by you or your legal heirs, beneficiaries or legal representatives without the Company's prior written consent. This Offer cum Appointment Letter shall be assignable by the Company to a subsidiary or affiliate of the Company; or to any corporation, partnership, or other entity that may be organized by the Company, as a separate business unit in connection with the business activities of the Company; or to any corporation, partnership, or other entity resulting from the reorganization, merger or consolidation of the Company with any other corporation, partnership or other entity, or any corporation, partnership, or other entity to or with which all or any portion of the Company's business or assets may be sold, exchanged or transferred.

**25. Employer – Employee Relationship**

The relationship between the Company and you hereunder shall be solely that of an employer and employee and no modification of responsibility or compensation made hereinafter shall be construed so as to constitute the relationship of partners or joint ventures or so as to as to construe you as an independent contractor of the Company.

**26. Liability for Breach**

You acknowledge and accept that your breach of any of the terms contained in this Offer cum Appointment Letter or in Amazon India's Policies and Procedures may cause the Company

irreparable harm for which there is no adequate remedy at law, and therefore, the Company shall be entitled to the issuance by a court of competent jurisdiction of an order of injunction, restraining order, or other equitable relief in favor of itself, without the necessity of posting a bond, restraining you from committing or continuing to commit any such violation. Exercise or waiver by the Company of its rights to obtain an injunction, restraining order, or other equitable relief hereunder shall not be deemed a waiver of any right to assert any other remedy the Company may have at law or in equity. In any legal action or other proceeding by the Company against you in connection with this Offer cum Appointment Letter (e.g., for recovery of damages or other relief), the Company will be entitled to recover its reasonable attorneys' fees and other costs incurred.

**27. Indemnity**

At all times during the course of your employment in Amazon (and even after the termination of this Offer cum Appointment Letter with respect to the terms contained herein), you agree to indemnify and keep indemnified Amazon, as the case may be, against all losses, damages, claims, interests, costs, expenses, liabilities, proceedings and demands which Amazon may suffer or incur or which may be made against Amazon as a result of your acts or omissions during the course of employment.

**28. Authorization to Notify New Employer**

You hereby grant consent to the Company to notify any of your new employer/s about your rights and obligations under this Offer cum Appointment Letter.

**29. Governing Law and Jurisdiction**

Your employment, and any disputes which may arise under, out of, or in connection with your employment, shall be governed by and construed in accordance with the laws of India; and the Courts having territorial jurisdiction over the registered office of the Company shall alone have exclusive jurisdiction to try and entertain such disputes to the exclusion of any other Courts situated elsewhere.

**30. Agreement/Modifications**

The terms described in this Offer cum Appointment Letter and Amazon India's Policies and Procedures will cumulatively constitute the terms of your employment, and shall supersede any previous discussions, offers or agreements relating to your employment, or to the subject matter hereof. Any additions to, deletions of, or modifications of these terms are valid and effective only if the same are carried out in writing and signed by you and an officer of Amazon India.

**31. Headings**

The Section headings appearing in this Offer cum Appointment Letter are used for convenience of reference only and shall not be considered a part of this Offer cum Appointment Letter or in any way modify, amend or affect the meaning of any of its provisions.

**32. Survival**

Your obligations under Sections 9, 10, 12, 13.3, 15, 23, 24, 25, 27, 28, 29 and this Section 32 shall survive the termination of this Offer Cum Appointment Letter and of your employment with the Company.



**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**

## ANNEXURE I

The table below showcases the areas of work from home for each Amazon VCS location. Any request for change in your Home Location or address will be subject to the approval from Amazon and on such terms and conditions as may be specified.

Amazon VCS location	Areas of home location in the State
Maharastra - Virtual Contact Center-MH,IND	Comprises the districts of Mumbai, Mumbai Suburban, Thane, Raigarh, Palgarh, Pune
Maharastra 2 - Virtual Contact Center(MH-2),IND	Entire Maharashtra Except the Districts of Mumbai, Mumbai Suburban, Thane, Raigarh, Palgarh, Pune
Telangana - Virtual Contact Center(TG, IN)	Comprises the districts of Hyderabad, Ranga Reddy, Sanga Reddy, Medchal Malkajgiri
Telangana 2 - Virtual Contact Center(TG-2, IN)	Entire Telangana Except districts of Hyderabad, Ranga Reddy, Sanga Reddy, Medchal Malkajgiri
Karnataka 1. VCCKAIND-Karnataka (KA,IN) 2. VirtualConC-Bangalore (KA, IN)	Entire State of Karnataka
Delhi - Virtual Contact Center(DEL, IN)	Entire State of Delhi
Uttar Pradesh - Virtual Contact Center-UP, IND	Comprises the districts of Meerut, Ghaziabad, Gautam Budh Nagar, Bulandshahr, Baghpat, Hapur,Shamli and Muzaffarnagar
Uttar Pradesh 2 - Virtual Contact Center(UP-2, IN)	Entire Uttar Pradesh Except the districts of Meerut, Ghaziabad, Gautam Budh Nagar, Bulandshahr, Baghpat, Hapur,Shamli and Muzaffarnagar
West Bengal - Virtual Contact Center(WB, IN)	Entire State of West Bengal
Rajasthan - Virtual Contact Center(RJ, IN)	Entire State of Rajasthan
Punjab and Chandigarh - Virtual Contact Center(PJ, IN)	Entire State of Punjab and Union Territory of Chandigarh
Tamil Nadu - Virtual Contact Center-TN,IND	Entire State of Tamil Nadu
Madhya Pradesh - Virtual Contact Center(MP, IN)	Entire State of Madhya Pradesh
Andhra Pradesh - Virtual Contact Center(AP, IN)	Entire State of Andhra Pradesh





You undertake to be bound by any rules and regulations enforced by Amazon India from time to time in relation to the conduct, discipline, medical leave and holidays or on any matters relating to service conditions which will be deemed as rules, regulations and order as a part of these terms of employment.

For and on behalf of Amazon Development Centre (India) Private Limited.

#### **AUTHORIZATION**

By

Signed by:GAUTAM MOHAN  
Date: 2023.05.17 12:11:47 +05:30  
Location: India

#### **ACCEPTANCE**

I acknowledge receipt of this Offer cum Appointment Letter and, after reading and understanding the same, I accept Amazon India's offer of employment on the terms set out in this Offer cum Appointment Letter.

A handwritten signature in blue ink, appearing to read "D. Sankar", written over a horizontal line.

**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**

# Reduction of seat from

16/02/2024 Inbox



**Sudipa Kar** 15 Feb

to nehadalapati6@g... ✓



Dear Candidates ,  
Please note as the Department don't want to continue the Paddy Procurement seat which were given for a stipulated period of time ,So have to cut down the manpower strength from tomorrow .

All those candidates who are working on this project will have their last day of working as 15/02/2024.

All your pending salary will be cleared as per company schedule and you will be given the first priority for the next coming project.

Hope for your kind understanding.

Sharing you the candidate list :\_

Tushar Dhara
Arijit
Ria Sarkar
Neha Dalapati
Somnath Kumar
Rinki Rakshit

Regards

**Sudipa Bhattacharjee**  
**Project Coordinator**

**Principal**  
**Heramba Chandra College**  
Kolkata-700 029

# MAA SHIBANI ENTERPRISE

AP Nagar, Sonarpur, Kolkata – 700 150, Ph. 9830781970, GSTIN: 19AGAPD9130E1ZS

---

Date: 01-08-2023

To,  
Mr. Ridom Dey,  
Sonarpur,  
Gorokhhonath-tala,  
P.O. - Sonarpur,  
Kolkata - 700150

**Sub: Appointment as "Junior Accountant – Finance Department"**

Dear Mr. Ridom,

I am delighted to extend this official offer of employment to you for the position of **"Junior Accountant"** in the **Finance Department** at **"Maa Shibani Enterprise"**. Following our thorough review of your qualifications and interviews, we are confident in your ability to excel in this role and make significant contribution to our company.

In the event of any misconduct, misdemeanor or breach of trust **"Maa Shibani Enterprise"** reserves the right to discharge you simply without any notice or explanation as per provisions of the law.

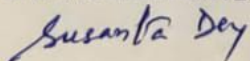
Your DOJ is 1st August, 2023 at our Head Office. You will be paid monthly at the rate of Rs 12,000/- per month.

Thanking you with all the very best to you.

Yours Truly,

For **Maa Shibani Enterprise**

For MAA SHIBANI ENTERPRISE



Proprietor

Proprietor



**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**



*Pace*

PACE SETTERS

BUSINESS SOLUTIONS PVT. LTD.

Mr./Miss. Rinty Das  
Kolkata

Dated: 04.08.2022

Subject: Letter of Intent

Dear Rinty,

With reference to your application and subsequent interview you had with us, we have pleasure in issuing this Letter of Intent to you for appointment as **AGENT CALL CENTRE**.

This Letter of Intent shall entitle you attend a Training Program. You are required to join the Training at our office at Kolkata and same will start from 05.08.2022. Please note that number of days for which Training to be imparted to you will depend on the process requirement.

On successful completion of your training & certification, you will be aligned to the process as a **CALL CENTER AGENT** for rendering services to the clients of the company and will be paid a monthly salary of Rs.9000.

Upon such absorption an appointment letter shall be issued to you. The initial Period of probation will be 6 months from the date of such absorption, after successful of probation period; you will be automatically absorbed as **AGENT CALL CENTER** unless otherwise communicated.

This letter of Intent is subject to satisfactory reference checks and verification of documents submitted by you with the company. During the reference check and/or during verification of documents, if any information or document provided by you at any stage is found to be incorrect/false/nonexistent/fudged etc. the company reserves the right to withdraw this offer without further notice as well as any offer or employment offered/granted. Please note that the company shall not be liable to pay any compensation or damages or remuneration etc. of whatever nature to you in such eventualities.

We welcome you to the PACE SETTERS TEAM and look forward to your long and fruitful association with the company.

With best wishes and regards

Yours Sincerely,

For PACE SETTERS BUSINESS SOLUTIONS PVT. LTD.

HR DEPARTMENT  
KOLKATA

I have read & understood the contents of this Letter of Intent and accept the same with all its terms and conditions. Also, I understand that this Letter is Subject to my completing & clearing certification of training successfully as mentioned above.

Signature of Selected Candidate: Rinty Das

Name : Rinty Das Contact No: 8981272481

Address : 41/1 C.N. Roy Road Tiljala  
Kolkata - 700039

Date: 4.8.22

Place: Kolkata

Pace Setters Business Solutions Private Limited.

H.O.: 1, Bori Bungalow, 49 S.K. Bole Road, Near Siddivinayak Temple, Prabhadevi, Mumbai - 400028

*Principal*

**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**

← Adobe Scan Feb 22, 2024-1

**IGNESCENT EDUCATIONAL SERVICES PRIVATE LIMITED**

210/1A, Rashbehari Avenue, Kolkata 700029

Email: ignescenteducation@gmail.com

Phone No.: 03314429276 Mobile No.: 08340353648 / 09438163916

DATE 25/01/2024...

**Letter of Appointment**

To  
**RISHOV TOLA**  
9 Mahendra, Chatterjee Lane  
Gobinda Khatick Road  
Circus Avenue, Kolkata  
West Bengal - 700046  
Phone – 8336001216  
Alternate Phone – .....

Dear Sir,

This letter is meant to inform you that you have been appointed as the **Geography, History & Civics Faculty** on part time basis for the Class 10 exam 2024 at our prestigious organization **IGNESCENT GURUKUL**, which is a unit of **IGNESCENT EDUCATIONAL SERVICES PRIVATE LIMITED** at address mentioned in the letter. This appointment begins from 1<sup>st</sup> January 2024. Please refer to the below mentioned points and return a signed copy of this letter as a token of acceptance of this appointment offered to you.

1. **Salary** – Rs 400 per class for the current batch offered to you, which will be credited in your bank account.
2. **Schedule of Classes** – You have classes on Monday to Friday at 11:00 am to 1:00 pm, which may be flexible at mutual convenience.
3. **The Classes for which you been assigned as Geography, History & Civics faculty will continue till the ICSE class 10 exam 2024 begins. For which you have the full responsibility to complete the full syllabus on time with revision and conduction of appropriate number of tests.**
4. **Also, the students will attend classes in online as well as offline mode at our institution.**

Thanking You,

*Aakash Kumar*  
25/01/2024

Signature

*[Signature]*

Edit



Print

Upload to  
Cloud

Share

*[Signature]*

**Principal**  
**Heramba Chandra College**  
Kolkata-700 029





**TATA CONSULTANCY SERVICES**



**RITICK  
MITRA**

Card No 545314  
Associate No 2680733

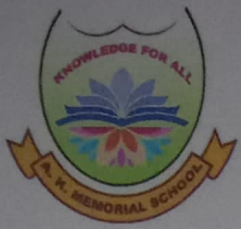
**Tata Consultancy Services Ltd.**

TCS House, Raveline Street, Fort  
Mumbai 400001, India

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

*Rambhadr*

**Principal**  
**Heramba Chandra College**  
Kolkata-700 029

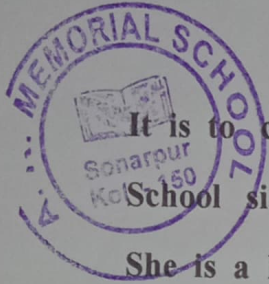


# A. K. MEMORIAL SCHOOL

English & Hindi Medium

Sonarpur, Radhanagar, Bhagare More, Kolkata – 150  
Contact : 9748689854, e-mail : [chimpoomishra@gmail.com](mailto:chimpoomishra@gmail.com)

To Whom It may Concern




It is to certify that Miss. Ritu Gupta has been working in this School since October 2023 as part time science teacher.

She is a hard working, enthusiastic teacher and has all the qualities to be a great teacher.

We wish <sup>her</sup> ~~her~~ good luck for future.

Headmaster  
A. K. MEMORIAL SCHOOL  
SONARPUR, RADHANAGAR, BHAGARE MORE, KOLKATA - 150

Signature of the Head of the Institution with Seal

  
Principal  
Heramba Chandra College  
Kolkata-700 029

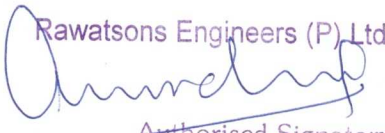



**TO WHOM IT MAY CONCERN**

This is to certify that Shri Rohit Choudhary , son of Shri Manoj Choudhary , residing at D/9, Katju Nagar, near Kali Mandir, Jadavpur, Kolkata -700032, has been working with us since August, 2023, as a Junior Assistant Accountant

Place : Kolkata

Date : 18.04.2024

Rawatsons Engineers (P) Ltd.  
  
Authorised Signatory

  
**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**

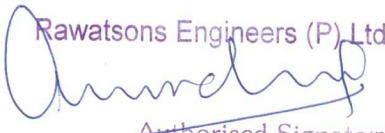



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Place : Kolkata

Date : 18.04.2024

Rawatsons Engineers (P) Ltd.  
  
Authorised Signatory

  
**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**





**ICRA**  
ANALYTICS

A Group ICRA Company



**Rohit Thakur**

**ID : 11449**

**Blood Group : O+**

**ICRA ANALYTICS LTD**

Infinity Benchmark Building  
17th & 18th Floor | Plot - G1 | Block - GP  
Sector V | Salt Lake City | Kolkata-700091

Phone : +91-33-40170100  
Emergency Contact: 8777311323

*Prasanta*

**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**



1853

Date: 19/11/2022

To,  
Mr. Ranajoy Naskar  
Bidyadharpur, Sonarpur, South 24 Pgs, WB:700150

**Sub: Appointment Letter**

Dear Mr. Naskar,

We are pleased to appoint you in our organization w.e.f. 19<sup>th</sup> Nov'2022 subject to the following Terms & conditions:

**1. JOB TITLE : Data Entry Operator- B.T Road**

**2. SALARY & REMUNERATION :**

You CTC will be Rs. 1, 56,002 (One Lakh Fifty Six Thousand Rupees Two Only) Per Annum and the breakup of which is attached with the annexure. The said annual salary shall be subject to Income Tax, Profession Tax and other statutory deductions as applicable.

This appointment letter along with the Annexure/Enclosures shall form the contract of employment between you and Dollar Industries Limited which shall be referred to as the Company.

**3. INITIAL PLACE OF POSTING :**

The place of your initial posting shall be at the Dollar Industries Limited, B.T Road

**4. TRANSFER & DEPUTATION :**

However, your services are liable to be transferred/deputed to any location / department / section, as well as any office / establishment / division / branch / factory of the company, whether in existence or to setup in future at any place in India and/or abroad, on temporary as well as permanent basis, at the discretion of the management. In such a case, you will be governed by the rules, regulations and orders as applicable to the establishment to which you have been transferred to including such conditions and rules covering working hours, leave, holiday, salary, allowances and perquisites. The management reserves the right of sending you for any advance training / course anywhere in India or abroad without any additional emoluments. In such a case, you will be required to follow additional terms and conditions as may be directed by the management.

**5. PROBATION & CONFIRMATION :**

You will be in probation for a period of minimum 6 months and during the probationary period; you will be entitled for all rules and regulations as mentioned in attached annexure. The management reserves the right to reduce / extend / dispense with this period based upon the performance evaluation. Following successful completion of the probationary period, employee would be confirmed in the system.

Page 1 of 6

**DOLLAR INDUSTRIES LTD.**

(AN ISO 9001:2015 CERTIFIED ORGANISATION)

Regd. Office Om Tower 15th Floor 32 J. L. Nehru Road Kolkata  
+ 91 33 2288 4064-66 +91 33 2288 4063 care@dollarglobal.in  
CIN NO. : L17299WB1993PLC058969



**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**



PRIVATE AND CONFIDENTIAL

Reference No. - 1384590828

Applicant ID - 6887984

17-Oct-2023

Rushswati Das

Dear Rushswati,

We take great pleasure in extending an offer to you for being a part of ICICI Bank.

Please find enclosed the job offer letter.

Please quote your reference number, which is appearing on the top of this letter for all future correspondence.

In case you have any queries please feel free to contact at the below mentioned details:

E-Mail Address : [icicicareers@icicibank.com](mailto:icicicareers@icicibank.com)

Telephone No. : 022-71872500

Yours sincerely,

ICICI Bank HR Team

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

Tel.: (91-22) 2653 1414  
Fax: (91-22) 2653 1122  
Website [www.icicibank.com](http://www.icicibank.com)  
CIN.: L65190GJ1994PLC021012

Regd. Office : ICICI Bank Tower,  
Near Chakli Circle,  
Old Padra Road,  
Vadodara 390 007, India.



PRIVATE AND CONFIDENTIAL

Reference No. - 1384590828


Applicant ID - 6887984

17-Oct-2023

Rushswati Das

Dear Rushswati,

We are pleased to make you an offer of appointment as Senior Officer will be placed in CREDIT OPERATIONS at KOLKATA-TECHNOPOLIS\_

  
**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**

**Offer Letter**

**Ms. Sabrrin Khatun**  
C/O: Abdul Mannan Mondal,  
Paschim Nischintapur, Natunhat,  
Rajpur Sonarpur (M), South 24 Parganas,  
West Bengal- 700 154  
Phone Number: 6289940006  
Email: sabrrinkhatun@gmail.com

**Subject: Offer Letter**

Dear Sabrrin,

Further to the interview and discussions you have had with us, we are glad to extend the following offer of employment to you. You have been offered the position of **"Associate"** in our **"R&I TMT"** division based at **"Kolkata"** at an Annual Cost to the Company of **INR 1,86,756/- (Rupees One Lakh(S) Eighty Six Thousand Seven Hundred Fifty Six only)**. All form of compensation referred in this letter agreement are subject to reduction to reflect applicable withholding and payroll taxes and other deductions required by law. Terms and conditions of your employment are as detailed below:

**Attendance:**

You shall be required to work for [5] days per week, for such time as may be required for completion of any task and may be required to work in shifts. It is hereby clarified that no additional compensation is payable to the employee in the event an employee is required to work for more than the regular hours.

**Probation:**

You shall be employed with the Company on a probation basis for a period of 6 (six) months from the Effective Date **("November 01, 2023")**. Your appointment with the Company shall be confirmed after the expiry of Probation Period as per the policies laid down by the Company.

At any time during the Probation Period, the Company may, if your performance is unsatisfactory, notify you and give a chance to improve performance. If after such notification, your performance is still found to be unsatisfactory, the Company may terminate your employment with the company immediately.

After the expiry of the Probation Period, your performance shall be subject to review by the Company. If the Company is satisfied with your performance, the employment shall be confirmed by the Company.

You shall continue to be on probation till such time the Company issues the written confirmation of your employment with the Company.

**Notice period applicability:**

Notice Period	
During Probation	After Confirmation
30 days	60 days

If you fail to serve the required notice period, you shall not receive an experience certificate and shall not be eligible to receive full and final settlement of dues. In addition, if the new employer requests a reference check, the fact that notice period was not served shall be highlighted.

**Leave structure:**

As an employee of Netscribes Data & Insights Private Limited on confirmation, you are entitled to 24 days of paid leave each year as well as 11 public holidays. Any paid or unpaid leave must be approved by your supervisor.

**Background verification:**

The offer of employment is conditional to our routine reference and background verification being completed with satisfactory results. On the day of your joining, an employment agreement has to be signed to indicate acceptance of the terms and conditions of your employment and the on boarding process will only be complete after the submission of the accepted employment agreement.

**Performance bonus (If applicable):**

Performance bonus will be determined based on individual, the division and company's performance. It will be paid as per the appraisal cycle in the month of April every year. The performance bonus will be paid on a pro-rata basis and will be paid to employees (a) who are confirmed at the time of distribution of performance bonus (b) have not resigned or on notice period (c) have not been terminated from the services of the company or do not have any disciplinary action been considered for violation of policies at the time of determining and distribution of the performance bonus (d) should not be on performance improvement plan.

The Company and Division performance score can range between 0% and 100% in any given year and the Individual Performance score is determined based on your normalized performance ratings.

**Place of work and mobility:**

Your principal place of work from where you shall perform services for the Company shall be at the Company's office at Kolkata or such other offices of the Company, as may be decided by the Company, from time to time. In furtherance of your employment with the Company, you may be transferred/ assigned/ deputed to other departments/offices of the Company, its affiliates or its client's offices, within or outside India. You shall be eligible for reimbursement of relocation expenses, if applicable, as per the Company's policies.

**Acceptance of the job offer:**

This offer letter is valid for **5 (Five)** working days from the date of this letter. Netscribes Data & Insights Private Limited at its sole discretion may revoke or extend this offer after its expiry.

**Confidentiality:**

The content of this letter are confidential and should not be used as tool for negotiating employment terms with any other organization.

We look forward to having you join the Netscribes team. Of course, we wish to remind you that you are not to bring any confidential information with you from your prior employer.

Please sign and send the copy of this letter to the undersigned as a token of acceptance of the offer.

Wish you all the best.

Yours Sincerely,

**For Netscribes Data & Insights Private Limited**



Anuya Sudhir Gurav  
Manager Human Resources  
**(Authorized Signatory)**

Acceptance Signature

Sabrrin Khatun  
November 1, 2023

I have read and understood the content of the offer letter and accept the same.



E K T A L A S H



# THE MIRROR

STORY & DIALOGUE BY  
RAJKUMAR SWAIN

FILM BY  
SACHIN SHAW & TEAM

SACHIN SHAW |



*Chandana*

**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**

Date: 1<sup>st</sup> August 2022

Ref./HRD/Conf./SVA-006

Samiran Samaddar

Junior Accountant

Kolkata

SVARNA TEXTILES LIMITED

7 OLD Ballygunge 2<sup>nd</sup> Lane

Kolkata 700019, West Bengal

India

**Subject: Confirmation of Employment**

Dear SAMIRAN SAMADDAR,

With reference to review of your performance during the probation period from 18<sup>th</sup> April 2022 to 18<sup>th</sup> July 2022. We are grateful to inform you that your employment is being confirmed as Junior Account effective from 1<sup>st</sup> August 2022.

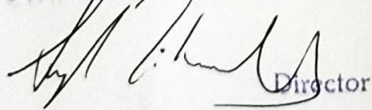
The terms and conditions as per mentioned in your appointment letter will be remain unchanged.

We look forward to your valuable contributions and wish you all the very best for fruitful career with our company.

Please sign the duplicate copy of this letter as a token of acceptance of the same.

Sincerely,

SVARNA TEXTILES LIMITED



Director

Suyash Tibrawalla

SVARNA TEXTILES LTD

(Director)

**SVARNA**

*Textiles Ltd*

*...textiles and fashion accessories*

7, Old Ballygunge 2nd Lane, Kolkata - 700 019, India • Phone : +91 (33) 4  
E-mail: export@svarna.com • Web : www.svarna.com



**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**

19<sup>th</sup> October 2023

To,  
**Sarita Ghosh,**  
832B, Shivajinagar, Gokhale Institute Staff quarters, 411004

Sub: Offer of Employment at SG Analytics Pvt. Ltd.

Dear **Sarita,**

Further to the discussions we have had with you, we are delighted to make you a formal offer to join SG Analytics as "Management Trainee".

We have been very impressed by your knowledge & skills exhibited during the interview process and are confident that you will find working in SG Analytics an inspiring, enjoyable and rewarding career choice. SG Analytics is a fast growing Research & Analytics service provider company and offers professionals like you an excellent platform to demonstrate their capability and develop their careers. As such, we are convinced that you have both the skills and personal attributes to succeed at SG Analytics.

The details of our offer of employment are attached. Kindly indicate your acceptance by signing and returning a copy of the offer.

**Sarita,** we sincerely welcome you and look forward to working with you.

Best Regards,  
For **SG ANALYTICS PVT LTD**



**Dr. KIRAN BALA**  
Chief People Officer

**SG ANALYTICS PRIVATE LIMITED**

Registered and Head Office: 601 & 602, 6th Floor, Wing 2, Cluster C, EON Free Zone, Khar  
Tel +91 20 6730 7200 | PAN No: AAKCS7498H | CIN No: U74140PN



**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**





## DCG DATA-CORE SYSTEMS (INDIA) PRIVATE LIMITED

DC (I) PL/2927

February 13, 2023

Mr. Sarthak Sinha,

NGS: 6624

37, Pashupati Bhattacharya Road,  
Shyamapally,  
Behala,  
Kolkata- 700034.

### Sub: Letter of Appointment

Further to our discussions, we are pleased to appoint you as **Project Associate-I (Level - 1)** on the following terms and conditions, given below for your consideration and acceptance. Your date of joining has been recorded as **February 13, 2023**.

- You shall be entitled to salary, other allowances and company benefit as set out in **Annexure – I**;
- Your appointment will be subject to the Standard Terms & Conditions of Employment as given in **Annexure – II** (available for your reference on the DC Employee Portal);
- Your initial posting will be at "Kolkata". However, your services are liable to be transferred, at the sole discretion of the Management, in such other capacity as the company may determine, to any department / section, location, associate, **client site**, sister concern or subsidiary, at any place in India or abroad, whether existing today or which may come up in future. In such a case, you will be governed by the terms and conditions of the service applicable at the new placement location, **in addition to the existing policies of DCG Data Core**;
- You will be on probation initially for a period of 6 months which may further be extended at the sole discretion of the Management and you shall be deemed to be on probation unless confirmed in writing;
- You will retire immediately on attaining the age of 58 years.

This letter is in duplicate. Kindly sign the duplicate copy of this letter and the annexes thereof, as a token of your acceptance of the foregoing Terms & Conditions of appointment and return the same to us for our records.

DCG Data-Core Systems (India) Private Limited,

Urmi Roy  
General Manager  
Human Resources

Encl : 1. Annexure-I 2. Annexure-II 3. Annexure-III

Principal  
Heramba Chandra College  
Kolkata-700 029



Date

Mr./Ms/Mrs.SAYAN GHOSH.

Address: GARIA KOLKATA-700047

Subject: Letter of Appointment

Dear Mr./Ms/Mrs.SAYAN GHOSH.

With reference to your interview and subsequent discussions you had with us on the management is hereby pleased to appoint you in our organization w.e.f. Date 28-11-2022 on the following terms & conditions:

**1. Designation:**

You will be designated as Back-office Executive.

**2. Place of Posting:**

You will be posted in our office at Garia. However, at any time during the period of appointment, you will be liable to transfer in such other capacity that the company may determine to any other Department/ Branch/ Establishment or any other Company under the same management without adversely affecting your emoluments and general condition of service.

**4. Remuneration:**

You will be entitled to the remuneration which will be interpreted as Commission or brokerage and will be depending upon your performance, recoveries and target selling.

Further your commission or brokerage will be as per following terms & conditions.

**4. TDS**

You will be entitled for deduction of TDS from your commission of brokerage at the rates prescribed and according to the rules of Income tax Act 1961.

**4. Resignation:**

In case you wish to leave the organisation then you will be required to serve for **One Month** after duly submission and acceptance of your resignation letter. If resignation clause is not fulfilled then you will be entitled for deduction of your outstanding brokerage or commission pending with the employer.



**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**



# SATYAM CREATIONS PVT. LTD.

Calcutta Leather Complex, Phase -I, Zone No.9, Plot No.1642, Bhojerhat  
Dist. South 24 Parganas, Kolkata-743 502, West Bengal, India.

CIN : U19111WB2000PTC091301, Phone : 9836488231

October 03,2023

**Mr. Sekhar Sardar**  
259, West Chowbaga,  
P.O.: Chowbaga, P.S.: Anandapur,  
Kolkata - 700105  
[sekharsardar72@gmail.com](mailto:sekharsardar72@gmail.com)  
cell: 7278555770

Dear Mr. Sekhar Sardar

With reference to your application and subsequent interview had with us, we are pleased to advise you that you are appointed with Satyam Creations Private Limited., as **Executive - Accounts**. Your appointment becomes effective from the date of your joining the services of the Company, which shall not be later than 03-10-2023.

## Probation Period

You shall be on probation for a period of one year from your date of joining and upon your satisfactorily discharging your duties & if the management is satisfied with your performance, you shall be confirmed with SCPL. In the event of the management being unsatisfied, your probation will be extended at the discretion of the company for a future period of three months to enable you to get another opportunity to redeem the short coming that have led to the extension of probation. However, no extension shall be liable in the event of your performance is found to be below the levels of satisfaction that is expected of you & duly communicated to you at the time of your joining service with SCPL. There is an appraisal system in force & you shall be given every opportunity to rectify and improve your performance & application to the work assigned to you.

## Remuneration

Your salary and benefits will be as given in Annexure.

The Company shall have the right to vary, amend and modify any item of the salary package without adversely affecting the total compensation. In the event of any increase in any statutory allowance / benefits, the Company shall have the right to make suitable reduction in any other allowance / benefit in the Company salary package

REATION

**Principal**  
**Heramba Chandra College**  
Kolkata-700 029





# SATYAM CREATIONS PVT. LTD.

Calcutta Leather Complex, Phase -I, Zone No.9, Plot No.1642, Bhojerhat  
Dist. South 24 Parganas, Kolkata-743 502, West Bengal, India.

CIN : U19111WB2000PTC091301, Phone : 9836488231

// 2 //

## Termination

Company can terminate your services at any time during the probation period.

After confirmation, the Company can terminate your services by giving one month's notice in writing, or by payment of one month's salary in lieu of such notice. In the event you desire to leave the services of the Company, you will be required to give the Company one months notice in writing.

The Company reserves the right to terminate your employment without notice at any time in case of misconduct. Misconduct would be determined as per Company policy.

## Ethical Standards

The Employee will be subject to the prevailing ethical standards and office policies as required by the Company on all personal and professional matters. Any infringement may be a ground for immediate dismissal.

During your employment with the Company, the Company may at any time, at its sole discretion, transfer or depute you to any other department of the Company or to any subsidiary or affiliate of the Company anywhere in India / abroad. In such an event the terms and conditions governing your service shall be those applicable at the location of transfer or those applicable to employees of the subsidiary or affiliate as the case may be.

As an employee in the full time employment of the Company, you are required to devote your entire time, attention and efforts to the furtherance of the business of the Company and to continually develop your professional skills in the interest of the Company and yourself. You shall not, during your employment with the Company, directly or indirectly engage yourself in or devote any time or attention to any part-time employment or business or position or monetary interest, other than that of the Company.

During your employment with the Company and thereafter, you shall not divulge by word of mouth or otherwise, the particulars or details of networking process, technical know-how, security arrangement, administrative arrangements, marketing and / or organizational matters, pertaining to the Company, which may be the employee's privilege to know by virtue of your employment with the Company.



*Handwritten signature*

**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**



# SATYAM CREATIONS PVT. LTD.

Calcutta Leather Complex, Phase -I, Zone No.9, Plot No.1642, Bhojerhat  
Dist. South 24 Parganas, Kolkata-743 502, West Bengal, India.

CIN : U19111WB2000PTC091301, Phone : 9836488231

// 3 //

You will be bound by the Rules and Regulations either in existence, extended or enforced by the Management from time to time in relation to days of work, hours, conduct, discipline, medical leave, annual leave and holidays or any matter relating to service conditions which will be deemed as Rules, Regulations, and form as part of these terms of employment.

## Dispute

Any dispute arising between the Employee and the Company shall be governed by the Company policy laid out in this regard.

Please keep us informed of any change in your residential address, your family status or any other personal particulars relevant to your employment.

You are required to sign and return non-disclosure agreement attached with your offer letter.

The terms of your employment contract stated above are strictly confidential and should be treated as privileged information between yourself and the Company.

You are requested to please signify your acceptance of the terms and conditions by signing and returning to us the duplicate copy of this letter.

Welcome to SCPL. We believe you will have a fulfilling experience at Leather Craft India Ltd.

Yours Sincerely,

For Satyam Creations private limited.,

  
Ranesh Mukherjee  
Manager

I have read and understood this appointment order. I hereby accept the above terms and conditions of appointment and will definitely put my efforts for the development of the organization.

Sekhar Sardar



Principal  
Heramba Chandra College  
Kolkata-700 029





# SATYAM CREATIONS PVT. LTD.

Calcutta Leather Complex, Phase -I, Zone No.9, Plot No.1642, Bhojerhat  
Dist. South 24 Parganas, Kolkata-743 502, West Bengal, India.

CIN : U19111WB2000PTC091301, Phone : 9836488231

Sekhar Sardar				
	Particular	Amount	Monthly Contribution by Company	CTC
	Basic Salary	₹ 14,400.00		
	Conveyance	₹ 3,600.00		
	HRA	₹ 6,000.00		
	Gross Amount	₹ 24,000.00		₹ 2,88,000.00
Less:	PF Deducted From Employee	₹ 1,728.00		
	ESIC Deducted From Employee	₹ -		
	P.Tax	₹ 130.00		
	Total Deduction From Employee	₹ 1,858.00		
	Cash In Hand	₹ 22,142.00		
Add:	Company Contribution to PF		₹ 1,872.00	₹ 22,464.00
	Company Contribution to ESIC		₹ -	₹ -
	Bonus		₹ 1,999.00	₹ 23,988.00
	Leave Encashment			₹ 21,600.00
	Gratuity		₹ 692.00	₹ 8,304.00
	Total CTC			₹ 3,64,356.00



*Sekhar Sardar*

Principal  
Heramba Chandra College  
Kolkata-700 029

**DILKUSHA NURSING HOME  
PRIVATE LIMITED**



**SHAHLA PARVEEN**

**RECEPTION**

*Handwritten signature*

**Principal  
Heramba Chandra College  
Kolkata-700 029**

← +91 81459 83981  
44 minutes ago



GOVT. OF WEST BENGAL  
OFFICE OF THE SUB INSPECTOR OF SCHOOLS  
MAGRAHAT EAST CIRCLE, SOUTH TWENTY FOUR PARGANA  
PAY SLIP FOR THE MONTH OF AUGUST, 2021

EMPLOYEE NAME: SHIBAM BOSE

EMPLOYEE ID: SMSL6825

SCHOOL NAME: HARISANKARPUR BA F P (UDISE: 19182211002)

DESIGNATION: AT

LEVEL: LEVEL-9 CELL: CELL-3


EARNING(Rs)		DEDUCTION(Rs)		RECOVERIES OF LOAN(Rs)	OUT/ACCT.DED (Rs)
BASIC	30700	GPF	2000		
DA	921	PF LOAN	0		
HRA	3684	CPF DEDUCT	0		
MA	500	PT	150		
CA	0	IT	0		
CPF	0	GSLI	0		
IR	0	OVERDRAWN	0		
Total:	35805		2150		
GROSS PAY: 35805					
NET PAY: 33655 (Rupees Thirty-Three Thousand Six Hundred and Fifty-Five only)					
Transferred to SBIN Account no 36597970914 IFS Code SBIN0011362					

GP: Grade Pay, DA: Dearness Allowance, HRA: House Rent Allowance, MA: Medical Allowance, CA: Conveyance Allowance,

CPF: Contributory Provident Fund, GPF: General Provident Fund, PT: Professional Tax, IT: Income Tax,

GSLI: Group Savings Linked Insurance, IR: Interim Relief.

**Disclaimer:** This is a computer generated Pay Slip and hence does not require any signature.

  
Principal  
Heramba Chandra College  
Kolkata-700 029



यूको बैंक

(भारत सरकार का उपक्रम)



UCO BANK

(A Govt. of India Undertaking)

सम्मान आपके विश्वास का

Honours Your Trust

परिचय पत्र / IDENTITY CARD



शिल्पा शाउ

: SHILPA SHAW

पदनाम /  
Designation

: एकल खिड़की संचालक-ए  
SWO - 'A'

जन्म तारीख /  
D.O.B.

: 20-04-1997

कर्मचारी सं. /  
EMP. No.

: 70583

Shilpa Shaw

कर्मचारी के हस्ताक्षर  
Sig. of the Employee

निर्गमन अधिकारी  
Sig. of the Issuing Officer

Principal  
Heramba Chandra College  
Kolkata-700 029





# Baruipur High School

Govt. Sponsored School  
Government of West Bengal



**Shyam Kalyan Bhattacharya**  
M.Sc(Geography)

**Subject : Geography**

**Mobile No. : 9804522669**

**Blood Group : B-**

**Gender : MALE**

**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**

4



पंजाब नेशनल बैंक / PUNJAB NATIONAL BANK  
गोटा, कोलकाता CIRCLE OFFICE  
मानव संसाधन विभाग / HRD DEPARTMENT

कॉपी नं. 01, कोलकाता नॉर्थ  
पत्र सं. KOLKATA NORTH  
पत्र सं. 01/2022/PEON/2022

दिनांक : 17/08/2022  
Date

TO,  
MRS. SMRITI SINHA  
D/O. ANUP SINHA  
BY REGISTERED/SPEED POST

श्रीम. सुमति सिन्हा  
Under Son/Mother,

विषय - बैंक में अधीनस्थ पदों में नपरागी के रूप में नियुक्ति हेतु  
APPOINTMENT IN THE SUBORDINATE CADRE AS PEON

हमारे आवेदन के पत्र में हम सबसे सुनिश्चित करने हैं कि निम्नलिखित शर्तों के अधीन आपका चयन होगा बैंक में अधीनस्थ पदों में नपरागी के पद के लिए निम्नलिखित नियमों एवं शर्तों पर कर लिया गया है :

With reference to your application, we have pleasure to inform that you have been selected for appointment as Peon in the Subordinate Cadre in our Bank on the following terms and conditions:-

1. आप मासिक मूल्य वेतन रु 14500/- प्रतिमाह के अलावा दिण्डीय मण्डलीय/अवार्डों के अंतर्गत अनुमत्य अन्य पदों के भी पात्र होंगे।

Your monthly Basic salary will be Rs.14500/- p.m. plus other allowances as are admissible under Sipatila Settlement/Awards.

2. आप छः महीने को अवधि के लिए परीक्षा पर रहेंगे। बैंक अपने विवेक पर परीक्षा अवधि के दौरान कोई कारण बताये बिना परन्तु एक महीने का नोटिस देकर अथवा उसके बदले में एक महीने के वेतन एवं पदों का हस्तांतरण करके आपकी सेवा समाप्त कर सकता है।

You will be on probation for a period of six months. The Bank may at its discretion terminate your services at any time during the probation period without assigning any reason but after giving you one month's notice or on payment of one month's pay and allowances in full thereof.

3(क) यदि आप बैंक की सेवा में त्यागपत्र देने का निर्णय लेने हैं तो आपको बैंक को एक माह का नोटिस देना होगा। तथापि, परीक्षा अवधि के दौरान त्यागपत्र के लिए 14 दिनों का नोटिस देना अपेक्षित है।

3(a) In case you decide to resign from Bank's service, you shall give one month's notice to the Bank. However, during probation period requirement of notice, for resignation, shall be 14 days.

PUNJAB NATIONAL BANK  
Circle Office, Kolkata North  
DD-11, Sector-1, Salt Lake,  
Kolkata-700 064

*Handwritten Signature*

Principal  
Heramba Chandra College  
Kolkata-700 029



**ONE SIGMA TECHNOLOGIES PRIVATE LIMITED**

*A wholly owned subsidiary of Simpl Inc.*

CIN: U72900KA2020PTC142722

3rd, 4th, and Terrace Floor, Plot No 608 HAL 2nd Stage,  
12th Main, Indiranagar Bangalore Karnataka 560038

10 March 2023

Sneha Rakshit

**SUB: Offer Letter**

Dear Sneha Rakshit,

Congratulations!

Following our recent discussions, we are pleased to extend an offer to join One Sigma Technologies Private Limited (a wholly owned subsidiary of Simpl Inc.), as '**Executive Finance**'.

Your date of joining will be **March 22, 2023**.

Your initial annual compensation package on a cost to company basis will be fixed at **INR 5,30,000/-** (Rupees **Five Lakh Thirty Thousand** Only). This is inclusive of a fixed component of **INR 4,80,000/-** (Rupees **Four Lakhs Eighty Thousand** Only); and a performance bonus of **INR 50,000/-** (Rupees **Fifty Thousand** Only). Your performance bonus will be paid out to you in the annual performance cycle, post evaluation. **All the payments made will be subject to deduction of applicable taxes.** The break-up of your compensation is detailed in "**Annexure A**".

On your joining, you are also expected to sign an employment letter, which details the scope, terms, and conditions of your employment with the Company.

Please confirm your acceptance of this offer, by signing and returning a scanned copy of this letter to us.

In case of any questions, please feel free to contact us at [hr@1sigma.in](mailto:hr@1sigma.in).

We look forward to working with you.

Yours Sincerely

For One Sigma Technologies Private Limited

*Nitin Parakh*

Nitin Parakh

Received and Accepted

DocuSigned by:

*Sneha Rakshit*

13AAF077DFCD478...

Name: Sneha Rakshit

Date: 10 March 2023

*Principal*

**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**

**ONE SIGMA TECHNOLOGIES PRIVATE LIMITED***A wholly owned subsidiary of Simpl Inc.*

CIN: U72900KA2020PTC142722

3rd, 4th, and Terrace Floor, Plot No 608 HAL 2nd Stage,  
12th Main, Indiranagar Bangalore Karnataka 560038**ANNEXURE A**

<b>Earning Heads - (A)</b>	<b>Annual Amount</b>	<b>Monthly amount</b>
Basic	205260.00	17105.00
HRA	82104.00	6842.00
*Communication expenses	24000.00	2000.00
*Books and Periodicals	24000.00	2000.00
*Fuel Expenses	21,600.00	1,800.00
Special Allowance	101436.00	8453.00
Total Gross Part - (A)	458400.00	38200.00
<b>Retirals - (B)</b>		
Employers PF Cont.	21,600.00	1,800.00
<b>Bonus – (C)</b>		
Performance Bonus	50,000.00	0.00
<b>Total Gross CTC (A+B+C)</b>		
	<b>5,30,000.00</b>	<b>1,25,000.00</b>

**Notes**

\*Reimbursements shall be drawn as per company policy. They are non-taxable, subject to submission of bills.

\*\*No bills required.

DocuSigned by:

S... ..

**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**



## OFFER LETTER

**Dear Sohan Adhikary,**

This has reference to your subsequent interview with us. We have great pleasure in offering you an appointment as “CSE” with Kochar Infotech Ltd. on following terms:-

**Date of Joining – 08/11/2022**

Please note the offer will be withdrawn, in case you do not notify a delay in joining or we are unable to agree to an alternate joining date. Your appointment will totally subject to the reference check.

**Probation Period:** You would be on probation for a period of 6 months. Your confirmation would be done after your performance review, if found satisfactory.

**Place of work: Kolkata**

**Transfers:** You may be transferred to any of our other office whether at present existing or which may be set up in the future at any time and at any place, within and outside India. On such postings you would be governed by the terms and conditions of service applicable to your category of staff employed in the unit.

**Increments and promotion:** - You may be granted increments and promotion solely on the basis of performance and merit and at sole discretion of the company.

**Certification:** - In case of certification failure, company is not liable to pay any salary for the training period.

**Rules and Regulations:** You will be subjected to rules and regulations of the company, as may be in-force from time to time at the place where you may be working.

**Parallel Employment:** You will devote your entire time to work of the company and will not undertake any commercial activities while you are employed with Kochar Infotech Ltd.

**Notice Period:** 30 days’ notice period needs to be served in case you decide to leave the organization at any point of time.

**Misconduct:** In case you are charged for misconduct/fraud during your service with us you will be liable to be suspended for such period as the management may deem fit. If the charges against you are proved, your service would be liable for dismissal forthwith, notwithstanding any clause of this letter. If at any stage of your tenure of your service, it is found that-

Any particulars or details furnished by you are incorrect and/ or this agreement of service has been obtained by misinterpretation of facts; or you have indulged in misrepresentation while dealing with customers; or the client has complained against you or your performance, your services shall be terminated without any notice or compensation.

You agree to indemnify and keep the Company indemnified against any and all direct liabilities, losses, damages, penalties, claims, demands, actions, suits, costs and expenses arising from claims of third parties, of whatsoever kind or nature, imposed on, incurred by or asserted against the Company, resulting from, arising out of, or incurred on account of any act or omission on your part.

**Communication:** Any further communication from organization’s end shall be sent on your registered personal email id as per records. In case of any change, same needs to be informed to respective HR for updation.

**You will have to bring in the originals (for Verification) and copies of the documents as stated in Annexure B.**

SALARY ANNEXURE		
<b>Name: Sohan Adhikary</b>	<b>Location:</b>	<b>Kolkata</b>
<b>Designation : CSE</b>	<b>Company:</b>	<b>KocharTech</b>
<b>Grade :G1</b>	<b>Date of Joining:</b>	<b>08/11/2022</b>
<b>Components</b>	<b>Per Month</b>	<b>Per Annum</b>
<b>Base Salary</b>		
Basic	4500	54000
House Rent Allowance	3375	40500
Conveyance	4473	53676
Special Allowance	0	0
<b>Sub-Total</b>	12348	148176
<b>BONUS</b>		
Bonus Monthly	655	7860
Bonus Annually	0	0
<b>Gross Salary</b>	13003	156036
<b>VARIABLE</b>		
Performance Incentive(Min Level)	0	0
<b>Gratuity</b>		
<b>Gratuity</b>	217	2604
<b>EMPLOYER's PART</b>		
Employer ESI	410	4920
Employer PF	540	6480
Mediclaime	0	0
<b>Sub-Total</b>	950	11400
<b>Total CTC at Min Level</b>	14170	170040
<b>Total CTC at Max Level</b>	14170	170040
<b>In Hand Salary(Before Tax)</b>		
<b>Monthly NET(Excluding Incentives &amp; Taxes)</b>	12365	148380
<b>Monthly NET(including Incentives &amp; Taxes)</b>	<b>12365</b>	<b>148380</b>

Note: Bonus will be paid as per terms of Payment of Bonus Act 1965 .  
Note: Gratuity will be paid as per payment of gratuity act 1972.

\_\_\_\_\_  
Authorized Signatory  
Human Resource Department  
KocharTech Ltd

Acceptance: I have clearly read this letter and fully understand the terms and conditions of my employment and I accept the same without any reservations.

Date  
Signature of the candidate

**DOCUMENTS REQUIRED AT THE TIME OF JOINING**

We request you to carry the following document (original as well as photocopy) at the time of your joining, as they are mandatory for our records and are necessary for the completion of joining formalities-

- |   |                          |
|---|--------------------------|
| 1. All academic mark sheets and certificates.                                   | <input type="checkbox"/> |
| 2. All Professional Qualification(s) certificates.                              | <input type="checkbox"/> |
| 3. Residence proof (Electricity bill or telephone bill + Ration card, Passport) | <input type="checkbox"/> |
| 4. Identity Proof (Driving License or Passport or Voter card)                   | <input type="checkbox"/> |
| 5. Aadhar Card (With Date of birth in format (DD-MM-YY))                        | <input type="checkbox"/> |
| 6. Pan Card   | <input type="checkbox"/> |
| 7. Blood Group report   | <input type="checkbox"/> |
| 8. Last three month Pay Slip received.  | <input type="checkbox"/> |
| 9. Relieving Letter from previous employer and last 5 organizations (If any).   | <input type="checkbox"/> |
| 10. Experience letter from previous employer.                                   | <input type="checkbox"/> |
| 11. Appointment letter from previous employer.                                  | <input type="checkbox"/> |
| 12. Passport size photographs-5   | <input type="checkbox"/> |
| 13. Existing Account No. with ICICI Bank/OBC Bank/IndusInd Bank (if applicable) | <input type="checkbox"/> |

\_\_\_\_\_  
Authorized Signatory  
Human Resource Department  
KocharTech Ltd.

**Deloitte.**



**Sohunkita Guha**

91392

Blood Group: O+

*Sohunkita Guha*

**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**



## Education Verification of Somjit Dasgupta

1 message

Isha &lt;verify2@kribindia.com&gt;

Thu, Mar 23, 2023 at 11:11 AM

To: office@herambachandracollege.ac.in, placementhcc@gmail.com, confirmtestimonialthcc@gmail.com, bbc.3dh@gmail.com

Cc: anil.agarwal@kribindia.com

Dear Sir / Madam,

Request you to please verify the attached Education document of **Somjit Dasgupta** details are mentioned below, **enclosed is the Education Document of the Applicant:**

Sr. No.	Student Name	Qualification	Year of Passing	Roll/Reg. No.	Remarks
1	Somjit Dasgupta	Bachelor of Commerce	2005	Regn No. is 078713, Roll No. is 207-231-0400	

Verifier Name &amp; Designation:

Contact No.:

**Request you to please authenticate the attached Education Document With Your College/ School/ Institute **STAMP** and send back to us by Email or Fax (i.e. +91 -120-4102967).**

Please feel free to ask

**Thanks & Regards**
**Isha**
**Krib Information Services (A NASSCOM Member)**



Suite 04, C 51, Sector – 62, NOIDA – 201301, Uttar Pradesh, INDIA.

Phone No. - 0120-4102967, Fax No. - 0120-3101860

Website: [www.kribindia.com](http://www.kribindia.com)


- **An ISO 27001:2013 & 9001: 2015 certified organization**

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Principal  
Heramba Chandra College  
Kolkata-700 029



Somjit Dasgupta - B.Com.jpg  
694K

  
*Principal*  
**Heramba Chandra College**  
Kolkata-700 029

## Deal With

ICU Equipment, O.T Equipment, NICU, Pathology Equipment  
and Hospital Furniture, Modular O.T.

Nursing (GNM / ANM / GDA) &  
Medical Equipments rent & Sale

meditechpriom@gmail.com +91 9038430231

homecarehh34@gmail.com +91 9051108542

SOMNATH MONDAL

ADDRESS: VILL-GANTI, P.O-BANSRA, P.S- JIBANTALA

DIST-SOUTH 24 PORGANAS, PIN – 743363

CONTACT NO: 6295845288

EMAIL ID: [iamsomnathm1111@gmail.com](mailto:iamsomnathm1111@gmail.com)

DEAR SOMNATH,

Congratulation, **PRIOM MEDITECH AND HOME & HEALTH** is pleased to offer you the position of **SALES EXECITIVE**. We trust that this offer will meet with your approval.

Reporting to supervisor's **Parijita Chatterjee (derector)**.Your starting salary will be **Rs.96,000/- Annually in hand**. Convenes **Rs.24,000/ Annually in hand**. Extra incentive quarterly available as per your work. Your working days Monday to Saturday and your first day work will be **4<sup>th</sup> September 2023**. You are eligible for the employee benefit program as outlined in the attachment to this job offer.

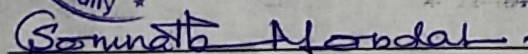
This offer is conditional upon our satisfactory completion of your reference check.

Please sign the enclosed copy of this letter and return it to me by **20<sup>th</sup> September** to indicate your acceptance of this offer.

The entire team at, **PRIOM MEDITECH AND HOME & HEALTH** is looking forward to working with you will be able to make a significant contribution to the success of our organization.

PARIJITA CHATTERJEE

**PRIOM MEDITECH AND HOME & HEALTH**  
**PRIOM MEDITECH**  
46/C BIDHAN PALLY  
JADAVPUR, KOL-32.

  
SIGNATURE EMPLOYEE

14 September 2023 .  
DATE

**Request For Education Verification**

2 messages

**Education Real Check** <education@realchecksolutions.in>

Sat, Jul 16, 2022 at 12:36 PM

To: office@herambachandracollege.ac.in, chakrabartinabanita@gmail.com, placementhcc@gmail.com

**Dear Sir/Ma'am,**

**Real Check Verification Services Pvt. Ltd.** is a specialist organization providing background screening services on individuals prior to employment by leading companies. One part of this process is verification of background records.

The objective of our clients' undertaking such a procedure is to prevent recruitment of unscrupulous and unethical Personnel with a negative background into their organization.

We request you to kindly verify the information mentioned below with your valuable remarks and Provide stamp and signature Or Inform on 8882956082.


Details	Information	Information Verified (Yes/No)
Candidate Name	Soumyadeep Dutta	
College/School/Institute Name	Heramba Chandra College	
Subject	Bachelor Of Commerce	
Registration/Roll No.	171043-21-0403	
Year of Passing	2020	

**Special Note:** For your kind reference, a candidate's document photocopy has been attached along with this letter.

We request you to kindly provide Letterhead Verification with seal and signature.

**With Best Regards**  
**Sakshi Chawla**  
**Team Leader Education**



  
**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**



## Real Check Verification Services

SF-29, Pearls Omaxe Tower,  
Netaji Subhash Place, Pitampura,  
New Delhi-110034

Contact:

Mb.: 011-41673224, 8882956082

Website: <https://realchecksolutions.in/>

E-mail: [education@realchecksolutions.in](mailto:education@realchecksolutions.in)

[info@realchecksolutions.in](mailto:info@realchecksolutions.in)

[address@realchecksolutions.in](mailto:address@realchecksolutions.in)

[realchecksolutions@gmail.com](mailto:realchecksolutions@gmail.com)



The image shows a mark sheet from the University of Calcutta for the student Soumyadeep Dutta. The mark sheet is for the year 2022 and lists various subjects and their corresponding marks. The student's name is Soumyadeep Dutta, and the roll number is IVS-T002-2022-2934. The mark sheet is signed by the Head of the Institution.

IVS-T002-2022-2934-Soumyadeep Dutta.jpg  
430K

HCC College <[placementhcc@gmail.com](mailto:placementhcc@gmail.com)>

Sun, Jul 17, 2022 at 5:18 PM

To: Education Real Check <[education@realchecksolutions.in](mailto:education@realchecksolutions.in)>

mail to [confirmtestimonialhcc@gmail.com](mailto:confirmtestimonialhcc@gmail.com)


[Quoted text hidden]

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Thanks and Regards

Team Placement

[Heramba Chandra College](#)

  
*Principal*  
**Heramba Chandra College**  
Kolkata-700 029



HDFC Bank Limited

HDFC Bank House,  
Senapati Bapat Marg,

HDFC Bank Ltd.

Applicant No.80039969

Name : Soumalyo Pal		
Grade : Trainee		
Vertical : RETAIL AGRI		
Location : Itanagar		
Contact No : 8620007698		
	Per Month (Rs)	Per Annum (Rs)
Base	7,500	90,000
Other Allowance	11,940	1,43,280
City Allowance *	1,000	12,000
Medical	1,250	15,000
Conveyance	1,600	19,200
Lunch Allowance	910	10,920
Provident Fund		21,600
Gross	24,200	3,12,000

Note: City Allowance - Linked to place of posting.


Welcome to the HDFC Bank family.

Applicant No. 80039969

[www.hdfcbank.com](http://www.hdfcbank.com)

Regd. Office: HDFC Bank Ltd., HDFC Bank House, Senapati Bapat Marg, Lower Parel (West), Mumbai

Corporate Identity No.: L65920MH1994PLC080618

  
**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**



HDFC Bank Limited

HDFC Bank House,  
Senapati Bapat Marg,

**Personal & Confidential**

80039969

Soumalyo Pal

Itanagar

Dear Soumalyo,

Further to the interview and discussion you had with us, we are pleased to offer you the position of **RM-RETAIL AGRI** in HDFC Bank subject to the following terms and conditions:

**Compensation:**

Your annual compensation package will be as set out below:

Base salary	: Rs. 90,000/- p.a.
Allowance	: Rs. 1,43,280/- p.a.
Medical	: Rs. 15,000/- p.a.
Conveyance	: Rs. 19,200/- p.a.
Lunch Allowance	: Rs. 10,920/- p.a.
Provident Fund	: You will be covered under the Bank's Provident Fund Trust. The Bank will contribute 12% of your Base salary per month to this trust.

**Training Period:**

The duration of your training will be for a period of twelve months from the date of joining. It is at the sole discretion of the Management to extend the period of training or modify/alter the terms of this contract on the basis of your performance, suitability and/or for any other reason/s whatsoever, on such terms and conditions as determined by the Bank.

**Location:**

Your initial place of posting will be **Itanagar**. Your final place of posting will be intimated to you subsequently. However, the Bank reserves the right to transfer you to any other Office/Branch, Subsidiary or Associate Company of the Bank, in India, that is in existence or may come into existence at a future date.

**Termination of Contract:**


This contract can be terminated by the Bank or by you at the discretion of the management, either by giving one month's notice in writing or one month's emoluments in lieu of notice.

Applicant No. 80039969

[www.hdfcbank.com](http://www.hdfcbank.com)

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Corporate Identity No.: L65920MH1994PLC080618

  
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**Kolkata-700 029**

**Secrecy:**

It is a condition of your training that you will not, for whatever reason, divulge without express written authority from the Management, any information relating to the Bank or any of its constituents or employees, as received by you in the course of your employment and after the cessation of your training with the Bank.

**Alternative Employment:**

During the course of your training with the Bank, you will not engage yourself directly or indirectly in any trade, business, occupation, employment, service or calling whether for remuneration or otherwise, without the prior written consent of the Bank.

**Maternity Benefits:**

a) All women employees of the Bank, irrespective of their tenure shall be eligible for Maternity Leave. The Bank shall allow 26 weeks of paid Maternity leave to its women employees, of which, not more than 8 weeks to precede the date of her expected delivery. The maximum period entitled for maternity benefit by a woman having two or more than two surviving children shall be 12 weeks of which not more than 6 weeks shall precede the date of her expected delivery.

b) The employee shall be also eligible for leave with pay for a period of 6 weeks in the event of a miscarriage or medical termination of pregnancy.

c) In case of tubectomy operation, a woman employee is entitled for leave for a period of 2 weeks immediately following the day of her tubectomy operation.

d) The Bank shall additionally provide leave with pay for a maximum period of one month for Illness arising out of Pregnancy, delivery, premature birth of the child, miscarriage, medical termination of pregnancy or tubectomy. This benefit is allowed subject to production of Medical Certificate.

e) A woman employee who legally adopts a child below the age of three months or a commissioning mother, shall be entitled to maternity leave with pay for a period of 12 weeks from the date the child is handed over to the adopting mother or the commissioning mother, as the case may be. The maximum period of maternity leave entitled to a woman employee legally adopting a child of over three months old and below the age of 6 years shall be eight weeks.

f) In cases where a woman employee is not able to resume her duties at the end of Maternity Leave on account of medical / health reasons, she may be allowed to work from home for a period not exceeding 30 days subject to approval of concerned Group Head and CHRO provided the nature of work is such that she may work from home.

**Creche facility:**


a) The Bank will provide crèche facility in line with regulatory guidelines. The offices /locations where such facilities would be made available and the applicable terms and conditions would be notified in the Employee Portal of the Bank.

Applicant No. 80039969

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Regd. Office: HDFC Bank Ltd., HDFC Bank House, Senapati Bapat Marg, Lower Parel (West), Mumbai

Corporate Identity No.: L65920MH1994PLC080618



**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**





HDFC Bank Limited

HDFC Bank House,  
Senapati Bapat Marg,

**Conditions Precedent:**

The offer is made to you subject to the following pre-conditions:

- a) The Bank receiving attested copies of all your degrees, professional qualifications certificates and documents of scholarships/prizes won, if any.
- b) Your successful completion of Graduate/Post Graduate/Professional course which is currently ongoing for which you have been interviewed and offered.
- c) The Self Declaration given by you in respect of your medical fitness is in order.

The terms and conditions set out in this letter of appointment constitute service conditions applicable to your employment in the Bank and with regard to any dispute arising thereof, the Mumbai Courts will have exclusive jurisdiction.

Notwithstanding anything contained in the above paragraphs, your services may be terminated by the Bank if you are found to be indulging in acts of Commission/Omission which may be prejudicial to the interests of the Bank or any act of dishonesty, disobedience, insubordination or any other misconduct or neglect of duty or incompetence in the discharge of duty on your part.

Kindly note that you are required to join the Bank as per the joining date agreed basis our discussion not exceeding 180 days from the issuance of the letter. You are required to give acceptance of the offer & above terms and conditions of employment immediately on receipt of this offer letter. This offer letter will be valid for a maximum of 180 days from the date of this letter.

This Offer has been extended to you basis your representation, information and details provided by you during the interview and subsequent to your submitting of your personal information, requisite details, documents, educational qualification and work experience certificates, etc. uploaded by you on HDFC Bank Career Site/ E-Rec portal for seeking an employment with HDFC Bank. By accepting this Offer, you confirm that all the details filled in and the documents uploaded on HDFC Bank Career Site/ E-Rec portal are true and correct. In case any discrepancy is found in the information and details provided by you at any stage of your association with HDFC Bank, HDFC Bank reserves its right to take appropriate action against you at Bank's discretion

We welcome you to HDFC BANK and look forward to having a long and mutually beneficial association with you.

Yours truly,


For HDFC BANK LIMITED

Applicant No. 80039969

[www.hdfcbank.com](http://www.hdfcbank.com)

Regd. Office: HDFC Bank Ltd., HDFC Bank House, Senapati Bapat Marg, Lower Parel (West), Mumbai

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**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**



HDFC Bank Limited

HDFC Bank House,  
Senapati Bapat Marg,

( Digitally Signed by **Ritesh Gupta** )

This communication is computer generated and may not contain signature. Where sent by email, this is signed with the digital signature of the HDFC Bank Ltd - which is obtained from a certifying authority under the Information Technology Act, 2000.

Digitally signed by DS HDFC BANK  
LIMITED HUMAN RESOURCES  
Date: 2023.05.22 16:56:33 +05:30

Applicant No. 80039969

[www.hdfcbank.com](http://www.hdfcbank.com)

Regd. Office: HDFC Bank Ltd., HDFC Bank House, Senapati Bapat Marg, Lower Parel (West), Mumbai

Corporate Identity No.: L65920MH1994PLC080618

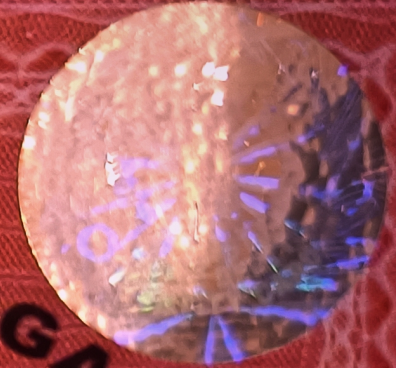
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**Heramba Chandra College**  
**Kolkata-700 029**





No. : 058220

**GOVERNMENT OF WEST BENGAL**  
**IDENTITY CARD FOR EMPLOYEES**



Name : **SHOUNAK DAS**

Designation : **Lecturer**

Service : **Gr. 'A'**

Department : **Dte. of Tech. Edu. & Trng.**

Date of Issue : **16-10-2023**



*U. Das*

*Deputy Secretary to the  
Government of West Bengal  
Home & Hill Affairs Department*

*Shounak Das*

*Signature*

*Prasanta*

*Principal  
Heramba Chandra College  
Kolkata-700 029*





**Private & Confidential**

Ref. No: 101447787

**10-Aug-23**

**Mr. Souradeep Ghosh Dastidar**

**C/o. Mr. TAPAS GHOSH DASTIDAR**

**5/29A, CHITTARANJAN COLONY, JADAVPUR, KOLKATA - 700032, WEST BENGAL, INDIA**

Dear **SOURADEEP**,

**Sub: Contract of Employment**

We are pleased to appoint you at Job Level of **IND Specialist** and Management Level of **IND Specialist** in the **Management Consulting** Sub Business of the **Advisory** Line of Service of **PricewaterhouseCoopers Services LLP** ("LLP"). It is expected that you would join on **19-Aug-23**. This offer of appointment is subject to the terms and conditions attached hereto (Appendix A and Appendix B).

**Your place of posting will be Kolkata DN57.**

Your Total Base Pay (i.e. annual fixed compensation) will be as detailed in **Appendix A**. You will also be eligible for annual variable pay as per the LLP's extant internal Policy as indicated in **Appendix A**. Review of your performance and compensation would be done periodically in line with the LLP's policies.

**Appendix B** lists out the broad terms and conditions of service governing your employment with the LLP. These are subject to change from time to time. You will be expected to carefully read, and keep yourself abreast of, the policies of the LLP as announced or amended from time to time. These amendments would be binding on you, immediately on its publication.

It is important to note that the LLP has a documented Human Capital Manual or Policy (hereinafter HC Policy). The HC Policy inter-alia contains various important provisions, for e.g. leaves, notice period, independence policy, etc. which are applicable to all staff members. Such provisions of HC Policy shall, by reference, be deemed to be part of your employment contract with the LLP and you shall at all times be bound by the same. Furthermore, all women employees are entitled to benefit under the Maternity Benefit Act, please refer to the Human Capital Manual or Policy as available under the "Policy House" for further details in this regard.

As an employee of the LLP, you are requested to go through the HC Policy and other policies or any amendment therein carefully to fully understand these provisions and its implication on your employment with the LLP.

In the event of any inconsistency between this employment contract and the HC Policy, the provisions of HC Policy shall supersede.

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**Kolkata-700 029**





To confirm your acceptance to this agreement, please initial all the pages and put your signature on the declaration at the last page of this agreement and return to us the duplicate copy of the entire agreement duly initialed and signed. Please note that this offer shall remain open for 3 days post-receipt of this employment contract, by which date if you have not given your acceptance in writing it shall automatically be deemed to have been rejected. In the event that you accept this offer, you are required to join your duties with us latest by **19-Aug-23** failing which it shall be assumed that you have decided not to join and thus to have rejected this offer.

We look forward to a long and mutually beneficial relationship with you.

Yours faithfully,  
For **PricewaterhouseCoopers Services LLP**,

A handwritten signature in black ink, appearing to read "Shakir", with a long horizontal stroke extending to the right.

**Shakir Iqbal**  
**Senior Director**

A handwritten signature in black ink, appearing to read "Ranjan", with a long horizontal stroke extending to the right.

**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**

# FUTURE GEMS ACADEMY

Affiliated to Central Board of  
Secondary Education, New Delhi



SANJUA, P.O. - BAKHRAHAT, Dist. - 24 PARGANAS (S),  
PIN - 743377.

Phone : 8697708174

E-mail : edu@futuregemsacademy.com

Website : www.futuregemsacademy.com

## TEACHER'S LOG BOOK

NAME..... Saurav Mukherjee .....

He who fails to prepare ..... prepares to fail

Principal  
Heramba Chandra College  
Kolkata-700 029

**Remi Sales & Engineering Ltd.**  
29, GANESH CHANDRA AVENUE, 4TH FLOOR,  
"BANDO HOUSE", KOLKATA - 700013.  
PH. NO. 08232067745, 08232050245, 03322116367  
CIN: U31100MH1980PLC022314

**Pay Slip**  
for January-2024

**Sourav Mal**

Employee Number	: 18729/10179	Tax Regime	: Regular Tax Regime
Function	: FAN SERVICE	Income Tax Number (PAN)	: EIAPM5828N
Designation	: FAN SER (FAN DIVISION)	Universal Account Number (UAN)	: 101858949821
Location	: Kolkata	PF account number	: WB/CAL/18729/000/WBCAL00
Bank Details	:	ESI Number	: 4118595362
Date of joining	: 1-Aug-22	PR Account Number (PRAN)	:
Earnings	Amount	Deductions	Amount
BASIC SALARY	5,400.00	Employee's EPF Deduction 12%	1,229.00
HRA	2,700.00	Professional Tax	110.00
EDUCATION ALLOWANCE	2,342.00	Employee's ESI Deduction @ 0.75%	97.00
TRANSPORT ALLOWANCE	1,500.00		
MEDICAL ALLOWANCE	1,000.00		
<b>Total Earnings</b>	<b>12,942.00</b>	<b>Total Deductions</b>	<b>1,436.00</b>
		<b>Net Amount</b>	<b>₹ 11,506.00</b>

Amount (in words):

Indian Rupees Eleven Thousand Five Hundred Six Only

This is a Computer Generated Pay Slip



**Principal**  
**Heramba Chandra College**  
Kolkata-700 029



# REMI GROUP

## REMI SALES & ENGINEERING LTD.

'Bando House' 4th Floor, 29, Ganesh Chandra Avenue,  
Kolkata-700 013

PH. : (033) 2211-6367, 8232050245, 8232067745

E-mail : [accountskolkata@remigroup.com](mailto:accountskolkata@remigroup.com)

Website : [www.remigroup.com](http://www.remigroup.com)



Name : SOURAV MAL

Designation : Plain Section Fan

Division : Fan

Blood Gr. : O+

DOB : 04/10/1997

Mobile No. : 8420005757/8



Principal  
Heramba Chandra College  
Kolkata-700 029





## **APPOINTMENT LETTER**

**Date: 1st August, 2023**

**Souvik Roy Chowdhury  
10/1 Naba Basu Lane  
Kolkata-700085**

Dear Mr. Souvik,

We are pleased to appoint you as **Business Development Associate** on the successful completion of your probation with '**be10x**' and '**Mad About Sports**'.  
The terms of employment are given below:

### **1. DATE OF JOINING:**

Your appointment becomes effective from 26th July, 2023.

### **2. Designation:**

You will be designated as BDA and you will continue to work from office.

### **3. Compensation:**

Your CTC is 7 LPA which will consist of a fixed component of 4 LPA along with a variable Component of 3 LPA. The quantum of your quarterly/annual increment will be at the company's discretion depending on your performance. You will also be adhering to the incentive policy of 'be10x' and 'Mad About Sports', which contributes to your variable component.

### **4. LINES OF REPORTING:**

You will report functionally and administratively to Mr. Tanmoy Sarkar (BDM)

**Principal  
Heramba Chandra College  
Kolkata-700 029**



## **5. MEDICAL FITNESS:**

The appointment and its continuance is subject to your being and remaining medically (physically and mentally) fit.

## **6. PARTICULARS:**

You have been engaged on the presumption that the particulars furnished by you to the company are correct. Any false declaration/suppression of facts and information at the time of joining or during the period of service may result in termination of the service with or without any notice.

## **7. COMMUNICATION:**

Your address as indicated in your application for appointment or indicated by you through any written communication with us shall be deemed to be correct for sending any communication to you. Every communication addressed to you at the given address shall be deemed to have been served upon you. You are required to keep us informed of any changes in your residential address, family, or any other personal particulars relevant to your employment.

## **8. DUTIES AND RESPONSIBILITIES:**

- Developing and executing strategic sales plans
- Growing existing accounts
- Identifying and developing new business opportunities
- Working closely with the senior management team to ensure that all stakeholders are informed of the progress of the sales team
- Ensuring that all business development activities are coordinated and executed in a timely manner
- Documenting the sales process and closing
- Creating proposals and presentation material
- Providing support to the sales team on all aspects of the sales process
- Managing customer relationships

A handwritten signature in blue ink, appearing to read 'Ranjan', is written over a faint, large 'be10X' watermark.

**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**



## **9. FULL TIME AND ATTENTION:**

You will devote the whole of your office time and attention to the business and affairs of the company and use your best endeavors to promote the interest thereof. You will not absent yourself from duty without prior sanction of leave or permission.

## **10. CONFIDENTIAL & MUTUAL NON-DISCLOSURE:**

If you decide to accept our offer, it will be binding on you to keep all company affairs strictly confidential. Under no circumstances, will you be allowed to undertake any paid or unpaid part-time work or engage yourself in any other vocation or business without the written permission of the Director. It will also be binding on you not to divulge any of the company's technical and commercial secrets to a third party.

You will not reveal to a third party or use for your own benefit, either during or after your employment hereunder, without the prior written consent of the company, any confidential and proprietary information about the business of the company or its shareholders, subsidiaries, customers, or other affiliates.

## **11. SERVICE RULES:**

You will be bound by the Service Rules, Company Policies, and other Rules, Regulations, and office Circulars/ Orders framed by the company and in force from time to time about your service conditions, which will also form part of your terms & conditions of employment.

## **12. NOTICE PERIOD FOR RESIGNATION AND TERMINATION OF SERVICE:**

In case of resignation, you may need to provide one month's notice which at the discretion of the management, may be accepted or leave adjusted against your notice period for relieving your services.

In case of termination, the company may terminate your services at any time, by giving one month's written notice.

## **13. LEAVE:**

You will be eligible for leaves as per the leave policy of the company and also at the discretion of your reporting manager. The company reserves the right to amend/change the leave policy at any time, depending on the situation.

A handwritten signature in blue ink, appearing to read 'R. Sankar', is written over the printed name of the Principal.

**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**



#### 14. TAXATION:

The Company will deduct taxes and other statutory dues (if applicable ) from time to time from the remuneration payable to you. You will be personally responsible for your tax liabilities and other dues.

#### 15. RETIREMENT/ SEPARATION:

You will automatically retire from the service of the company without any notice on attaining the age of sixty years.

#### 16. DAMAGES FOR BREACH OF TERMS AND CONDITIONS OF EMPLOYMENT:

In case you are found practicing any derogatory or damaging activity causing any loss or damage to the property or the interest of 'be10x' & 'Mad About Sports' or its client, associate, etc., the company reserves the right to recover or adjust the same loss or damage incurred by the company.

#### 17. DISPUTE RESOLUTION:

Irrespective of your place of joining the employment of the company or posting, only courts in Kolkata shall have jurisdiction on the dispute(s) arising out of the terms and conditions of your employment with the company.

You are required to signify your acceptance of the offer of appointment by signing and returning the duplicate copy of this letter.

We look forward to your valuable contribution to our organization and wish you all the success in your new assignment. We are confident that you will find new challenges, opportunities, and satisfaction in your association with 'be10x' & 'Mad About Sports'.

Aditya Goenka  
Director

Goenka Kachave LLP

Authorized Signatory

Sandipan Dhar

Principal  
Heramba Chandra College  
Kolkata-700 029





**HR/23-24/57**

Date: 9<sup>th</sup> February 2024

**Souvik Biswas**

6 No., Sister Nibedita Road,  
Purba Barisha,  
Thakurpukur,  
South 24 Parganas,  
West Bengal – 700063.

Dear **Souvik**,

We are pleased to offer you a position as a **“Business Analyst - FBA”** with Whole9Yards Global Ecom Pvt. Ltd. (“Company”) with effective joining date being **12<sup>th</sup> February, 2024**.

The Annual Fixed Remuneration being offered to you is **Rs. 1,85,215** (Rupees One Lakh Eighty-Five Thousand Two Hundred and Fifteen only) as outlined in Annexure A. This will be your **Cost to Company**.

As we continue to grow and evolve, our family grows along. Each individual in this Company adds a little bit of their own to give the Company a unique and diversified character. It is this uniqueness that gives us a competitive edge over the others in this dynamically changing environment. It is our endeavour to provide each employee with the creative space to grow as a professional as well as an individual.

We believe we can provide you with an atmosphere in which you can develop your professional talents to the fullest. If the attached terms are agreeable, please sign this letter acknowledging your acceptance. Please do not hesitate to contact us if you need any further assistance.

We look forward to having you in the team.

Thanking you,

{{Signature SignatureRituSethia1}}

(Abhijeet Agarwal)  
Director





This offer is subject to the following terms & conditions. Final terms & conditions regarding your employment will be detailed in the Appointment Letter and will be treated as the final document for all interpretation.

1. Your initial place of employment will be **Kolkata, India**.

2. Probation: Your employment will be on probation for Six (6) months. On successful completion of the probationary period, you may be considered for confirmation as a permanent employee unless until a notice is being served otherwise. The Company may release you from your services without notice during the probationary period. In case you resign on your own behalf during this probationary period, you will be required to serve 30 calendar day's notice subject to completion of Knowledge Transfer process.

3. During the period of your employment, you will serve honestly, faithfully, diligently and efficiently for the growth of the Company. You shall conduct yourself in conformity with the code of conduct, as in force from time to time. You would be required to apply and maintain the highest standards of personal conduct and integrity and comply with all the policies and procedures of the Company with punctuality.

4. Your position with the Company calls for whole time employment and you shall devote yourself exclusively to the functions/operations/business of the Company. You will not take up any other work for remuneration (part time or otherwise) or work on advisory capacity or be interested directly or indirectly in any other trade or business, during your employment with the Company, without written permission from the Company. You additionally warrant that you are not currently studying for any courses/degrees/classes and that you will not make major time commitments outside work during your employment with the Company, without written permission from the Company.

5. Employees remuneration/payment is confidential between them and the Company and each Employee is required to maintain absolute confidentiality about the same. If work mandates to know the compensation of other colleagues, the information can be used only for performing that specific task.

6. You will be covered under performance review as per the Company policy guidelines and any promotions or increments will be made on the basis of performance and will be at the sole discretion of the Company.


7. Notice Period/Termination — Confirmed employees may terminate their employment with the Company by giving 60 calendar Days' notice at time of termination/resignation. The company may release the confirmed employee by giving a 30 calendar Days' notice or basic pay in lieu thereof.

8. In the event of fraud, theft, misrepresentation or any form of misconduct, your employment may be terminated by the Company without notice.

9. Confidentiality — The terms of your employment are strictly confidential between you and the Company. Discussion of your compensation with any other party or employee is grounds for dismissal.

10. Condition of Hire — All appointments are based on the information furnished by you in your employment application and all further declarations and undertakings. Hence, any false statement or information furnished as above will lead to your dismissal without notice.

11. You hereby warrant that you are not in breach of any contract with any third party or your ability to undertake or perform the duties of your employment.

  
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**Kolkata-700 029**




12. Non-Competition & Non-Disclosure — As outlined in **Annexure B**.

13. Please note that in case you join on or after the 15th of a month, your first salary will be processed with following month's payroll cycle. Additionally, salary for the same month will be paid on the actual number of days attended and not on the basis of 30 days calendar month. For example, if you join on 20th January 2022, then your dues for that month would be  $31 - 20 - 2 \text{ Sundays} = 10 \text{ days}$  (i.e. actual number of working days).

14. Governing Law — the terms and conditions as stipulated above shall be interpreted in accordance with the laws of India. In the event of any dispute, the parties shall submit to the exclusive jurisdiction of the Courts of Kolkata, India.

Your Compensation Package is subject to the following Terms & Conditions: -			
1. All Compensation will be paid in Indian Rupees, subject to statutory deductions as applicable as per your employment.			
2. Leave Entitlement - Leave entitlement is for 30 Days of which all 30 days of Leave can be encashed (on basic salary). 1 Sick /Casual Leave each month shall be credited during the probationary period.			
3. Bonus – Not applicable.			
4. Reimbursement for all business travel and other out-of-pocket expenses reasonably incurred by you in the performance of your services pursuant to this Agreement. All reimbursable expenses shall be appropriately documented in reasonable detail by you upon submission of any request for reimbursement, and in a format and manner consistent with the Company's expense reporting policy.			
5. Gratuity is paid on separation of employee from the Company, on completion of minimum 5 years of continuous service with the Company.			
6. Deductions: Professional Tax and TDS, as applicable, will be deducted from your monthly salary as per the statutory norms.			
7. Performance Linked Pay, if applicable, will be paid on hitting specific Milestones as outlined in Annexure C.			
{Signature Employee2}			

Signed & Accepted  
**Souvik Biswas**

  
**Principal**  
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<b>Annexure A</b>		
Components	Monthly	Annual
<b>Fixed (A)</b>		
Basic	7,242	86,898
HRA	7,242	86,898
Special allowances	-	-
<b>Gross (A)</b>	14,483	173,796
<b>Deduction</b>		
P.Tax	110	1,320
EPF	869	10,428
ESI	109	1,303
Mediclaime	395	4,740
Total	1,483	17,791
Net Pay	13,000	156,005
<b>Variable (B)</b>		
Gratuity		4,178
Leave Pay		7,242
Performance Linked Incentives		-
<b>Gross (B)</b>		11,419
<b>Cost to Company (CTC) - A+B</b>		185,215

{{Signature SignatureEmployee2}}



## ANNEXURE B

### Employee Non-Competition, Non-Disclosure and Proprietary Information Agreement

This Employee Non-Competition, Non-Disclosure and Proprietary Information Agreement ("Agreement") is entered into by Whole9yards Global Ecom Pvt Ltd, a Company incorporated under the laws of India having its Corporate Office at 1 Sarojini Naidu Sarani, Shubham Unit 307, Kolkata - 700017, together with its subsidiary company Whole9yards USA LLC, its affiliates, successors, and assigns ("Company"), and the Employee of the Company.

### INTRODUCTION

Company either employs Employee as an employee or is extending an offer of such employment to Employee concurrently herewith.

Employee's relationship with Company is one of confidence and trust. In that relationship Employee may have access to confidential information of Company (or information of others that is in Company's possession subject to obligations of confidentiality and/or nondisclosure), and may develop inventions, copyrightable works or other intellectual property assets for Company or for such third parties. The parties wish to agree on the confidentiality of such information, the ownership of such intellectual property assets, and certain other matters.


Therefore, as additional consideration for, and as a condition of, an offer of employment or continued employment as an employee by Company, and of Employee's receipt of salary and/or other compensation from Company and other valuable consideration, and intending to be fully and legally bound, Employee hereby agrees with Company as follows:

#### 1. Confidential Information.

a. During and after Employee's employment with Company, Employee will hold in confidence and not use, disclose or allow disclosure of Confidential Information (as defined below) except in the proper performance of Employee's duties to Company. Upon termination of Employee's employment, Employee will immediately deliver to Company all Confidential Materials and destroy all electronic embodiments of Confidential Information.

b. "Confidential Information" means Trade Secrets and other information of Company identified as confidential and all Work Product, whether disclosed in tangible form (including without limitation written documents, photographs, drawings, models, prototypes, samples, and magnetic and/or electronic media), or orally or visually or in other non-tangible form (including without limitation presentations, displays or inspections of tangible media or facilities). Confidential Information shall also include information received by Company from third parties under an obligation of confidentiality. Confidential Information does not include information which: (i) was known to Employee prior to disclosure by Company; (ii) is or becomes public knowledge without breach of this Agreement; or (iii) is received by Employee from a third party without any violation of any obligation of confidentiality and without confidentiality restrictions.

c. "Confidential Materials" means tangible objects, materials or media in which Confidential Information is embodied, including all copies, excerpts, modifications, translations, and adaptations of the foregoing.

  
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d. "Intellectual Property" means all rights of every nature relating to intellectual property, including without limitation (i) all patents and patent applications now or hereafter filed (including continuations, continuations-in-part, divisionals, reissues, re-examinations and foreign counterparts thereof), and all rights with respect thereto, (ii) all Trade Secrets, (iii) all trademarks and trademark applications now or hereafter filed, and (iv) all copyrights and renewals thereof and other rights relating to literary or artistic works and data compilations (including without limitation author's and moral rights and rights of publicity and privacy).

e. "Trade Secrets" means all trade secrets under the laws of any jurisdiction, including but not limited to ideas, inventions, discoveries, developments, designs, improvements, formulae, compounds, organisms, laboratory materials, prototypes, cell lines, syntheses, know-how, methods, processes, techniques, product specification and performance data, computer programs, and other data, in each case whether or not patentable, copyrightable or within any particular definition of trade secret; unpublished proprietary information relating to Company's Intellectual Property; and business, marketing, sales, research, development, manufacturing, production and other plans and strategies; forecasts, financial statements, budgets and projections, licenses, prices and costs; customer and supplier lists and terms of customer and supplier contracts; personnel information; compilations of such information; and the existence and terms of this Agreement. Employee's Work Product is a Trade Secret of Company.

f. "Work Product" means all tangible and intangible results of Employee's Services hereunder.

## 2. Ownership of Work Product and Intellectual Property.


a. Employee is performing services and creating Work Product hereunder at the instance of Company. It is therefore the parties' intention that Company is to own exclusively all rights and economic interests in the Work Product and all Intellectual Property embodied therein or related thereto, including without limitation any invention or discovery made or reduced to practice in the process of performing the Services. This Agreement is to be construed to the maximum extent possible to produce the foregoing result, including but not limited to the construction of any ambiguities so as to achieve said result.

b. Accordingly, Employee agrees as follows:

i. All tangible Work Product which is a copyrightable work of authorship will be deemed a work made for hire owned by Company under applicable copyright laws; if an invention, Work Product is deemed to be owned by Company upon creation.

ii. Employee will maintain adequate and current written records of all Work Product, which shall be available to and remain the property of Company at all times.

iii. Employee shall promptly and fully disclose in writing to Company all Trade Secrets, including without limitation inventions and works of authorship, which are related to the business activities of Company authored, conceived, created or reduced to practice by Employee (whether alone or jointly with others, whether during or outside the hours Employee is providing services, and whether or not by the use of Company's equipment or other resources) ~~in writing to Company~~ Agreement or within six (6) months thereafter, whether or not patentable or

  
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iv. Employee hereby assigns irrevocably and unconditionally, to the fullest extent permitted by law under any interpretation of the relationship between the parties, all right, title and interest (including without limitation all Intellectual Property rights) embodied in or associated with the Work Product which are related to the business activities of Company and are authored, conceived, created or reduced to practice by Employee during the term of this Agreement or which result within six (6) months thereafter from Confidential Information disclosed by Company.

v. Promptly upon request by Company and at Company's expense, Employee shall execute and deliver to Company all applications, assignments, agreements and other instruments and take such reasonable actions as Company may deem helpful to fully vest the foregoing rights in Company or to evidence such vesting. If Company is unable, after reasonable effort, to secure Employee's signature on any patent application, copyright registration or other similar document, Employee hereby irrevocably designates and appoints Company and its duly authorized representatives as Employee's agent and attorney-in-fact to execute and file any such application or registration and to do all other lawfully permitted acts to further the prosecution and issuance of letters patent, copyright registration and other forms of intellectual property protection with the same legal force and effect as if executed by Employee.

vi. Employee hereby waives in favor of Company and its assigns and licensees any and all artist's or moral rights he/she may have pursuant to any applicable laws or statutes in respect of any Works.

**3. Publication.**

- a. During Employee's employment, Employee will not publish anything relating to Company's area of business (including without limitation Inventions, Works and Work Product) without its prior written consent, which shall not be unreasonably withheld.


**4. Covenants Regarding Employees and Customers.**

For a period of one (1) year after the termination of Employee's employment with Company for any reason, Employee will not:

- i. recruit, solicit or induce the employment of, offer employment to, or employ any person (or assist any company or business by which Employee is employed) who was an employee or independent contractor of Company on or within six (6) months before the termination of Employee's employment;
- ii. solicit any person or entity that was a supplier / marketplace / partner of Company on or within six (6) months before the date of termination of Employee's employment;

or

- iii. compete with Company directly or indirectly in the development, marketing, sale or distribution of any product or service for the purpose of, or any business engaged in any business engaged in by Company at the time of the Employee's termination, or contemplated as part of Company's business or operating plan at the time of Employee's termination.

  
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iv. accept any offer of employment from any supplier to Whole9yards USA LLC or Whole9yards Global Ecom Pvt Ltd who was a supplier on or within six (6) months before the termination of Employee's employment;

v. accept any offer of employment from a Competitor of Whole9yards USA LLC or Whole9yards Global Ecom Pvt Ltd. A Competitor of Whole9yards USA LLC or Whole9yards Global Ecom Pvt Ltd is an entity who is a seller in the e-commerce retail trade on the marketplaces of Amazon, eBay, Walmart, Sears, Newegg or any other marketplace where Company is a participant.

vi. accept any offer of employment from a Competitor of Whole9yards USA LLC or Whole9yards Global Ecom Pvt Ltd, if your employment with such entity would involve you having to work with a Supplier who was a supplier on or within six (6) months before the termination of Employee's employment with Whole9yards USA LLC or Whole9yards Global Ecom Pvt Ltd

Employee will not engage in the actions prohibited in clauses (i) through (vi) directly or indirectly, or by being associated with any person or entity as owner, partner, employee, agent, consultant, director, officer, stockholder (other than as the owner of less than 2% of the outstanding share capital of a publicly traded entity) or in any other capacity or manner whatever.

#### **5. Nature of Relationship.**


a. Employee understands and acknowledges that this Agreement is not an implied or written employment contract for a specified period of time and that employment with Company is on an "at-will" basis, subject to any applicable notice period, either agreed to by the parties or provided pursuant to applicable law. Accordingly, Employee understands that either Employee or Company may terminate Employee's employment at any time for any or no reason with or without cause subject to said prior notice period.

#### **6. Conflicting Obligations.**

a. Employee has not entered into any agreement and is not subject to any obligation which in any way prevents Employee from being bound by each and every provision of this Agreement or in any way imposes restrictions upon the use of Employee's knowledge, skill or expertise to further the business activities of Company. Employee shall devote his/her full time and best efforts to the business of Company and shall neither pursue any business opportunity outside Company nor take any position with any organization other than Company without Company's prior written approval.

b. Employee does not possess Confidential Information of others except for Confidential Information retained in unaided memory without the assistance of any device or tangible record, and will not use, disclose to or use on behalf of Company, or induce Company to use any such Confidential Information of others in connection with Employee's employment by Company.

#### **7. Miscellaneous.**

  
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- a. The term “Company” shall mean Whole9yards Global Ecom Pvt Ltd, Whole9yards USA LLC and any person, corporation or other business entity that directly, or indirectly through one or more intermediaries, controls, is controlled by, or is under common control with, Company.
- b. If any provision of this Agreement is invalid, illegal or unenforceable in any respect, the validity, legality and enforceability in every other respect of such provision and of the remaining provisions shall not in any way be affected or impaired thereby. If a court determines that any provision herein is invalid, illegal or unenforceable, for any reason, such provision shall be deemed amended to the extent necessary to comply with such determination, and such provision, as so amended, shall be valid and binding as though the invalid, illegal or unenforceable portion had not been included herein.
- c. Employee recognizes that irreparable injury, which could not be adequately compensated by money damages, may result to Company if Employee breaches the promises Employee has made in this Agreement, and that Employee’s employment is based on those promises. Employee therefore agrees that in the event of Employee’s breach or threatened breach of any of those promises, Company shall be entitled to injunctive or other equitable relief restraining such breach or threatened breach, without having to prove (beyond entering this Agreement into evidence) either the fact of irreparable injury or the inadequacy of money damages. Such relief shall be without prejudice to any other remedy to which Company may be entitled.
- d. This Agreement shall be binding upon and shall inure to the benefit of the parties, their successors, assigns and legal representatives, may be amended only in writing, and shall be governed by and construed in accordance with the laws of the Republic of India. Any action or proceeding arising out of or related to this Agreement shall be brought only in courts which have jurisdiction and venue over the proceeding and the then location of Company’s principal offices. This Agreement sets forth the entire agreement between the parties as to the subject matter hereof and supersedes any and all other agreements, negotiations, discussions, proposals or understandings, whether oral or written, concerning the subject matter set forth herein.


EMPLOYEE UNDERSTANDS AND ACKNOWLEDGES THAT THIS AGREEMENT AFFECTS SIGNIFICANT LEGAL RIGHTS. EMPLOYEE HAS READ AND FULLY UNDERSTANDS EACH PROVISION OF THIS AGREEMENT. EMPLOYEE HAS HAD THE OPPORTUNITY TO CONSULT, TO THE EXTENT DESIRED, WITH AN ATTORNEY OF EMPLOYEE’S OWN CHOOSING.

IN WITNESS WHEREOF, Employee and Company hereby execute this Agreement as of the date set forth above.

Employee Name: **Souvik Biswas**

Signature: {{Signature SignatureEmployee2}}

Date: {{EmployeeBasicHeaderInfo.SignatureDate}}

  
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*Sankar*

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**Heramba Chandra College**  
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# INDRAJIT BASU & ASSOCIATES

28, Naresh Mitra Sarani, Kolkata-700025  
Phone: +91 9874642169, +91 9674062159  
Email: indrajit.basu@rediffmail.com

✓  
DONE

Date: 22/04/2023

To,  
Miss. Sreenanda Ghosh,  
Akra, Krishnanagar,  
Barishal Colony, Kolkata-700141

Sub: Letter of Appointment

Dear Sreenanda,

Following your interview held on 22.04.2023 we are pleased to inform you that you are appointed in our organization. Your joining date will be 24.04.2023. The terms of appointment are set out as follows:

1. Your scope of work would involve maintaining accounts in tally, reconciliation of ledgers, maintaining BRS, filling up GST returns, filling up PF, ESIC & Professional Tax entries and making their payment. However, your work is not limited to this and at any time you can be given any work by your seniors.
2. You will be sent to client office on audit assignments or any other assignments at any time and the work procedure followed there will be detailed out to you by your seniors.

Your office timings are:

Monday to Friday from 10.30 AM to 7.00PM.

Saturday from 10.30 AM to 3.00 PM.

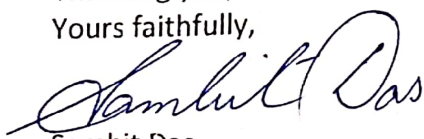
However, during crisis period you may have to stay for late hours.

Your stipend will be Rs. 3,000/- p.m. The monthly stipend will be credited to your bank within the 10<sup>th</sup> of every subsequent month. You are advised to give us your bank details upon joining our organization. You would get a one month bonus. The travelling expenses for visiting client office will be reimbursed to you.

You are requested to give a notice period of one month if at any time you wish to discontinue your service.

We hope you give your best efforts and wish you all the best.

Thanking you,  
Yours faithfully,



Sambit Das  
(Authorized Signatory)



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HDFC Asset Management Company Limited



**Shrestha Kundu**

Employee No. : AMC / 3056

Blood Group : AB+ve

Issuing Authority

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**Kolkata-700 029**

**Tata AIG General Insurance Company Limited**

Regd Office: 15<sup>th</sup> Floor, Tower A, Peninsula Business Park,  
G. K. Marg, Lower Parel, Mumbai - 400 013,  
Tel. No.: +91 22 66930000  
www.tataaig.com  
IRDA Registration No.: 108  
CIN : U85110MH2000PLC128425



May 15, 2023

Ms. Sritapa Bhattacharjee

74/6 Bangaal Para, Second by lane,  
Sri Krishna Bhavan,,  
Kolkata , West Bengal- 711104  
India

Dear Sritapa,

**Subject: Letter of Appointment**

This is with reference to your application and subsequent interviews you had with us. We are pleased to appoint you in our organization as **Management Trainee** in **KPG - Federal Bank** department at **MT** for **Hyderabad** location.

**1. Compensation:**

- 1.1. You will be entitled to the remuneration and benefits as detailed in **Annexure A** to this Letter of Appointment.
- 1.2. You will be eligible for Performance bonus / Sales incentives as per the Company's policy applicable from time to time.
- 1.3. Payment of any performance pay, or any discretionary bonus / ex-gratia is not obligatory and shall be paid solely and exclusively at the option, choice and discretion of the Company. Such discretionary payments towards performance pay / bonus / ex-gratia shall be paid only if you are employed as a permanent employee on the employment rolls of the Company on the date such performance pay / bonus / ex-gratia shall be payable. Such payments shall also not be payable, nor shall the Company be liable for any such payment in the event you have resigned and are serving the notice period post resignation in the Company.
- 1.4. All the remuneration and benefits will be taxable as per prevalent Income-tax laws.


**2. Office Timings:**

You shall work as per office hours and timings as may be notified by the Company from time to time. The working hours / days may differ for certain roles and functions depending upon the nature of the job. Because of frequent contact with overseas offices and compliance with various deadlines, it will be necessary from time to time to report for work earlier and / or to work later, all as required.

**tataaig.com**



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### 3. Leaves:

You will be entitled to leave and holidays as per Company's policies, as amended from time to time.

### 4. Reimbursement of Expenses:

Expenses incurred on behalf of the Company will be reimbursed provided the same are within the limits set by the Company from time to time and by general or specific approval.

### 5. Probation and Confirmation:

5.1. Your employment is subject to a probationary period of Twelve (12) months or such further period as may be extended at the sole discretion of the Company, during which either party can terminate the employment without assigning any reason whatsoever, by giving sixty (60) days prior written notice or by paying to the other, salary in lieu thereof for shortfall in notice period.

5.2. Upon confirmation, your employment may be terminated / is terminable by either party, without assigning any reason whatsoever, by giving to the other party three (3) month's written notice in advance or by paying to the other party, salary in lieu thereof for shortfall in notice period.

5.3. For the purpose of clauses 5.1 and 5.2 above, the notice salary shall mean monthly gross salary.

5.4. The option of accepting or giving payment in lieu of notice period as set out in clauses 5.1 and 5.2 above, or for any part thereof, shall be at the sole discretion of the Company.

5.5. You agree and confirm that in the event you fail to serve the notice period or fail to pay the Company in lieu of the notice period, the Company reserves the right to, (a) deduct and recover the same from your full and final settlement amount, and (b) hold your relieving / experience letter till such time the said amounts are paid in full to the satisfaction of the Company.


### 6. Code of Conduct and other Company Policies:

6.1. Your employment shall also govern by the Company's "Code of Conduct" and other Company policies, as may be notified and / or modified from time to time. A copy of the "Code of Conduct" document, which forms part of this Letter of Appointment, is enclosed. This offer is conditional upon your acknowledging the "Code of Conduct" document, indicating acceptance to be governed by the terms as laid out therein, during and after your tenure with the Company.

6.2. In addition to the "Code of Conduct", you shall also be governed by other Company policies including guidelines, rules, manuals, handbooks, practices, or procedures that are prevalent, as may be notified, modified amended or adopted by the Company from time to time.



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## 7. Public Representation of the Company:

7.1. You shall not represent the Company or publish in any media including but not limited to television, print, social media, online or offline media, communities, blogs, etc. by whatever name called, any information relating to the Company, its holding, subsidiaries, joint venture partner, group companies, affiliates, or associate companies and their shareholders, directors, management, personnel, employees (whether permanent, contractual, or otherwise), agents, brokers, or its personnel or business or otherwise without prior written approval of the Company. The Company shall have absolute discretion to refuse such approval without assigning any reason whatsoever or accord approval on such terms and conditions as may be determined at the sole discretion of the Company.

7.2. You further understand, agree and confirm that in all its public appearance requiring to disclosing Company and/or business information to public constituencies including to media, financial community, conferences or seminars, the Company shall be represented only by specifically authorized directors and employees.

## 8. Termination:

8.1. Your employment may be terminated forthwith by the Company without prior notice if, in the opinion of the Company, you, at any time:

a) commit any breach (whether material or otherwise) or persistent breach of any of the provisions of the offer letter, this Letter of Appointment, Company's policies including guidelines, rules, manuals, handbooks, practices, and/or procedures that are prevalent, as may be notified, modified amended or adopted by the Company from time to time;

b) breach of any representations by you to the Company;

c) do, omit to do or cause to be done or omit to do any act, deed, matter or thing otherwise than in the interest of the Company;

d) if you are engaged or cause to engage, either directly or indirectly, in any misappropriation of asset of the Company, misuse of the authority granted to you by the Company, fraud, forgery, misdemeanour, wilful misrepresentation / suppression of facts or documents; submitting of forged or inflated bills or invoices, etc.;


e) are guilty of any act of insubordination, misconduct or neglect in the discharge of your duties or misuse the authority assigned as part of the role;

f) fail to or neglect (deliberate or otherwise) in observing and complying fully with all resolutions, regulations, instructions and directions from time to time made or given to you by the Company;

g) if you fail or neglect to disclose to the Company at the time of your appointment or immediately thereafter or where any such information provided by you is not true, incomplete or inaccurate or fabricated or otherwise by whatever name called;



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- h) file an application for bankruptcy or become bankrupt or make any arrangement or composition with your creditors;
- i) become of unsound mind;
- j) are convicted of any criminal offence;
- k) become incapacitated or prevented by illness, accident or any other circumstance from discharging full your duties.
- l) do not perform persistently in accordance with the performance targets set by the Company duly specified in the goal sheet.

## 9. Consequences of Termination

9.1. Upon termination of your employment for the above said reasons, at your request or at the option of the Company you shall, resign without any claim for compensation from all offices held by you in the Company and any of its subsidiaries and associates and you shall forthwith demit your office, hand over and deliver to the Company or to any person nominated by the Company for this purpose, use, occupation, control and vacant possession of any of the assets or other moveable and immovable property of or belonging to the Company which, pursuant to your employment with the Company, may be in your use, occupation, control or possession. In the event of your failure to do so:

9.2. You hereby irrevocably nominate, constitute, appoint and authorize the Company to appoint any person in your name and on your behalf to execute any deeds, document and writings and to do all acts, deeds, matters and things required to give effect thereto; and

9.3. The Company shall be entitled to retain any and all amounts due to you including salary, remuneration, compensation and provident fund balance and to adjust and deduct therefrom, any or all amounts due or recoverable from or payable by you to the Company.

## 10. Confidentiality:


As a condition of employment, you accept the following non-disclosure requirements:

10.1. Except as reasonably required in the performance of your authorized duties, you covenant that you shall not any time during your employment with the Company or at any time after your employment has ceased or been terminated, disclose or reveal to any person or otherwise make use of any information including Confidential Information (whether or not marked as confidential), including but not limited to trade secrets, secret or operations, processes or dealings, proprietary products, technology, research, development or any information concerning the organization, business, finances, transactions or affairs or policies of the Company, or of any other Company's joint venture companies or individual Tata Group companies, individual AIG Group companies, subsidiaries or affiliate or associate companies and other entities with which business is conducted, which may come to your knowledge or information during your employment hereunder.

You further covenant to take all necessary action to prevent unauthorized use or disclosure of any confidential information.



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10.2. The foregoing does not apply to:

- a) information that by means other than your deliberate or inadvertent disclosure becomes well known or is readily ascertainable by the public;
- b) disclosures compelled by judicial or administrative proceedings following your diligent challenge to such disclosure having afforded us the opportunity to participate in the proceedings.

10.3. All intellectual property rights in any and all notes, data, information and/or memoranda of any nature and in particular the confidential information which shall be acquired, received or made by you during the course of your employment shall be owned by the Company and you agree and confirm that the same has been created by you for the Company and the same including all intellectual property rights, if any, shall be surrendered by you to the Company at the termination of employment or at the request of the company at any time during the course of employment or at any time thereafter.

10.4. The confidentiality obligations and the provisions of this clause 12 shall survive the expiry or earlier termination of this Letter of Appointment.

#### 11. Location, Department and Transfer:

11.1. You can be posted / transferred to any location / department and / or job role in India or abroad in the future, as may be required for the Company's business requirement.

11.2. Your employment can be transferred to any other Tata AIG joint venture companies or individual Tata Group companies, individual AIG Group companies, subsidiaries or affiliates currently existing or which may get incorporated in the future in India or abroad.

#### 12. Age of Retirement:


The normal age of your retirement is 60 years. Accordingly, it is a condition of employment that you will automatically retire on attaining the age of 60 years and that no further notice whatsoever to you will be necessary in this regard.

#### 13. Non-Solicitation:

At any time during the continuance of this Letter of Appointment and for a period of twelve (12) months thereafter, you shall not directly or indirectly, either on your own accord or on behalf of or in conjunction with any third party induce, engage, refer, solicit for hire or knowingly hire or retain any person / employee (whether as a consultant, agent, advisor, etc.) of the Company, or offer or cause to be offered employment as an employee or independent contractor (whether as a consultant, agent, advisor, etc.) with any other company.



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#### 14. Indemnity:

You shall, at all times, indemnify and keep indemnified the Company, its Directors, employees, etc. against all any and all sums by way of claims, demands, damages, costs, charges or expenses paid or incurred or suffered by the Company in or in connection with any action, claim, proceeding or demand instituted or made against the Company caused or occasioned by your breach, failure, default or neglect, in the opinion of the Company, to observe and comply fully with the terms and conditions your employment with the Company herein contained.

#### 15. Amendment:

You acknowledge that this Letter of Appointment may not be altered or its obligations excused except by a written document signed by a corporate office of the Company or the senior employee of this office.

#### 16. Background Verification and other checks:

This Appointment / Employment is subject to:

16.1. You clearing the pre-employment medical examination, as applicable;

16.2. Submission of all mandatory documents and clearance of background verification conducted by the Company or any other external agency authorized to conduct the same;

16.3. You disclosing to the Company while joining or any time after joining the services of the Company of any criminal cases instituted against you or pending in any court of law;

16.4. Submission of relieving letter from your previous employer within 60 days of joining.

#### 17. Representation by you:

You are being appointed by the Company on the basis of information and documents furnished and representations made by you. If any information or representation is found to be incorrect or if any material information is detected by us to have been suppressed by you or any action on your part is found to be in contravention to the terms and conditions of the Letter of Appointment or the Company's Code of Conduct, the Company shall have the right to forthwith terminate your services at any time without notice.

#### 18. Governing Law and Jurisdiction:


18.1. This Letter of Appointment shall be governed by and interpreted in accordance with the substantive laws of India.

18.2. Subject to provisions of clause 19, courts in Mumbai shall have exclusive jurisdiction to settle all disputes arising out of or in connection with this Letter of Appointment.

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Kolkata-700 029



## 19. General Provisions

19.1. During the course of your employment with the Company, you shall not either directly or indirectly carry out any other business or profession or get employed with any other firm or company or individual or enter into any services of any other entity in any capacity whatsoever or carry out any activity which are in conflict of interest with the Company.

19.2. During the course of your employment with the Company, you shall not engage in any activity against the Company or against the interest of the Company or its business including engaging in any demonstration / agitation against the Company or its personnel.

19.3. You shall inform the Company of any change in your address with a period of 7 days from the date of such change, failing which any communication to your last known address as per the records of the Company shall be deemed to have been served upon you and you shall not object or protest against the same.

19.4. Any provision or covenant of this Letter of Appointment, which expressly or by its nature, imposes obligations beyond the expiration, or termination of this Agreement, shall survive such expiration or termination.

19.5. If any provision of this Letter of Appointment that is determined to be invalid or unenforceable by any court of competent jurisdiction, then such invalidity or unenforceability shall not affect the validity or enforceability of any provision or remainder of this Letter of Appointment and the same shall remain valid and binding on the Parties as if the invalid or unenforceable provision did not exist.

19.6. This Letter of Appointment, the compensation and the terms hereof are confidential and shall not be disclosed to or discussed with any person other than with the persons who are supposed to know

Yours Sincerely,

For **Tata AIG General Insurance Company Limited**

**Jitesh Bawa**  
Chief Human Resource Officer

### Acknowledgement and Acceptance

I, **Ms. Sritapa Bhattacharjee** have carefully gone through all the terms and conditions mentioned in the offer letter and the Letter of Appointment. I state and declare that I have fully understood the said terms and conditions and unequivocally hereby accept, agree and confirm the terms and conditions mentioned in the said offer letter and Letter of Appointment.

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Name:

Ms. Sritapa Bhattacharjee

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**Kolkata-700 029**





### Annexure

Name	Sritapa Bhattacharjee	
Designation	Management Trainee	
Band	MT	
Date of Joining	May 15, 2023	
Location	Hyderabad	
Department	KPG - Federal Bank	
Component		Per Annum (Rs.)
Basic Salary		297,000
House Rent Allowance (HRA)		148,500
Statutory Bonus		0
Supplementary Allowance		404,574
<b>Statutory Benefits</b>		
Provident Fund (Employer Contribution)		35,640
Gratuity		14,286
<b>Total Fixed Pay</b>		<b>900,000</b>

#### **Other terms and conditions:**

- a) Statutory Bonus shall be payable in accordance with The Payment of Bonus Act, 1965, as applicable.  
b) Gratuity shall be payable to you in accordance with the provisions of Payment of Gratuity Act, 1972, as applicable.  
c) The Company without any prior notice can restructure the components of your salary without changing the Annual Cost to Company.


#### **Guidelines for Supplementary Allowance**

- a) Each employee is entitled to exercise his / her choice of apportionment of Supplementary Allowance subject to total limits available against each allowance.  
b). The below selection shall be taxable / non-taxable as provided for under the Income Tax act and the rule there made under and amended from time to time.

Allow / Reimb Head	Permissible Limit (in INR)
Food Coupons	Rs 15000 (or) 26400 per annum
Gift Vouchers	Rs 4999 per annum
LTA	Upto Rs. 2 Lakhs per annum
Children Hostel Allowance	Rs 300 per child per month up to a max of 2 kids
Education Allowance	Rs 100 per child per month up to a max of 2 kids
Vehicle & Fuel Maintenance (Only for Band 3 & Above Levels)	Rs 21600 per annum



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## WORK CONTRACT – Fixed Term

This contract is entered on the 2024/05/23, by and between:

**First Party**  
Kout Food Group.  
Located in Salhiya, Al Sour Street, Yacoub Al Homaizi Building, P.O. Box 26671 Safat, 13127 Kuwait.

**Second Party**  
Mr. Sriyut Sarkar  
Indian National, holding Passport No.S6563029  
Both parties agreed upon the following:

- The Second Party will work for the First Party provided being under probation period of (100) working days. Should he/she be qualified for works assigned to him/her, he/she will be appointed in the post of **Team Member**.
- The Second Party shall be entitled to a monthly salary and other benefits as below:

Particulars	KD
Basic	140/-
Housing	33/-
Transportation	7/-
<b>Total</b>	<b>180/-</b>

- If Housing/Transportation is provided by the company the allowances will not be paid
- The Employee shall be entitled for air ticket allowance, i.e. Cash-in-lieu of economy class return air ticket to the country of origin once every two years starting from the date of hiring, as per company policies and procedures.
- Life insurance coverage will be provided

- The second party assumes to not to work for the others, whether with or without salary, and if he/she breach this commitment, it will be clearly broken one of the essential obligations arising from the employment contract between the second party and the Company, and the Company has the right to terminate the employment contract immediately and without notice period, and the second party take any responsibility arising from breaching this obligation and commitment.
- The Second Party assumes keeping the work confidentiality and not disclosing relevant secrets for others and adhering to the time schedule specified by the First Party.
- The Second Party assumes using his/her best endeavors for carrying out the task assigned to him/her in work and undertaking all assignments issued to him/her and accept working at any of the Company branches or centers owned by the First Party, whenever required to do so.
- The Second Party will adhere to all the First Party's internal regulations and policies set out for improving work circumstances and assumes not violating any of the same. The decided penalties shall be applied in case of any violation by the Second Party.

- Please, 095 22281430 Kout Food Group of Al Homaizi Bldg, Al Soor Street- Kuwait P.O.Box 26671 Safat - 13127, Kuwait

Email: info@koutfood.com  
Web: www.koutfood.com

إنه في تاريخ 2024/05/23 ، تم الإتفاق بين كل من :-

**مجموعة كوت الغذائية**  
مقرها بالصاحية، شارع السور، بناية يعقوب الحمضي ص.ب. 26671 الصفاة، رمز بريدي 13127 الكويت.  
**طرف أول**  
**تكر. سريوت ساركار**  
الجنسية هندي ، ويحمل جواز سفر رقم S6563029 وقد أقرا بأهليتهما القانونية وتراضيا على الآتي :-

- يتم إلحاق الطرف الثاني للعمل لدى الطرف الأول على أن يوضع تحت الاختبار لمدة (100) يوم عمل فإذا أثبت كفاءته للأعمال المفترض عليه القيام بها يثبت بوظيفته عضو فريق
- يستحق الطرف الثاني راتب شهري كما يستحق المزايا الآتية:

التفاصيل	د.ك
الأساسي	140/-
بدل السكن	33/-
بدل المواصلات	7/-
<b>المجموع</b>	<b>180/-</b>

(حسب سياسات وقوانين الشركة)

- إذا تم توفير السكن/المواصلات من قبل الشركة لن يتم دفع البدل
- يستحق الموظف بدل تذكرة طيران ذهاب وإياب على الدرجة السياحية الى بلد الموطن كل (سنتين) من تاريخ التعيين، حسب سياسات وإجراءات الشركة في هذا الشأن.
- يتم توفير تأمين على الحياة.

- يتعهد الطرف الثاني بالالتزام بعدم العمل لدى الغير سواء بأجر أو بدون أجر، وإنه في حالة الإخلال بهذا الالتزام فإنه يكون قد أخل بأحد الالتزامات الجوهرية الناشئة عن عقد العمل المبرم بينه وبين الشركة، ويحق للشركة عندئذ إنهاء عقد العمل فوراً وبدون إنذار، ويتحمل الطرف الثاني المسؤولية التي تنشأ عن إخلاله بهذا الالتزام

- يلتزم الطرف الثاني بالمحافظة على سرية العمل وعدم إفشاء أسرارته للغير والالتزام بمواعيده التي يتم تحديدها من قبل الطرف الأول.

- يلتزم الطرف الثاني ببذل الجهد المناسب لأداء المهمة الموكلة له في العمل والقيام بكل تكليف يصدر له ويقبل العمل في أي فرع أو مركز يعود للطرف الأول متى طلب منه ذلك.

- يلتزم الطرف الثاني بالانظمة و اللوائح الداخلية الموضوعة لتحسين ظروف العمل ويتعهد بعدم الإخلال بها أو مخالفتها.

*Handwritten Signature*

**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**





## **WELCOME ABOARD**

Dear SUBHAJIT CHAKRABORTY,

Welcome to 'Hi-Tech Film & Broadcast Academy Pvt. Ltd.', we are extremely proud and happy with the decision of hiring someone as competent and experienced like you. Heartiest warm wishes for a successful term at the workplace and at the job position of "TRAINEE PRODUCTION ARTIST".

### **SUMMARIZED BELOW ARE INFORMATION RELATED TO YOUR EMPLOYMENT AND COMPANY**

- **Employee ID - 14228**
- **Start Date – 05-10-2023**
- **Designation – TRAINEE PRODUCTION ARTIST**
- **Department – ASSET**
- **Reporting To – RAJU KARMAKAR**
- **Probation Tenure - 6 MONTHS**
- **Email Id - WILL BE SHARED SHORTLY IF APPLICABLE**
- **Work Location – KOLKATA**
- **Company Website- <https://www.hitechanimationstudio.com>**

### **LEAVE & PAYROLL PERIOD DETAILS**

- **Timeline to Apply leaves/ MIS Punch requests on Savior- By last date of a particular month**
- **Timeline to get leaves & MIS punch requests approved by Reporting Boss in Savior- By last date of a particular month**

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**Kolkata-700 029**



## **WELCOME ABOARD**

### **Important Links**

#### **JOINING FORM**

<https://forms.office.com/r/M6XTHjC6m9>

**For Id Card:** *(Please click on this link below and fill the Form)*

<https://docs.google.com/forms/d/e/1FAIpQLSct06vEQAzTSSJmzvfcC2bRTPy56P3gActzE7LBhXIRGd43gw/viewform>

#### **HR ASSISTANCE**


[https://docs.google.com/forms/d/1nmJ0QruN76w3PLSkpMV\\_xV0SQOIn-t99i\\_6WoL5kZ3A/viewform?edit\\_requested=true](https://docs.google.com/forms/d/1nmJ0QruN76w3PLSkpMV_xV0SQOIn-t99i_6WoL5kZ3A/viewform?edit_requested=true)

#### **PAYBOOKS PORTAL**

<https://teamlease.paybooks.in/mylogin.aspx>

#### **FEEDBACK**

<https://linktr.ee/hitechanimationstudio>

  
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**Kolkata-700 029**



02/06/22

Subhajit Dutta  
Kolkata

Re: Appointment as Management Trainee

Dear Subhajit,

We are very pleased to inform you that you have been selected for the appointment to the said post with Sunknowledge Pvt. Ltd. (hereinafter refer to as the "Company"). The terms of the appointment and the benefits currently provided by the Company are as follows:

- a. Your gross remuneration package will be **Rs.15,000** payable monthly (equivalent to a gross of **Rs.1,80,000p.a.**). You will also be entitled to leaves, allowances and medical benefits admissible under the rules of the Company.
- b. You will be on probation for a period of 3 months starting from the date of joining, which may be extended or curtailed without any notice at the discretion of the company. The company shall be at liberty to extend the confirmation of an employee or curtail the employment without any notice in the event of unsatisfactory performance, unpunctuality, indiscipline, willful insubordination, misconduct, integrity, negligence of duty. You will be deemed to be on probation until you are informed of your confirmation in writing based on your satisfactory performance.
- c. You shall abide by the service rules and regulations including the conduct rules as well as the administrative orders of the Company in force from time to time.
- d. You confirm to not carry on or be concerned in any other business or occupation whatsoever, while employed with Company.
- e. Your effective duty hours shall be 48 hours in a week and the Company reserves the right to fix your duty in different shifts as per the business requirement of the Company.
- f. As an employee of the Company, you shall have access to certain confidential information of the Company and you may, during the course of your employment, develop certain information or processes, which will be the property of the Company.
- g. Confidential Information is understood to include any Company proprietary information, protected health information (PHI), technical data, trade secrets, Company's customer details, Company's business processes, technology, marketing, finances or other business information disclosed to you by the Company either directly or indirectly in writing, orally or by observations. You also agree that you will not, during your employment with the Company, improperly use or disclose any proprietary information or trade secrets of any former or concurrent employer or other person or entity and that you will not bring onto the premises of the Company any unpublished document or proprietary information belonging to any such employer, person, or entity. To protect the interests of the Company, you will need to sign the Company's standard "Employee Confidentiality, Non-Disclosure & Non-Compete Agreement" as a condition of your employment and shall be binding on you. Company has the right to take necessary action against an employee if found not adhering to the Employee Confidentiality, Non-Disclosure & Non-Compete Agreement.
- h. The Company intends to keep confidential different matters including salary and increments. Hence these issues should not be disclosed or discussed among the employees of the Company, failing which shall be tantamount to violation of this policy and will result in stern disciplinary action.
- i. The Company reserves the right to conduct background investigations and/or reference checks on all of its potential employees. Your job offer, therefore, is contingent upon a clearance of such a background investigation and/or reference check, if any.



Date: November 06 ,2023

Subhajit Naskar  
S/O Uttam Naskar  
Puratan Dakghar  
Maheshtala Gobindapur  
South 24 Parganas  
West Bengal-700141

Mr/Ms. Subhajit Naskar,

**Sub: Offer of appointment as JR. ASST.**

We are pleased to offer you for the post of JR. ASST. in the Company on the following terms and conditions

**1. Post offered :** JR. ASST.

**2. Place of posting**

You are presently posted at Bata Nagar, Kolkata . Your services are liable to be transferred / deputed to any of the branches or subsidiaries or affiliate companies of Manappuram Finance Limited, either in existence now or would come into existence within India or Overseas, in the same or different capacity.

**3. Date of Joining**

You are required to report for duty on November 06 ,2023 at Bata Nagar, Kolkata , Kolkata-3 , West Bengal .If you require any change in the date of joining, it should be taken up with Human Resource Management Department at the Administrative office well in advance. Your appointment will be effective from the date of your joining duty.

**4. Probation/Confirmation**

You will be on probation for a period of six months. Based on your performance your services will be confirmed with the company in writing after six months. If your performance is not found to be satisfactory or up to the expected level, your probation period will be extended for a further period of 6 months at the discretion of the Management. During probation period, your services are liable to be terminated without assigning any reason.



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**Kolkata-700 029**

## **5. Background Verification**

The Company shall conduct a background check of the employee through an authorized agency. If, as a result of this background check, it is found that any false statement has been made in the personal data relating to educational qualifications etc. furnished to the company or have not disclosed a material information resulting in your being offered this position, the Management may take such action as it is deems fit, including termination of your employment with immediate effect.

## **6. Agreement**

At the time of joining, you are required to execute an Agreement with the Company along with a surety accepting the terms and conditions of the offer letter etc.

## **7. Eligibility for leave**


You will be eligible for leave of one day per month during the first year of service in the Company. Post continuous of 12 months service in the company you will be eligible for leave as per the respective state shop and establishment act.

## **8. Voluntary retirement/Resignation**

You are required to give a minimum period of three-month notice if you wish to resign from the service of the Company. In the event of failure to do so, you will be liable to compensate the company with an amount equal to salary and allowance for the actual days of deficiency in such notice period. Employees who are serving as Branch Head or Assistant Branch Head at the time of their resignation shall serve three-month notice period compulsorily upon resignation irrespective of their grade. Provided that, Company shall have the right to reduce the period of notice of three months at any point of time upon resignation of any employee irrespective of their grade in the event that company feels necessary to do so. The security deposit will be refunded after the expiry of twelve months from the date of relieving from the service, after necessary deduction of any sum due to company from the employee. You shall not join any of our competitor company within twelve months of leaving of organization

## **9. Accommodation**

The company will provide leased accommodation to the employees (bachelor or family accommodation) as per the rules of the company.

  
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**Kolkata-700 029**



#### **10. Secrecy Clause**

You may kindly note that confidentiality in your work in relation to any information of the Company is paramount and shall not be divulged to any third party unless with prior permission from the Management. In case employee neglects to maintain secrecy and loss/damage is suffered to company, even after termination of employment, you will be held liable for the same and such disputes will be referred to a sole arbitrator appointed by the company whose decision will be binding on both parties.

#### **11. Loyalty & Ethics**

You may serve the company diligently and loyally and devote your best efforts, full time and energy to such services. You will not engage in any other employment during employment with company and warrants that employee is not subjected to any agreement with a prior employer or other party, which would restrict the performance of his duty in this company. All business activities should be conducted in accordance with the directives, policies and instructions of the company, in a professional manner so as to maintain ethics, professional standards, goodwill and reputation of the company. As an exception, you will be allowed to work additionally as POSP for our Insurance Broking subsidiary, subject to IRDA rules.

#### **12. Security Deposit**

You will have to deposit an amount of Rs.25,000/- (Rupees Twenty Five thousand only) towards security deposit. This will be deposited with Nationalized /Scheduled Commercial Bank. You will be eligible for interest at the rate applicable to deposits of the Bank and such security deposit will be refunded after expiry of 12 months from the date of relieving from the service. Any sum due to the Company from you will be deducted from the security deposit. This Security amount can be paid in lump sum or in 25 equal continuous monthly Installment of Rs1000/- (One Thousand Only) from your Salary. In case monthly deduction from your salary towards the security deposit of Rs.25,000/- is not yet completed, then you will have to continue to contribute the balance amount or it will be deducted from your salary until the amount reaches Rs.25,000/-.

#### **13. Restriction from soliciting with company's clients and business relations**

During the course of the employment and thereafter employee shall not engage in any position or activity that would involve in soliciting or knowingly communicating with the company's clients, business partner or entity that the employee had business relations with, during the co



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#### **14. Gratuity**

Gratuity will be paid as per the provisions of the Gratuity Act as and when you become eligible for the same.

#### **15. Safe custody of Company Assets**

You will be responsible for safekeeping and return in good condition and order of all company property, which may be in your use, custody or charge.

#### **16. Termination**

If at any point of time during your employment with our company, you are found to be a non-performer or guilty of fraud, dishonesty, disobedience, disorderly behavior, negligence, indiscipline, absence from duty without permission, failure to produce or non-submission of any certificate in proof of education qualification, experience, police verification certificate, etc. called for by the company at the time of joining or forgery of any of the certificate of documents submitted by you or found to be involved in any criminal case or any other conduct considered by us to be deterrent to our interest or of one or more terms of this letter, your services may be terminated without notice and on account of reason of any of the acts or omission, the company shall be entitled to recover the damages from you.

#### **17. Acceptance of Commission/Gratification**

You will not accept any present, commission or any sort of gratification in cash or any kind from any person, party or firm or company having dealing with the company and if you are offered any, you should immediately report the same to the management.

#### **18. Appointment in good faith**

This offer of appointment as JR. ASST. is being issued to you on the basis of the information relating to your qualification, experience etc, furnished by you in your application including Bio-data at the time of your interview and subsequent discussion. If it transpires that you have made a false statement or have not disclosed a material fact resulting in your being offered this appointment, the management may take such action as it deems fit in its sole discretion, including termination of your employment.

#### **19. Dress code**

You will comply with the prevailing dress code applicable to employees, while in Company.



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**Kolkata-700 029**

You will be provided with necessary training at each phase of your career. The training shall be imparted through the Company's sole Learning Experience Platform-MADU. All your benefits such as, Salary Increment/ Promotion/ Transfer shall be considered only based on the successful completion of the training, within the time frame assigned to you. For accessing MADU, visit <https://lms.manappuram.com/madu/login.aspx>

## 20. Salary Stack Up

Remuneration Details	
Employee Name	SUBHAJIT NASKAR
Employee Code	406439
Date of Joining	06-nov-2023
Designation	JR. ASST.
Department	GOLD LOAN
Branch	BATA NAGAR,KOLKATA

Benefits		
	Monthly	Yearly
Basic Pay	8800	105600
Minimum Wage Adjustment	3040	36480
City Allowance	1000	12000
PF Employer Contribution	1742.12	20905.44
Bonus	2368	28416
ESI Employer Contribution	452.95	5435.40
CTC Adjustment	1096.93	13163.16
<b>CTC (Cost to Company)</b>	<b>18500</b>	<b>222000</b>
Deductions		
EPF (Employee Contribution)	1672	20064
ESI (Employee Contribution)	105	1260
Recurring Deposit	1000	12000
Staff Welfare Fund	100	1200
<b>Total Deductions</b>	<b>2877</b>	<b>34524</b>
<b>Net Salary</b>	<b>11159.93</b>	<b>133919.16</b>
<b>Gross Salary</b>	<b>13936.93</b>	<b>167243.16</b>

(Wages & Dearness Allowance as per cost of living index calculated on the basis of respective state),



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**21. Documents to be Produced**

- a) Copies of your certificates, testimonials, proof of age, Mark sheets. Qualification, experience etc duly attested by a Gazetted Officer.
- b) Four Recent Passport size photographs.
- c) Physical Fitness Certificate from a Medical Officer not below the rank of an Asst.
- d) Relieving letter from your present employer, if applicable.
- e) Stamp paper worth Rs.200/-
- f) Police Verification Certificate from the nearest police station.
- g) Copy of Adhar card/ National Population Register (NPR) and Copy of PAN card.
- h) Bank account details with IFSC code.

Please sign and return the duplicate copy of this appointment letter to us as a token of your acceptance of the terms and conditions mentioned therein.

We welcome you to Manappuram family and look forward to a long and mutually beneficial relationship.

With best wishes,

For Manappuram Finance Limited.

Apul Chetry



**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**



Employee No. : 197077

ID. No. : CHE/GEN/000004150

DOB : 09-08-1997

Blood Group : A+

Holder's Signature :

*S. Chandra*

Place of Posting : CHENNAI

Date of Issue : 14-08-2023

Valid Upto : 14-08-2028

Address :

137 R, R PLOT RUBY HOSPITAL,  
ANANDAPUR, KOLKATA, WEST BENGAL 700107

Mobile No : 7980541574

*Its loss should be reported immediately to the  
police ad Addl.CIT(HQ)(ADMN&TPS), Aayakar  
Bhawan, 121, M.G.Road, Chennai - 600034*

*S. Chandra*

Principal  
Heramba Chandra College  
Kolkata-700 029





GOVT OF INDIA, MINISTRY OF FINANCE  
भारत सरकार, वित्त मंत्रालय, आयकर विभाग  
INCOME TAX DEPARTMENT



Name : SHUBHAM BHOWMICK

Desig : TAX ASSISTANT

Issuing Authority :

संयुक्त आयकर आयुक्त(मुख्यालय)(प्रशासन और टी पी एस), चेन्नई  
Joint Commissioner of Income Tax  
(HQRS)(Admn & TPS), Chennai

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# RAMA OVERSEAS LTD.

Date: 10th February, 2023

Ref No: RAMA/AP/2023/FEBRUARY/01

Mr. Subrata Das  
Basantapur, Akshyanagar,  
South 24 Parganas,  
West Bengal - 743347

## Letter of Appointment

Madam,

This refers to subsequent interaction you had with us, we take the pleasure to appoint you as "Production Assistant" at our Tiljala Unit, with effect from **11th February, 2023**, on the following terms and conditions:

### 1. Reporting:

You will report to the Director and concerned Supervisor of the Organization.

### 2. Roles and Responsibilities:

You will work as **Production Assistant** at our Tiljala Unit. Your primary responsibility will be to follow the instructions of the concerned supervisor and Director of the Organization.

### 3. Confidentiality:

In the course of employment, by virtue of the position held by you, you may acquire knowledge regarding the Company tailor made processes, method of operation or any other information which are not in the public domain. Therefore, you shall not at any time thereafter, make available or accessible such confidential information to any other party directly or indirectly.

### 4. Tour and Travel:

You may be required to undertake travel for the work of the Organization as and when necessary. Organization can transfer you to another Unit or location as per the requirement.







# Health Point Hospitals

excellence in healthcare

Date: 01-OCTOBER-2023

To  
Mr. Subrata Adhikari  
GP Maitra Road ,Malancha  
Mahinagar, Kolkata-700145

**Sub: Appointment Letter**

Dear Mr. Subrata Adhikari,

We are pleased to appoint you as Accountant in our HEALTH POINT HOSPITAL as per the terms and conditions enumerated below:-

1. **Date of Joining:** Your date of joining of service is 01.10.2023
2. **Place of Posting:** Your initial posting will be in HEALTHPOINT, KOLAKTA. However, during employment with the Company you may be posted / transferred to any of the offices / Project of the Company existing or to reset any locations in India without any additional remuneration.
3. **Compensation:** Your present day compensation on a monthly basis will be as under:-

PARTICULARS	Rs.	Rs.
SALARY		₹ 15,000
Less: Statutory Deductions		
ESIC	₹ 113.00	
EPF	₹ 1080.00	
TAKE HOME SALARY		₹ 14,138.00

The Management views the compensation offered to you as extremely confidential matter & any leakage of the same shall be viewed as a serious breach of confidence at your level.

4. **Compensation Progression:** Future increase in your compensation and future prospects in the Company shall entirely depend on your efficiency, hard work, regular attendance, sincerity, good conduct, marketing skills, target achievements and such other relevant factors and Company's performance. Such increase in no case shall be automatic and/or a matter of right and will be mostly in the form of additional Performance Linked incentive.

5. **Medical Fitness & Verification Of Particulars:** Your appointment is subject to been medical fitness. The Management has the right to get you medically examined by any certified medical practitioner during the period of your service. In case you are found medically unfit to continue with the job, you will lose your lien on the job. In case particulars mentioned in your application are found false or unsatisfactory, your services would be liable for termination at any time without any notice or any compensation in lieu thereof.

**6. Duties And Responsibilities:**

1. The Company will expect you to work with a high standard of initiative, efficiency, and economy. You will perform, observe, and confirm to such duties, directions and instructions assigned or communicated to you by the company and those in authority over you.
2. You will devote your entire time to the work of the Company and will not undertake any direct indirect business or work honorary or with remuneration except with the written permission of the Management in each case. Contravention of this will lead to the termination of your service without any notice or any compensation in lieu of such notice.



# Health Point Hospitals

EXCELLENCE IN HEALTHCARE

You shall not seek membership of any local or public bodies without first obtaining written permission from the Management.

3. You shall neither divulge nor give out information to any un-authorized person during the period of your service or even afterwards by word of mouth or otherwise, particulars or details of our business processes, technical know, security arrangements, administrative and or organizational matters of a confidential/secret nature, may be your privilege to know by virtue of your being our employee.

4. You shall keep confidential all the information and material provided to you by the Company or by its clients concerning their affairs, in order to enable the Company to perform the service. This also includes such information as is already known to the public which also you will not release, use, or disclose except with the prior written permission of the Company. Your obligation to keep such information confidential shall remain even on termination or cancellation of this employment.

5. You will disclose to us forthwith any discovery, invention, process, or improvement made or discovered by you while in our service, and such discovery, invention, process, or improvement shall belong absolutely to and be the sole and absolute property of the Company. If and when required to do so by the Company, you shall at the Company's expense, take out or apply for the latter's Patent, Licenses or other rights, privileges or protection as may be directed by us in respect of any such discovery, invention, process or improvement so that the benefit thereof shall accrue to us and you will execute and do all instruments, acts, deeds and things, which may be required by us for assigning, transferring or otherwise vesting the same and all benefits arising in respect thereof in our favor or in favor of such other person persons, firms or companies, as we may direct as the sole beneficiary thereof.

6. You will not enter into any commitments or dealings on behalf of the Company for which you have no express authority nor alter or be a party to any alteration of any principle or policy of the Company or exceed the authority or discretion vested in you without the previous sanction of the Company or those in authority over you.

7. You will be responsible for the safe keeping and return in good condition and order of all the properties of the company that may be in your use, custody, care, or charge. For the loss of any property of the company in your possession, the company will have a right to assess on its own basis and recover the damages of all such materials from you and to take such other action as it deems proper in the event of your failure to account for such material or property to its satisfaction.

## **7. Termination of Permanent Service:**

a. You will initially be on probation for a period of 3 months, which may be extended or reduced at the sole discretion of the Management. During the period of probation, the appointment is terminable either by the Company or by you without any notice and without assigning any reasons whatsoever. On completion of initial probation period till such time that you are intimated in writing regarding your confirmation, you shall continue to be on probation.

b. **Notice Period:** In case of resignation your services can be terminated by giving 1 month notice. The appointment is terminable either by Company or by you with 30 days prior notice.

c. You will automatically retire from the service of the company on attaining the superannuating age of 60 years unless been told by the Company.

d. If you absent yourself without leave or remain absent beyond the period of leave originally granted or subsequently extended, you shall be considered as having voluntarily terminated your employment without giving any notice unless you:

- i. return to work within 8 days from the commencement of such absence and
- ii. give an explanation to the satisfaction of the Management regarding such absence.

e. Your services are liable to be terminated without any notice or salary in lieu thereof for misconduct, without being exhaustive and without prejudice to the general meaning of the term "misconduct" in the case of reasonable suspicion of misconduct disloyalty, commission of an act involving moral turpitude, any act in-discipline or inefficiency.



*Subrata*

**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**





# Health Point Hospitals

excellence in healthcare

## 8. General:

a. You may be selected and sponsored by the Company for familiarization training assignments with our Principals or any other institutions/organizations in India and/or abroad. You will diligently and beneficially take part in the training and such assignments. The cost of such training including the travel fare and related expenses will be borne by the Company subject to agreements to be drawn up and signed by the Company and you specifying minimum number of years you will serve the company after such training and providing for payment of liquidated damages for you to the company proportionate to the years of service remaining to be rendered in the event you voluntarily terminate the contract of service or this appointment, as the case may be, prior to the expiry of the agreed period of service referred to herein above.

b. You will be covered by the service rules and regulations including conduct, discipline, and administrative orders and any such other rules or orders of the Company that may come in force from time to time.

c. You shall be required to sign and abide by the Policy on Ethics which the Company has at this level and shall undertake to sign such declaration that the Policy may demand from time to time.

d. Your age mentioned in the Matriculation / Higher Secondary Certificate will be deemed to be the conclusive proof of your date of birth.

e. You will intimate in writing to the Management any change of address within a week from change of the same, failing which any communication sent on your last recorded address shall be deemed to have been served on you.

f. You will hand over the charge of letter of Authority or Power of Attorney issued to you or any property / material of the company in your possession at the time of cessation of your employment with the Company.

g. You may be placed under suspension pending enquiry into the charges of misconduct or otherwise. The salary for the suspension period will be paid to you only when you are found not guilty of any the charges for which you were suspended and not otherwise. The present designation is subject to change depending upon work assignment from time to time.

h. You are requested to submit the following documents, if not submitted the same earlier.

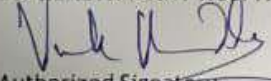
- Certificates in support of your educational/professional qualifications, experience, date of birth and other testimonials in original together with copies thereof.
- Two copies of your recent passport size photographs (preferably color).
- Relieving letter from your last employer in case you are/were employed.

Please sign a copy of this letter as a token of your acceptance of the terms and conditions embodied therein and return to the undersigned within 7 days from the date of issue.

We look forward to your joining our team for a long successful and pleasant association.

Thanking you,

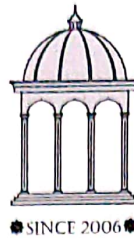
For HEALTH POINT HOSPITAL

  
Authorized Signatory





Principal  
Heramba Chandra College  
Kolkata-700 029



Date: 11th September, 2023

**Sudipta Sikder**  
JB Lane, Kasba, Kolkata.

Email id: cadet157563@gmail.com  
Phone No: +917439630510

**Sub: Offer of Appointment as "DP/MYP/PYP Spanish Teacher" at MIT Pune's Vishwashanti Gurukul an IB World School**

**Dear Mr. Sudipta,**

With reference to your application and subsequent interview with us, we are pleased to offer you an appointment at **MIT Pune's Vishwashanti Gurukul an IB World School** (hereinafter referred to as "the School") as **"DP/MYP/PYP Spanish Teacher"**. You are requested to join us on or before 25/09/23. Some other terms and conditions of the Offer of Appointment are as follows:

### **1. TENURE AND REMUNERATION**

Your appointment will be commencing from the date of your joining services at **MIT Pune's Vishwashanti Gurukul an IB World School** till 31.05.2025. An extension for further period or any part thereof, on mutually agreed terms can be agreed one month before the expiry of the contract. The first three months will be considered as Probation Period, your probation may extend depending on your performance.

You will be entitled for the following remuneration and benefits:

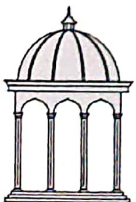
#### **A) Salary:**

You shall be paid a Gross Monthly Salary of INR 77,000/- (Indian Rupees Seventy seven Thousand Only)

Additional benefits are mentioned in Para 1(B)

#### **Benefit**

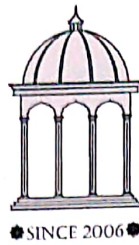
In addition to the above, you will be entitled to the following benefits:



*Handwritten signature*

**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**



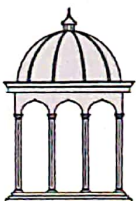


MIT PUNE'S  
**VISHWASHANTI  
GURUKUL**  
AN IB WORLD SCHOOL

- You will be eligible for 10 casual and 8 Medical after successful completion of three months of service.
- 2. You will be required to perform any other assignments/duties as and when required by the school management.
- 3. Applicable Indian Income Tax and all other taxes, wherever applicable, on the remuneration and benefits mentioned above and these will be deducted from the salary payable to you as per the existing laws.
- 4. Please sign the duplicate copy of the offer letter as your acceptance and submit the same within three days to the H.R. Department.
- 5. After accepting the offer if you later decide not to join, you will have to bear the cost of hiring, which will be one month's salary offered.
- 6. Three months' notice or salary in lieu thereof will be given (either party) in case of separation.

**Please note that this offer letter is conditional to you providing us the following documents within seven working days after receipt of this offer letter.**

1. Attested copy of all your educational certificates.
2. IB/IGCSE Certificates for attending workshop (if applicable)
3. Colour Passport Size Photographs
4. Copy of your Aadhar Card & PAN Card
5. Copy of your PAN Card
6. Copy of your Passport (if a passport holder)
7. Last 3 months' Salary Drawn Pay slips from current/last organization.
8. Copy of your Resignation and Acceptance from Current Employer
9. Relieving Letter or Service Certificate of last organization
10. Reference letters from two immediate superiors from last employment
11. Medical Test report or a fitness certificate from an authorized Medical Practitioner
12. A Police Verification Certificate stating that there is no police/legal case pending against you anywhere in the country
13. Marriage Certificate (if married)



VISHWASHANTI  
GURUKUL

An MIT, Pune Initiative

Rajbaug, Next to Hadapsar, Loni Kalbhor, Pune -412 201, India Tel.: +91 20 39210000 Fax : +91 20 39210500 email : info

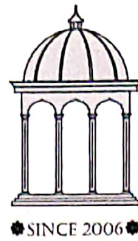


*Heramba Chandra*

**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**



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MIT PUNE'S  
**VISHWASHANTI  
GURUKUL**  
AN IB WORLD SCHOOL

You will have to submit above documents to the school immediately on joining, for verification.

You will be issued a detailed appointment letter on receipt of these documents, and on receiving a positive reference check.

I congratulate you on your successful interview and welcome you to **MIT Pune's Vishwashanti Gurukul an IB World School**

Yours Sincerely,

For **MIT Pune's Vishwashanti Gurukul**

**Mr. Arpit Sharma**

Vice Principal

For Candidate:

Accepted/Not Accepted

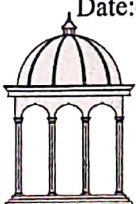
I have read and understood the contents of this letter and agree to abide by the same. I hereby confirm my date of Joining as \_\_\_\_\_.

Recipient's Signature:

Name (In Capital):- \_\_\_\_\_ Signature: \_\_\_\_\_

Date:- \_\_\_\_\_

Place:- \_\_\_\_\_



**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**

VISHWASHANTI  
GURUKUL

An MIT, Pune Initiative



# KCP PROFESSIONALS PRIVATE LIMITED.

(CIN NO: U72900WB1994PTC063096)

AMTALA SANGAM SUPER MARKET COMPLEX, BLOCK-D, GROUND FLOOR, P.O & P.S- BISHNUPUR, DIST- SOUTH 24 PARGANAS, PIN CODE: 743503, WEST BENGAL. (INDIA)

CONTACT NO: 033-24709 059

EMAIL: [kcpprofessionals@gmail.com](mailto:kcpprofessionals@gmail.com)

Ref. No: KCPP/C/02.

Date: 31/07/2023

## CERTIFICATE OF EXPERIENCE

This is to certify that **Shri. SUJAN KUMAR BHOWMICK** son of Shri. Kishori Bhowmick has worked as an ACCOUNTANT From **15/09/21 to 31/07/23** in our organization. During the above period Shri. SUJAN KUMAR BHOWMICK participated in performing the work with determination & sincerity. As we observed he was an active person and he could perform all his assigned tasks effectively. He has efficiency in **Accounts work** and has knowledge in **Income Tax , G.S.T & Tally**.

Besides, in our opinion, he was a motivated, professional, hardworking and innovative person. He contributed much to our organizational goals and targets. And his performance proved to be most effective in our organization.



For,  
KCP PROFESSIONALS PRIVATE LIMITED.

*[Signature]* 31/07/23.

(Authorized Signatory)

*[Signature]*

Principal  
Heramba Chandra College  
Kolkata-700 029

# KCP PROFESSIONALS PRIVATE LIMITED.

(CIN NO: U72900WB1994PTC063096)

AMTALA SANGAM SUPER MARKET COMPLEX, BLOCK-D, GROUND FLOOR, P.O & P.S- BISHNUPUR, DIST- SOUTH 24 PARGANAS, PIN CODE: 743503, WEST BENGAL. (INDIA)

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For,  
KCP PROFESSIONALS PRIVATE LIMITED.

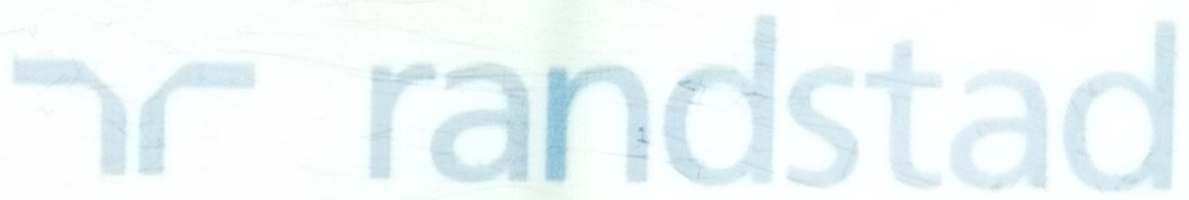
*[Signature]* 31/07/23.

(Authorized Signatory)

*[Signature]*

Principal  
Heramba Chandra College  
Kolkata-700 029





**SUMAN KUMAR ROY**

**Emp ID : 1600730**

**Blood Group : B +ve**

**Deputed At:**

**IFFCO - TOKIO**

**General Insurance Company**

*Chandra*

**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**

CLOUDHOUSE ANIMATION  
STUDIOS PVT. LTD.



B+

SUSMITA MALAKAR

ID : 0108229605

EMERG. PH. - 9477585753

Address : 2nd Floor, Victoria Park, Block G  
Sector V, Salt Lake, Kolkata - 700 091,

*Susmita*

Principal  
Heramba Chandra College  
Kolkata-700 029



Ref: 946876/2185704/Permt

MS. SUSMITA NARJINARY  
COLLEGE PARA ROADALIPURDUAR-1,  
ALIPURDUAR, WEST BENGAL-736122  
Phone No: 9679871724

## Subject - Offer of Appointment

Dear MS. SUSMITA NARJINARY,

It is our pleasure to welcome you to Tech Mahindra Limited.

1. With reference to our discussions, we are pleased to offer you appointment in our organization as **TEAM LEADER on U1 band**, operating out of our Noida office.
2. Your "Annual Total Cash Compensation" will be **Rs.396300**. Please refer **Annexure-A** for details on the compensation and statutory deductions.
3. Your remuneration package is strictly confidential between you and here after, referred as The Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.
4. Your employment with us will be governed by terms and conditions as specified in **Annexure-B**.
5. You are required to join on **24-Jan-2023** at the below mentioned location. The Offer stands withdrawn thereafter, unless the date is extended and communicated to you in writing.
6. On the date of joining, you are requested to report to **Ritul Ritika** at 9:30 AM to complete the joining formalities at Tech Mahindra Limited, [A-7, Sector-64, Noida UP-201301]. At the time of joining, you are expected to carry originals of the documents as per **Annexure - D** and submit the copies of the same to the HR Team.
7. Please note that this Offer is subject to your being given a clear background check either at the time of reporting/joining or thereafter depending upon our receipt of the background check report from the agency.
8. Kindly acknowledge acceptance of this Offer of Appointment by signing and returning the 'acceptance copy' to **Ritul Ritika** latest by **24-Jan-2023**.



More reviews to #lovetehtechM

Principal  
Heramba Chandra College  
Kolkata-700 029

Letter of Offer Inbox

Career · 10/26/2023

to me ▾



With reference to your subsequent discussion with us, we are pleased to offer you employment in Shree Ramdoot Group as **Executive - Front Desk**.

Your date of joining will be on or before  
**1st November, 2023**

Job Location: **HO, Kolkata**

A detailed appointment letter, outlining the break-up of your salary and terms and conditions shall be issued within 7 days from your joining.

You will be on probation for a period of 6 months from your DOJ.

Please bring along the below listed documents on the day of your joining. Both Original and photocopy should be carried.

(a) Date of birth proof certificate (Copy of Passport / Birth Certificate).

(b) Academic certificates up to



**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**

**Education Verification of Sweta Agarwal Ghosh Roll No: 005 - 432 - 0028 & Course Name: BACHELOR OF ARTS - (1606763)**

1 message

**Education Verification** <education.verification@securitas-india.com>

Mon, May 15, 2023 at 5:44 PM

To: office@herambachandracollege.ac.in, chakrabartinabanita@gmail.com, placementhcc@gmail.com, confirmtestimonialhcc@gmail.com

Cc: rohini.rajput@securitas-india.com, jai.yadav@securitas-india.com

**Note:- Please do not change subject line and reply to all.**

Dear Sir/Madam,

Greetings from – Securitas!!

We have been trying to reach you for ex-student's verification. However, no response has been received yet.

We request you take this forward and kindly verify the Sweta Agarwal Ghosh's details. kindly reply as earlier as possible with the verified details of the ex-student as the candidate's joining is on hold.

Thanks &amp; Regards

Background Verification Team

Securitas India

From: education.verification@securitas-india.com

Sent: 12 May 2023 05:40 PM

To: office@herambachandracollege.ac.in, chakrabartinabanita@gmail.com, placementhcc@gmail.com, confirmtestimonialhcc@gmail.com

Subject: Education Verification of Sweta Agarwal Ghosh Roll No: 005 - 432 - 0028 &amp; Course Name: BACHELOR OF ARTS - (1606763)

**Note:- Please do not change subject line and reply to all.**

To,

Dear Sir/Madam,


Heramba Chandra College, West Bengal

**Greeting from Securitas India!!!**

We are one of the leading Background Verification Company, helping organizations to secure their business by checking the antecedents of their employees.

Securitas India (Walsons Services) is Empaneled Background Verifier with NSR (National Skills Registry), extending expertise in pre and post-Employment Verification to our

We request your support to take forward this initiative by verifying the provided information at earliest.

  
**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**

Details	Candidate's' Input	Verification (Y/N)	Comments
Candidate Name	Sweta Agarwal Ghosh		
Institute Name	Heramba Chandra College, West Bengal		


Details	Candidate's' Input	Verification (Y/N)	Comments
University Name	University of Calcutta		
Course Name	BACHELOR OF ARTS		
Specialization			
Roll No/ Reg. No/ Seat No	Roll No. : 005 - 432 - 0028		
Year of Passing	2006		
Backlog ( Yes/No )	Please confirm		
Date Attend			
Mode Of Education (Distance/Regular	Please confirm		


Name	
Designation	
Contact Number	
Official Email-id	

We hereby assure that the details received from your end shall remain confidential and not used for any other purpose.

Thanking you in anticipation

Thanks & Regards  
Rohini Rajput EDU  
Mob- 8802820265  
Background Verification Team  
Securitas India  
E-Mail: [Education.verification@securitas-india.com](mailto:Education.verification@securitas-india.com)

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Principal  
Heramba Chandra College  
Kolkata-700 029





**MAHAVIR INSTITUTE OF  
EDUCATION AND RESEARCH**  
17/1, CANAL STREET, KOLKATA-700 014  
Ph.-7605080650 / 9147176800

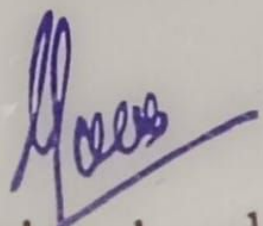
## **STAFF ID CARD**




Name : **Tania Adhikary**  
Designation : Assistant Teacher  
Mobile No. : 7980132826

### ***Residence Address :***

2/1, Dehi Serampore Road,  
Kolkata-700014

  
Principal

  
Principal  
Heramba Chandra College  
Kolkata-700 029

Ref: NIS372/2022-23

Date: 15<sup>th</sup> February 2023

To,  
Ms. Trisha Saha  
79, Srirampur Road, Garia,  
South Twenty Four, Parganas,  
West Bengal – 700 084.  
Contact Number: 08013660312

**Re: OFFER LETTER**

Dear Ms. Trisha,

With reference to your interest shown for an employment with our organization and the subsequent interviews and discussions you had with us on 9<sup>th</sup> February 2023, we are pleased to issue this letter of offer to you for the position of **Primary Teacher**.

This offer will be valid for acceptance for a period of ten days from the date of offer letter.

A detailed appointment letter will be issued to you at the time of joining. You are requested to submit photocopy of the following documents on or before **1<sup>st</sup> March 2023**. If all the required documents are not submitted by the above said date, then your service will be liable to be terminated without assigning any reason. In case, any information / document furnished is found to be not genuine or incorrect then your service will be automatically terminated with immediate effect.

Please carry your original documents for verification.

- Certificate of Educational Qualification
- 4 Passport Size Colour Photographs with white background.
- Relieving Letter or acknowledgement of resignation letter of Last & all Previous Organizations. (For experienced candidates only)
- Latest Salary Slip & Appointment Letter of Last Company. (For experienced candidates only)
- Residential address Proof (Ration card/electricity bill/rent agreement).
- Birth certificate / Pan Card (Proof of Age and Identity).
- Two References (Professional) along with address & contact details.
- Copy of Form 16 for the last 2 Financial Years. (For experienced candidates only)
- Fit to Join Certificate from Authorized M.D. Doctor or a Doctor from Nahar Medical Centre.
- Pan Card & Aadhar Card (one color copy and one black and white copy of each).
- Cancelled Cheque of Personal Saving Account.

The date of joining as confirmed by you is **1<sup>st</sup> March 2023**. This offer will automatically lapse in the event of not joining on the date agreed as mentioned above.

For Nahar International School

Authorized Signatory



**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**





**ELEGANT OPHTHALMICS**

**Appointment Letter**

**30.12.2023**

Dear

Mr. Victor Chhetri Thakuri  
10/47, Netaji Nagar,  
P.O. Regent Park, Kolkata 700040  
Phone No. 8017429303  
Email : victorthakuri002n@gmail.com

With reference to your application and subsequent interview with us, we are pleased to appoint you as Junior Accountant in our organization on the following terms and conditions.

Date of Joining: 02.01.2024

Salary: Your Annual Total Employment Cost to the company would be Rs. 84000.00 ( Rupees Eighty Four Thousand only ).

Place of work : Office Work.

Probation/Confirmation: You will be on a Probation period for the Six months. After confirmation you will get 07 days holidays in a calendar year except the forecasted holidays, at a time you can apply for the holiday maximum of 03 days.

After an year there will be a hike in your salary and it will be decided on the performance. Also you will get a yearly Bonus before the Durga Puja ( bonus is calculated 12 months basis ).

During the period of your employment with the Company, you will devote full time to the work of the Company. Further, you will not take up any other employment or assignment or any office, honorary or for any consideration, in cash or in kind or otherwise, without the prior written permission of the Company.

You will be required to maintain utmost secrecy in respect of Project documents, commercial offer, design documents, Project cost & Estimation, Technology, Software packages license, Company policies. You will be required to comply with all such rules and regulations as the Company may frame from time to time.

Any of our technical or other important information which might come into your possession during the continuance of your service with us shall not be disclosed, divulged or made public by you even thereafter.

*For Victor Thakuri*  
**ELEGANT OPHTHALMICS**  
39/2, NASKAR PARA  
BANSDRONI, KOLKATA-700 070

39/2, NASKAR PARA, BANSDRONI, KOLKATA - 700 070  
Mobile : 9831212290 / 7003237104 | e-mail : prodyutlo@hotmail.com, eleg

**Channel Partners : • EPSILON EYE CARE • MY VISION MEDICAL CORPORATION (OT Table**  
• MEDISTER Infection Control Systems - All kinds of Sterilisers & Consumables • MEDOVAT  
Training • TearRestore, FDA Approved, Patented Product • MADHU INSTRUMENTS, DELHI •

*Principal*  
**Principal**  
**Heramba Chandra College**  
Kolkata-700 029

Dear Zainab,

Congratulations !!!

It is our good pleasure to inform you that you have been selected for the post of "Talent Acquisition Associate". You are expected to join duty on 10th May 2023. Your reporting time will be from 8:00 pm.

You are appointed to the position of Talent Acquisition Associate and in this capacity your monthly remuneration will be 17000/- (Seventeen thousand Only) including professional tax and travel allowance.

According to the policy of Serene Info Solutions, employees are prohibited from discussing their salary or wage levels with other employees. Such information is confidential and may not be discussed in the workplace. Any employee violating this policy will be considered to have committed a breach of confidentiality and will be subject to disciplinary action, up to and possibly including termination of employment.

You will not divulge to any person or a corporate body , any confidential information or trade secret acquired as a result of your employment or in the course of your employment with us. You also ensure the protection of information, which may be provided to you during the course of your job either by the Management or by the client and would not use it for any personal benefit or any other purpose, which may be deemed as insider trading . Any disclosure of such information to third parties including other employees of the Company constitutes a breach of your employment and in any case you are found guilty of any such misconduct, then the Management will have full rights to initiate criminal and legal proceedings against you. Regular performance reviews will be done to assess your suitability.

According to the rules of the company you have to go through the process of Documentation and Orientation on 10th May 2023 at 8:00 p.m. You have to carry the originals and need to submit-

- 1) 3 passport size photographs along with the self attested photocopies of -
- 2) Voter ID card
- 3) Pan Card
- 4) Adhaar Card
- 5) Permanent & Current Address Proof
- 6) Last Qualification Certificate



@SereneInfoSolutions



info@sereneinfosolutions.in



www.sereneinfosolutions.com



033-4800-3412



**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**



7) All the documents of the previous company (Joining letter, release letter & last three months payslips)

Offer stands cancelled in case of any deviations in information or if

you fail to report us on 10th May 2023.

We look forward to an enduring relationship with us.

Thanks & Regards,

**Priyanka Barai | HR Executive**

**Contact No: +918420237694/033-4800-3412**

**Company Name: SERENE INFO SOLUTIONS.**

**Email ID: [hr@sereneinfosolutions.in](mailto:hr@sereneinfosolutions.in)**



**[www.sereneinfosolutions.com](http://www.sereneinfosolutions.com)**

A handwritten signature in black ink, appearing to read "P. Chandra", is positioned above the printed name of the Principal.

**Principal**  
**Heramba Chandra College**  
**Kolkata-700 029**

DONE ✓



RAKESH PRASAD  
20/08/22 13:12

# INDIGO CABIN CREW EMPLOYMENT AGREEMENT

AMONGST

Zoia Ali

AND

INTERGLOBE AVIATION LIMITED

August 18, 2022

*[Signature]*

Principal  
Heramba Chandra College  
Kolkata-700 029

Mohammad Ferdous Alam  
Kuwait on JULY 10<sup>th</sup>, 2023  
Ref: Ref: HR/JO/BK/NZ/21

Dear Mohammad,

On behalf of **Azadea Group Holding**, I am pleased to offer you employment with our group in Kuwait as **Junior Store Operation Specialist — Zara, Grade 5**, under the following terms and conditions:

<b>Employment Period:</b>	Two years (renewable).
<b>Start Date:</b>	To be determined jointly.
<b>Probation Period:</b>	100 days from start date.
<b>Work Month:</b>	208 hours per month.
<b>Basic Salary:</b>	KD 350 per month.
	As per company policy.
<b>Overtime (1):</b>	One month (currently equal to 26 working days) for every completed year of service.
<b>Annual Leave:</b>	As per Company policy.
<b>Air Ticket:</b>	As per company policy.
<b>Private Medical Insurance:</b>	As per Kuwait Labor Law.
<b>End of Service indemnity:</b>	As per company policy.
<b>Company Fringe Benefits:</b>	

This offer is subject to our securing on your behalf the necessary permits.

Should you choose to accept our offer, please sign and date a copy of this letter and return it to the HR Department within one week, informing us of your soonest possible joining date. This offer is not a contract, and you will be required to sign a formal employment contract on your first day at work.

"This offer of employment shall be valid for a period of 7 days commencing as of the date written above and it shall be considered as invalid and void if you do not accept it in writing and inform us of the same before the elapse of the said 7 days period."

I hope you accept to join our team, and I look forward to working with you.

Sincerely yours,

  
Bilal Khreiss  
Human Resources Manager- Kuwait

Mohammad Ferdous Alam      Date



# SGS INTERNATIONAL SCHOOL

FOUNDATION FOR FUTURE

Baruipur Canning Road  
Ramnagar Bazar, South Ramnagar  
Panchanantala, 24 Pgs (S), Pin - 743387



Name : **ADITY BANERJEE**  
Designation :  
Address : Uttar Madarat, Purba Para  
Baruipur Madarat,  
South 24 PGS,  
Pin: 743610  
Contact No. : 9330391520  
Date of Birth : 29/09/1996  
Guardian's Name : Jayanta Banerjee

Signature o

Principal  
Heramba Chandra College  
Kolkata-700 029



**Ms. Ananya Halder**  
Katlapara,  
Radhakantapur,  
Dist - South 24 Parganas,  
West Bengal-743354

## Letter of Incorporation

Dear Ms. Ananya Halder,

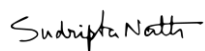
Greetings from **INVESMATE**!

With reference to your application and subsequent interview you had with us, we are pleased to offer you a **Full- Time job** title of **Junior Executive- Admin** at **INVESMATE**.

You have been incorporated with INVESMATE from **Tuesday, 29th August 2023**

With Regards,  
For INVESMATE EDTECH PVT LTD.

Accepted by



Sr. HR Lead-INVESMATE