28-Jan-2020

Dear Aashish Solanky,
B.Tech/B.E., Electronics and Communication Engineering
Tezpur University

Candidate ID – 13981327

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.401,986/-.** This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.23,986/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.455,880/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs. 24,880/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note
- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.,

Suresh Bethavandu
Global Head-Talent Acquisition
I have read the offer, understood and accept the above mentioned terms and conditions.

Signature : **Date:**

Cognizant

Annexure A

Name: Aashish Solanky **Designation:** Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10375	124,500
2	HRA @60% of basic*	6225	74,700
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7175	86,100
	Annual Gross Compensation		**355,500**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**378,000**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		18,000
	Gratuity		5,986
	Annual Total Remuneration		**401,986**

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group personal accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

Provident Fund Wages: For the purpose of computing contribution to Provident Fund, Pension Fund & EDLI Scheme, "Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout". Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser. ESI Eligible Wages Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter. Earned ESI Wages: Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month. ESI Contribution shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period

* **Flexible Benefit Plan**: Your Compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is pro-rated to the duration spent with Cognizant India for a calendar year and will be paid to you only if you are active on Cognizant's payroll on the day the incentive is paid.

*** **Language Premium:** This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be

paid out on the condition that you continue to use the foreign language skill as required by your role/project/account.

**** **Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same.

Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Login to https:\\onecognizant.cognizant.com->Total Rewards App for more details

Offer: Computer Consultancy
Ref: TCSL/CT20192751507/Kolkata
Date: 17/09/2019

Mr. Abhiroop Dutta
116a, Kmh, Tezpur University, Tezpur, Assam - 784028,
Tezpur University,
Tezpur-784028,
Assam.
Tel# -

Dear Abhiroop Dutta,

Sub: Letter of Offer

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

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

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

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

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

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Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY
You will be eligible for a basic salary of **₹10,200/-** per month.

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

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

1. **House Rent Allowance (HRA)**
   Your HRA will be **₹4,080/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

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

3. **Personal Allowance**
   You will be eligible for a monthly personal allowance of of **₹7,570/-** per month. This component is subject to review and may change as per TCSL's compensation policy.

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

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amount between the components as per your tax plan, once you join TCSL.

PERFORMANCE PAY

Monthly Performance Pay

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

Quarterly Variable Allowance

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

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

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

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

CITY ALLOWANCE

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

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

OTHER BENEFITS

Health Insurance Scheme

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

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HIS offers the following benefits:

1. **Basic Cover**
   i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

   ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

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

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

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

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

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

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

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

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RETIRALS

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

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

TERMS AND CONDITIONS

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

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

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

2. **Pre requisites for Joining**
   To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.

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3. Training Period

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

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

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

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

4. Working Hours

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

5. Mobility

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

6. Compensation Structure / Salary components

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

7. Increments and Promotions

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

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8. Alternative Occupation / Employment

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

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

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

11. Overseas International Assignment Agreement

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

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

12. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the

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said terms and conditions in case of deputation on international assignments.

13. TATA Code of Conduct

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

14. Notice Period

During your tenure with TCSL, either you or TCSL may terminate your traineeship / employment under this Agreement by providing 90 days written notice. The company reserves the right, to ask you to complete the notice period or adjust the earned vacation in lieu of entire or partial notice period. If your services, behaviour and/ or performance are not found satisfactory, TCSL may terminate your services by giving notice as mentioned herein above. No notice or payment in lieu thereof shall be applicable if your services are discontinued/terminated on account of any misconduct either during your traineeship period or upon completion of the traineeship period.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.

15. Retirement

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

16. Pre-employment Medical Certificate

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

17. Employment of Non Indian Citizens

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

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external

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background checks. Normally, such checks are completed within one month of joining.If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

19. Submission of Documents

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

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

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

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

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

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documents

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

20. TCS Xperience Program

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

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

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

21. Letter of Appointment

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

22. Rules and Regulations of the Company

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

23. Compliance to all clauses

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

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Withdrawal of Offer

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited



K Ganesan
Global Head Talent Acquisition & AIP

Click here or use a QR code scanner from your mobile to validate the offer letter

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

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GROSS SALARY SHEET **Annexure 1**

Name	**Abhiroop Dutta**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**School Of Engineering - Tezpur University - Assam**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	10,200	1,22,400
Bouquet Of Benefits #	13,000	1,56,000
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,224	14,688
Gratuity	490	5,887
Total of Annual Components & Retirals	1,715	28,475
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,875
Xplore/ Learning Incentive****		Upto 60,000

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

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

**The Performance Pay is applicable upon successful completion of the TCS Xplore Programme.

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

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	4,080	48,960
Leave Travel Assistance	850	10,200
Food Card	500	6,000
Personal Allowance	7,570	90,840
GROSS BOUQUET OF BENEFITS	13,000	1,56,000

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Building 1A, EcoSpace, Plot - IIF/12, New Town, Rajarhat, Kolkata-700156, West Bengal, India
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Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Annexure 2

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

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Annexure 3

Confidentiality and IP Terms and Conditions

Confidentiality and IP Terms and Conditions - Annexure 3:

1. **Confidential Information**

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

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

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

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

(d) Customer and prospective customer lists, and

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

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2. Associate's Obligations

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

3. Intellectual Property Rights

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

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

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

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

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

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

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9. Equitable Rights

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

10. General

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

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

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

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

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

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

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Cognizant

28-Jan-2020

Dear Abhishek Kumar,
B.Tech/B.E., Electronics and Communication Engineering
Tezpur University

Candidate ID – 13981318

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.401,986/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.23,986/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.455,880/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs. 24,880/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.,

Suresh Bethavandu
Global Head-Talent Acquisition
I have read the offer, understood and accept the above mentioned terms and conditions.

Signature : **Date:**

Cognizant

Annexure A

Name: Abhishek Kumar **Designation:** Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10375	124,500
2	HRA @60% of basic*	6225	74,700
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7175	86,100
	Annual Gross Compensation		**355,500**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**378,000**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		18,000
	Gratuity		5,986
	Annual Total Remuneration		**401,986**

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group personal accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

Provident Fund Wages: For the purpose of computing contribution to Provident Fund, Pension Fund & EDLI Scheme, "Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout". Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser. ESI Eligible Wages Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter. Earned ESI Wages: Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month. ESI Contribution shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period

* **Flexible Benefit Plan**: Your Compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is pro-rated to the duration spent with Cognizant India for a calendar year and will be paid to you only if you are active on Cognizant's payroll on the day the incentive is paid.

*** **Language Premium:** This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be

Cognizant

28-Jan-2020

Dear Abyartha Goswami,
B.Tech/B.E., Computer Science & Engineering
Tezpur University

Candidate ID – 13981315

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.401,986/-.** This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.23,986/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.455,880/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs. 24,880/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note
- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.,

Suresh Bethavandu
Global Head-Talent Acquisition
I have read the offer, understood and accept the above mentioned terms and conditions.

Signature : **Date:**

Cognizant

Annexure A

Name: Abyartha Goswami **Designation:** Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10375	124,500
2	HRA @60% of basic*	6225	74,700
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
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	Annual Gross Compensation		**355,500**
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	Annual Total Compensation		**378,000**
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	Gratuity		5,986
	Annual Total Remuneration		**401,986**

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group personal accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

Provident Fund Wages: For the purpose of computing contribution to Provident Fund, Pension Fund & EDLI Scheme, "Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout". Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser. ESI Eligible Wages Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter. Earned ESI Wages: Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month. ESI Contribution shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period

* **Flexible Benefit Plan**: Your Compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is pro-rated to the duration spent with Cognizant India for a calendar year and will be paid to you only if you are active on Cognizant's payroll on the day the incentive is paid.

*** **Language Premium:** This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be

paid out on the condition that you continue to use the foreign language skill as required by your role/project/account.

**** **Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same.

Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Login to https:\\onecognizant.cognizant.com->Total Rewards App for more details

NETENRICH

Date: 1st August 2020.

Dear Adirtha Borgohain,

Congratulations! , Welcome Aboard.

We are pleased to extend an offer with our company as "**Analyst**", subject to your acceptance and compliance with the terms and conditions of employment of our Service Agreement*.
Your CTC will be **Rs. 6, 50,000/- only (Rupees Six Lakhs and Fifty Thousand Only)** per annum.

Please note that we will give your detailed appointment letter after you join us. The below break-up is only for reference and the actuals would change as per statutory, other deductions.

Performance bonus will be paid as per the company's policy. The performance bonus payout will depend on individual and company performance in the year. The performance bonus payout will be done in accordance with the terms of variable performance pay policy of NetEnrich.

Provident Fund (PF - Employer, Employee contribution), ESI would be deducted as per statutory if applicable, the above given details of break-up would change accordingly. Any other statutory deductions mentioned/not mentioned in this letter will be deducted as per the enactments from time to time with intimation.

Please confirm the acceptance of offer by 01/08/2020 (1st August 2020), where in the offer does not hold good if we do not receive the acceptance e-mail for the above mentioned date. You are requested to join us at the earliest but not later than 03/08/2020 (3rd August 2020) at 11:00 AM.

Please send the duly filled Employee Information Form along with acceptance.

Work Location: Bangalore / WFH till pandemic.

Kindly keep us posted if any change in the joining date.

NETENRICH

Deferred Annual Benefits:

1. Gratuity is paid as per the extant Indian regulation.
2. Paid leave will be applicable as per current policy of the company
3. Medical hospitalization insurance for Rs 3 Lakh (Family), accidental insurance for Rs 25 Lakhs (For Self) is covered as per the policy.
4. The family shall comprise of the insured employee, his/her legally wedded spouse, first 2 living dependent children up to age of 21 years and dependent parents only.

Please forward / mail the Scanned copies (only PDF format) of the following documents, filled in forms within 7 days.

1. Resignation acceptance, Relieving, Experience letters issued by your previous employers.
2. Passport size photograph (White background), Passport, PAN Card, Aadhaar etc.
3. Study certificates.
4. Technical certifications (if any).

Please carry hard copies (Originals & one set Xerox) of the following documents with you on your date of joining:

1. 4 Color photographs with White background.
2. Appointment letters, Relieving letter/letters from all the previous employer/employer's.
3. Last 3 month's salary slips from previous employer.
4. Passport, Aadhaar, Pan, Address & Study certificates.

Please Note: Joining formalities will be initiated ONLY after verification of original certificates/documents. Please carry the same without fail. "

This offer is subject to the verification of information provided/submitted by you and a satisfactory reference check and the company is at its sole discretion to decide the authenticity of documents & outcome of verification.

Yours Sincerely,
For Netenrich Technologies Pvt. Ltd



Surya Madhavi Pendyala
Director - HR Operations | Mob.: +91 90000 63184
Office : 040 42409007 | Web: www.netenrich.com.
Please consider the environment before printing this.

Cognizant

28-Jan-2020

Dear Aditi Singh,
B.Tech/B.E., Mechanical Engineering
Tezpur University

Candidate ID – 13981322

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.401,986/-.** This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.23,986/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.455,880/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs. 24,880/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note
- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.,

Suresh Bethavandu
Global Head-Talent Acquisition
I have read the offer, understood and accept the above mentioned terms and conditions.

Signature : **Date:**

Cognizant

Annexure A

Name: Aditi Singh **Designation:** Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10375	124,500
2	HRA @60% of basic*	6225	74,700
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7175	86,100
	Annual Gross Compensation		**355,500**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**378,000**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		18,000
	Gratuity		5,986
	Annual Total Remuneration		**401,986**

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group personal accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

Provident Fund Wages: For the purpose of computing contribution to Provident Fund, Pension Fund & EDLI Scheme, "Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout". Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser. ESI Eligible Wages Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter. Earned ESI Wages: Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month. ESI Contribution shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period

* **Flexible Benefit Plan**: Your Compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is pro-rated to the duration spent with Cognizant India for a calendar year and will be paid to you only if you are active on Cognizant's payroll on the day the incentive is paid.

*** **Language Premium:** This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be

paid out on the condition that you continue to use the foreign language skill as required by your role/project/account.

**** **Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same.

Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Login to https:\\onecognizant.cognizant.com->Total Rewards App for more details

SureClaim

Date: 15th November 2019

Email: aishwaryalath1234@gmail.com

Phone: +91 9401991092

Dear **Aishwarya Lath,**

Subject: Internship Offer

Congratulations!

We are pleased to extend to you an offer of temporary employment as an Intern in the position of **'Tech Intern-Machine Learning'**.

If you accept this offer, you will begin your internship with the Company on the **6th of January 2020**.

You will be paid a stipend of **Rs. 15,000/- (Rupees Fifteen Thousand Only)** per month, less all applicable taxes and withholdings, payable.

As an intern you will be receive "temporary employment" status. As a temporary employee, you will not receive any of the employee benefits that regular Company employees receive, including, but not limited to, health insurance, vacation or sick pay or paid holidays or participation in the company's Provident Fund or Gratuity scheme.

Your internship is expected to end on the **30th of June 2020.** However, your internship with the Company is "at-will," which means that either you or the Company may terminate your internship at any time, with or without cause and with or without notice.

During your employment, you may have access to trade secrets and confidential business information belonging to the Company. By accepting this offer of employment, you acknowledge that you must keep all of this information strictly confidential, and refrain from using it for your own purposes or from disclosing it to anyone outside the Company. In addition, you agree that, upon conclusion of your employment, you will immediately return to the Company all of its property, equipment, and documents, including electronically stored information.

By accepting this offer, you agree that throughout your internship, you will observe all policies and practices governing the conduct of our business and employees, including our policies prohibiting discrimination and harassment. This letter sets forth the complete offer we are extending to you, and supersedes and replaces any prior inconsistent statements or discussions. It may be changed only by a subsequent written agreement.

Scanned by CamScanner

SureClaim

I hope that your association with the Company will be successful and rewarding. Please indicate your acceptance of this offer by signing below and returning it to hr@sureclaim.in

Yours sincerely,

Anuj Jindal
CEO & Co-Founder

I accept employment with the Company on the terms and conditions set out in this letter.

Printed Name Aishwarya Lath Signature Aishwarya Lath Date 18-11-19

Scanned by CamScanner

SureClaim

Rs 5 LPA
BTech CSE
Job

Date: 30th Jun 2020

Email : aishwaryalath1234@gmail.com

Phone: +91 9401991092

Dear **Aishwarya Lath,**

Subject: Appointment as Machine Learning Developer

Congratulations! You have been selected to join SureClaim, a brand of SureServe Techsoft Pvt. Ltd.

Further to our discussions, you are being offered the position of **'Machine Learning Developer'**.

Your joining date is on the **1st of July 2020**. A notice period of 30 days shall be applicable on you and on SureClaim in case either party wish to end the services.

Please read through the Employee Policy for successful association with SureClaim.

We look forward to an enduring and mutually enriching relationship.

Yours sincerely,

SURESERVE TECHSOFT BANGALORE

HR Department

APPOINTMENT LETTER

To,

Miss Akangsha Bhagawati

We have pleasure in appointing you as Junior Biology Faculty in our organization, effective from 15/06/2020 on the following terms and conditions:

1. **Salary**
   Your remunerations will be Rs.37500/- per month along with travel expenses for traveling outstation in presentation of bills. Salary revisions are discretionary and will be subject to, and on the basis of, effective performance and results till March '2021. Henceforth, the new pattern will be discussed with you at the Annual General Meeting at the last week of March 2021.

2. **Posting & Transfer**
   Your initial posting will be at Guwahati but you will be located either at Barpeta or Dibrugarh or Sibsagar. You cannot deny for travelling in due time.

3. **Confidentiality**

   You will not, at any time, during the employment or after, without the consent of the Managing 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.

4. **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.

5. **Responsibilities & Duties**
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. You will always be alive to responsibilities and duties attached to your office and conduct yourself accordingly. You must effectively perform to ensure results. The normal timing of your services will be of 8 hours duration either in a continuous or a discontinuous manner.

6. **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.

7. **Termination of employment**
During the probationary period and any extension thereof, your services may be terminated on either side by giving one month's notice or salary in lieu thereof. However, on confirmation the services can be terminated from either side by giving **two months** (60 days) notice or salary in lieu thereof as decided by the Managing Director.

Upon termination of employment, you will immediately hand over to the Company all correspondence, specifications, formulae, books, documents, market data, cost data, drawings, affects or records belonging to the Company or relating to its business and shall not retain or make copies of these items.

Upon termination of employment, you will also return all company property, which may be in your possession.

8. **Medical Fitness and Leaves**
This appointment is subject to your being, and remaining, medically fit. You will be accommodated a total of 12(per month only 1) casual paid leaves in a year.

Please confirm your acceptance of the appointment on the above terms and conditions by signing and returning this letter for our records. This appointment letter is of 2 years of bond and if you wish to break the bond then you have to pay a 2 month's salary in post dated cheque which will be taken from you since your day of inception at Spectrum Eduventures.

Yours faithfully,

Avishek Barooah

For **Spectrum Eduventures,**

I have read the terms and conditions of this letter of appointment and confirm my acceptance of the same.

Miss Akangsha Bhagawati
(Signature and Date)

Cognizant

28-Jan-2020

Dear Akangsha Deka,
B.Tech/B.E., Mechanical Engineering
Tezpur University

Candidate ID – 13981323

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.401,986/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.23,986/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.455,880/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs. 24,880/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.,

Suresh Bethavandu
Global Head-Talent Acquisition
I have read the offer, understood and accept the above mentioned terms and conditions.

Signature : **Date:**

Cognizant

Annexure A

Name: Akangsha Deka **Designation:** Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10375	124,500
2	HRA @60% of basic*	6225	74,700
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
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	Gratuity		5,986
	Annual Total Remuneration		**401,986**

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group personal accident Insurance coverage
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- Employees' compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

Provident Fund Wages: For the purpose of computing contribution to Provident Fund, Pension Fund & EDLI Scheme, "Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout". Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser. ESI Eligible Wages Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter. Earned ESI Wages: Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month. ESI Contribution shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period

* **Flexible Benefit Plan**: Your Compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is pro-rated to the duration spent with Cognizant India for a calendar year and will be paid to you only if you are active on Cognizant's payroll on the day the incentive is paid.

*** **Language Premium:** This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be

ऑयल इंडिया लिमिटेड
(भारत सरकार का उद्यम)पंजीकृत कार्यालय : दुलियाजान, आसाम
Oil India Limited
(A Govt. of India Enterprise) Registered office : Duliajan, Assam

कार्मिक विभाग, दुलियाजान
PERSONNEL DEPARTMENT
DULIAJAN-786602
Phone:0374-2800543
Fax:0474-2801800
e-mail:pers@oilindia.in

08.06.2020

Deputy Director,
Training and Placement Cell
Tezpur University
Assam

Sub: **Campus Interview (Mechanical Engineering):**
Recruitment of Senior Officers/Engineers on Probation

Sir,

The following candidate is provisionally selected subject to fulfilling the following conditions:

(i) scoring overall minimum 65% and above marks in Bachelors of Mechanical Engineering,

(ii) declared medically fit by the OIL's Medical Board &

(iii) verification of documents with the originals and found correct from our end at the time of joining:

- ***Shri Akshay Buragohain***

Yours faithfully,
OIL INDIA LIMITED

8/6/20

(SP Deka), CGM (Projects) (I/C),
Chairman, Selection Committee

8/6/2020

(Rajeev Baruah), CGM (HR),
Convener, Selection Committee

Offer: Computer Consultancy
Ref: TCSL/DT20195577288/Kolkata
Date: 12/09/2019

Mr. Aman Verma
In Front Of Barel Police Chauki,
Lakhperabagh,
Barabanki-225001,
Uttar Pradesh.
Tel# 91-7635850821

Dear Aman Verma,

Sub: Letter of Offer

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

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

Your gross salary including all benefits will be **₹3,53,569/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

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

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Building 1A, EcoSpace, Plot - IIF/12, New Town, Rajarhat, Kolkata-700156, West Bengal, India
Tel: 91 33 6688 1000 Fax: 91 33 6636 6001 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY
You will be eligible for a basic salary of ₹**11,000/-** per month.

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

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

1. **House Rent Allowance (HRA)**
   Your HRA will be ₹**4,400/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

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

3. **Personal Allowance**
   You will be eligible for a monthly personal allowance of of ₹**7,640/-** per month. This component is subject to review and may change as per TCSL's compensation policy.

4. **Food Card**
   You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias.As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹**500/-**

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being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

PERFORMANCE PAY

Monthly Performance Pay

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

Quarterly Variable Allowance

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

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

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

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

CITY ALLOWANCE

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

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

OTHER BENEFITS

Health Insurance Scheme

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

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

HIS offers the following benefits:

1. **Basic Cover**
   i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

   ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

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

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

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

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

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

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

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

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RETIRALS

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

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

TERMS AND CONDITIONS

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

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

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

2. **Pre requisites for Joining**
   To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.

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3. Training Period

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

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

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

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

4. Working Hours

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

5. Mobility

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

6. Compensation Structure / Salary components

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

7. Increments and Promotions

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

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a

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

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

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

11. Overseas International Assignment Agreement

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

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

12. Terms and Conditions

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

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13. TATA Code of Conduct

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

14. Notice Period

During your tenure with TCSL, either you or TCSL may terminate your traineeship / employment under this Agreement by providing 90 days written notice. The company reserves the right, to ask you to complete the notice period or adjust the earned vacation in lieu of entire or partial notice period. If your services, behaviour and/ or performance are not found satisfactory, TCSL may terminate your services by giving notice as mentioned herein above. No notice or payment in lieu thereof shall be applicable if your services are discontinued/terminated on account of any misconduct either during your traineeship period or upon completion of the traineeship period.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.

15. Retirement

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

16. Pre-employment Medical Certificate

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

17. Employment of Non Indian Citizens

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

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining.If the background check reveals unfavourable results, you will be liable to disciplinary action

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including termination of traineeship/service without notice.

19. Submission of Documents

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

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

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

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

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

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

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*NSR E-Card

20. TCS Xperience Program

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

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

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

21. Letter of Appointment

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

22. Rules and Regulations of the Company

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

23. Compliance to all clauses

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

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited



K Ganesan
Global Head Talent Acquisition & AIP

Click here or use a QR code scanner from your mobile to validate the offer letter

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

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GROSS SALARY SHEET **Annexure 1**

Name	**Aman Verma**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Tezpur University**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	11,000	1,32,000
Bouquet Of Benefits #	13,457	1,61,480
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,320	15,840
Gratuity	529	6,349
Total of Annual Components & Retirals	1,849	30,089
TOTAL GROSS	28,806	3,53,569
Xplore/ Learning Incentive****		Upto 60,000

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

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

**The Performance Pay is applicable upon successful completion of the TCS Xplore Programme.

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

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	4,400	52,800
Leave Travel Assistance	917	11,000
Food Card	500	6,000
Personal Allowance	7,640	91,680
GROSS BOUQUET OF BENEFITS	13,457	1,61,480

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Annexure 2

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

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Annexure 3

Confidentiality and IP Terms and Conditions

Confidentiality and IP Terms and Conditions - Annexure 3:

1. **Confidential Information**

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

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

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

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

(d) Customer and prospective customer lists, and

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

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2. Associate's Obligations

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

3. Intellectual Property Rights

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

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

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

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

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

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

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9. Equitable Rights

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

10. General

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

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

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

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

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

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

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Work with Rivi as a Software Engineering Intern



Rivi Ventures Pvt. Ltd.

CIN: U63031DL2017PTC323744

B-113, Lajpat Nagar-1, New Delhi 110024 | email: hr@rivi.co | website: www.rivi.co

CONFIDENTIAL

APPOINTMENT LETTER (INTERNSHIP)

Amarjeet Sarma
Tezpur University, NA-PAAM, Na-Pam Gaon,
Sonitpur, Napaam, Assam - 784028

November 22, 2019

Dear Amarjeet,

We are pleased to offer you the internship for the role of **Software Engineering** at Rivi Ventures Private Limited (henceforth referred to as the Company) at its office in Church Street, Bangalore with effect from **January 2, 2020** for a period of 6 months until **June 30, 2020**.

Your monthly stipend will be **INR 21,000/-**

Please note the terms of this arrangement:

a. On joining the Company, you are required to comply with the Company's policies, values and obligations. It also requires you to abide by the Management Systems and Culture defined by the Company members.

b. All ownership and usage rights of any work completed under the internship by you will remain with Rivi Ventures Pvt. Ltd. only.

c. Upon the expiry or termination of this Agreement, you will return any property, documentation, computer programs, files, records, or Confidential Information which is the Company's property or dispose of the same as per the instructions.

d. You will fully abide by the Non-Disclosure Agreement.

Please convey your acceptance of this appointment letter, and the terms and conditions thereto, by returning the enclosed copy duly signed.

If you have questions on any of the above terms, please feel free to contact us at hr@rivi.co

We wish you a successful career working with Rivi!

Sincerely,

Mayank Makkar
Founder
Rivi Ventures Private Limited

_____
Signature

Cognizant

28-Jan-2020

Dear Ananya Borkotoky,
M.Tech./M.E., Electronics Design and Technology
Tezpur University

Candidate ID – 13981320

MTech ELDT (ECE) 2020 batch

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.401,986/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.23,986/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.455,880/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs. 24,880/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.,

Suresh Bethavandu
Global Head-Talent Acquisition
I have read the offer, understood and accept the above mentioned terms and conditions.

Signature : **Date:**

Cognizant

Annexure A

Name: Ananya Borkotoky **Designation:** Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10375	124,500
2	HRA @60% of basic*	6225	74,700
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7175	86,100
	Annual Gross Compensation		**355,500**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**378,000**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		18,000
	Gratuity		5,986
	Annual Total Remuneration		**401,986**

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group personal accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

Provident Fund Wages: For the purpose of computing contribution to Provident Fund, Pension Fund & EDLI Scheme, "Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout". Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser. ESI Eligible Wages Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter. Earned ESI Wages: Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month. ESI Contribution shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period

* **Flexible Benefit Plan**: Your Compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication**: Incentive amount may be higher, lower or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is pro-rated to the duration spent with Cognizant India for a calendar year and will be paid to you only if you are active on Cognizant's payroll on the day the incentive is paid.

*** **Language Premium:** This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be

Offer: Computer Consultancy
Ref: TCSL/CT20192757333/Kolkata
Date: 12/09/2019

Ms. Ankita Agarwala
D/O Ram Kumar Agarwala,Ward No. 1, Koroitee Gaon,BokakhatAgratoli Road,
Opposite To Hanuman Mandir,
Bokakhat-785612,
Assam.
Tel# 91-9854048477

Dear Ankita Agarwala,

Sub: Letter of Offer

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

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

Your gross salary including all benefits will be **₹3,53,569/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

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

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

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Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

COMPENSATION AND BENEFITS

BASIC SALARY
You will be eligible for a basic salary of ₹**11,000/-** per month.

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

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

1. **House Rent Allowance (HRA)**
   Your HRA will be ₹**4,400/-** per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

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

3. **Personal Allowance**
   You will be eligible for a monthly personal allowance of of ₹**7,640/-** per month. This component is subject to review and may change as per TCSL's compensation policy.

4. **Food Card**
   You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias.As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹**500/-**

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being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

PERFORMANCE PAY

Monthly Performance Pay

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

Quarterly Variable Allowance

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

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

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

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

CITY ALLOWANCE

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

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

OTHER BENEFITS

Health Insurance Scheme

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

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HIS offers the following benefits:

1. **Basic Cover**
   i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

   ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

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

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

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

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

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

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

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

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RETIRALS

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

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

TERMS AND CONDITIONS

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

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

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

2. **Pre requisites for Joining**
   To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.

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3. Training Period

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

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

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

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

4. Working Hours

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

5. Mobility

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

6. Compensation Structure / Salary components

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

7. Increments and Promotions

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

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a

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

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

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

11. Overseas International Assignment Agreement

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

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

12. Terms and Conditions

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

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13. TATA Code of Conduct

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

14. Notice Period

During your tenure with TCSL, either you or TCSL may terminate your traineeship / employment under this Agreement by providing 90 days written notice. The company reserves the right, to ask you to complete the notice period or adjust the earned vacation in lieu of entire or partial notice period. If your services, behaviour and/ or performance are not found satisfactory, TCSL may terminate your services by giving notice as mentioned herein above. No notice or payment in lieu thereof shall be applicable if your services are discontinued/terminated on account of any misconduct either during your traineeship period or upon completion of the traineeship period.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.

15. Retirement

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

16. Pre-employment Medical Certificate

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

17. Employment of Non Indian Citizens

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

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining.If the background check reveals unfavourable results, you will be liable to disciplinary action

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including termination of traineeship/service without notice.

19. Submission of Documents

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

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

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

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

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

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

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*NSR E-Card

20. TCS Xperience Program

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

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

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

21. Letter of Appointment

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

22. Rules and Regulations of the Company

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

23. Compliance to all clauses

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

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited



K Ganesan
Global Head Talent Acquisition & AIP

Click here or use a QR code scanner from your mobile to validate the offer letter

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

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GROSS SALARY SHEET **Annexure 1**

Name	**Ankita Agarwala**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**School Of Engineering - Tezpur University - Assam**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	11,000	1,32,000
Bouquet Of Benefits #	13,457	1,61,480
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,320	15,840
Gratuity	529	6,349
Total of Annual Components & Retirals	1,849	30,089
TOTAL GROSS	28,806	3,53,569
Xplore/ Learning Incentive****		Upto 60,000

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

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

**The Performance Pay is applicable upon successful completion of the TCS Xplore Programme.

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

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	4,400	52,800
Leave Travel Assistance	917	11,000
Food Card	500	6,000
Personal Allowance	7,640	91,680
GROSS BOUQUET OF BENEFITS	13,457	1,61,480

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Building 1A, EcoSpace, Plot - IIF/12, New Town, Rajarhat, Kolkata-700156, West Bengal, India
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Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Annexure 2

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

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Annexure 3

Confidentiality and IP Terms and Conditions

Confidentiality and IP Terms and Conditions - Annexure 3:

1. **Confidential Information**

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

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

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

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

(d) Customer and prospective customer lists, and

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

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2. Associate's Obligations

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

3. Intellectual Property Rights

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

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

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

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

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

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

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9. Equitable Rights

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

10. General

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

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

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

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

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

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

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software AG
Freedom as a Service

5th & 6th Floor, 2A East Tower, Embassy Tech Village - SEZ
(Formerly Known as Vrindavan Tech Village)
Marathahalli Outer Ring Road, Devarabisanahalli
Bengaluru 560103, India.
Phone: +91 80 4640 5000 Fax: +91 80 4640 5010
www.softwareag.com
CIN#: U72200KA2004FTC034618

Software AG Bangalore Technologies Private Limited

Professional Services Agreement (Software AG Receives)

Effective Date: 1st July 2020

This **PROFESSIONAL SERVICES AGREEMENT** (together with all referenced attachments, the "**Agreement**") is entered into on the Effective Date by and between the following parties:

Software AG Bangalore Technologies Pvt. Ltd 5th & 6th Floor, 2A East Tower Embassy Tech Village - Special Economic Zone Marathahalli outer ring road Devarabisanahalli Varthur Hobli, Bangalore - 560103 **Referred to as "Software AG, Bangalore"**	**Mr. Anshuman Saikia** Dhekiakhowa Goan, Jorhat, Assam, Jorhat - District, Assam - 785700 **Referred to as "Contractor"**

The parties have agreed that the services will be governed by the terms and conditions of this Agreement.

AGREEMENT OF THE PARTIES

1. Scope. This Agreement is made with the Contractor, as an independent contractor and not as an employee of Software AG, Bangalore. Software AG, Bangalore hereby retains Contractor to perform the services set forth in the attached Work Order contained in Exhibit A, which is incorporated herein. Such work will be performed subject to the supervision and direction of a project manager specified therein.

2. Term. The Term of this Agreement is from **1st Jul 2020 to 31st Dec** 2020. The Term of this Agreement and attendant Work Orders may be extended or modified only by the mutual written agreement of the parties. Software AG, Bangalore may terminate this agreement if the contractor cannot, in Software AG, Bangalore's opinion adequately perform the Services.

3. Fees. Fees for Contractor's services and deliverables are set forth in the Work Order and payments.

4. Payment. The Contractor will provide services from Monday through Friday and the total working hours would be forty (40) hours per week. The work timings will be as agreed. A monthly payment for the specified services in the attached Work Order will be made by the end of each month.

5. Paid Time Off. In case of need, you can take upto 12 days of "Paid Time Off' per annum i.e. 1 day per month.

6. Changes to Work Order. Additions or modifications to the services provided under a Work Order may be made by the completion of an amended Work Order (Exhibit A) that will be mutually agreed upon by the parties. Either party may submit to the other party a written recommendation for

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Software AG Bangalore Technologies Private Limited

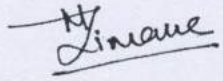
16. Severability.

Any invalidity, in whole or in part, of any provision of this Agreement will not affect the validity of any other of its provisions.

17. General Provisions.

This Agreement will be governed by and construed according to the laws of India and both parties submit to the non-exclusive jurisdiction of Courts of India and Courts entitled to hear appeals there from. No waiver by Software AG, Bangalore of any default by Contractor will in any way prejudice Software AG, Bangalore with respect to any subsequent default by Contractor hereunder (whether or not similar). This Agreement represents the entire understanding of the parties with respect to the business described herein, and no further amendment or modification will be effective unless in writing and signed by all parties hereto.

EXECUTED BY THE PARTIES by their duly authorized officials as of the Effective Date.

Software AG Bangalore Technologies Pvt. Ltd	
Signature:	
Print Name:	**Monarch Limaye**
Title:	**Senior Director – HR India**

Mr. Anshuman Saikia	
Signature:	
Print Name:	Anshuman Saikia
Title:	Consultant – R&D

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Software AG Bangalore Technologies Private Limited

EXHIBIT A

WORK ORDER

This document represents a STATEMENT OF WORK between Software AG Bangalore Technologies Pvt. Ltd ("Software AG, Bangalore") and **Anshuman Saikia** ("Contractor"). This agreement (the "Agreement") sets forth the specifications for the deliverables, the tasks and responsibilities, and the schedule for the services provided hereunder.

Title:	Consultant – R&D	**Order Date:**	1st July 2020
Contractor's Name:	Anshuman Saikia	**Change Order Number:**	n/a
Project Number/ID (if applicable):	n/a	**Software AG, Bangalore' Project Manager/Contact:**	**Thanikachalam Subramanian**
Contractor's Project Manager/Contact:	n/a	**Software AG, Bangalore' Purchase Order Number (if any):**	n/a
Contractor's Designated Billing Contact:	n/a	**Executive Sponsor (if any):**	Padma Reddy

SCOPE OF SERVICES

- R&D - Development and Testing

FEES

Software AG, Bangalore agrees to pay Contractor for services at the following rate(s):

Start Date	1st July 2020
Completion Date	31st December 2020
Rate	INR 22500/- Gross per month
Other Terms	Notice Period – 1 Month (For both the parties)

EXECUTED BY THE PARTIES by their respective authorized representatives effective as of the Order Date.

Software AG Bangalore Technologies Pvt. Ltd	
Signature:	
Print Name:	Monarch Limaye
Title:	Senior Director- HR India

Mr. Anshuman Saikia	
Signature:	
Print Name:	**Anshuman Saikia**
Title:	**Consultant – R&D**

Teach For India 2020 Fellowship Commitment Form

1. Commitment to Educational Equity and Teach For India

a. I understand that as a Teach For India Fellow I **have made a commitment to ensure my students receive an excellent education**. I understand that to achieve this I must **fully engage in the training and development program** offered by Teach For India for the entire duration of the Fellowship – from May/June 2020 to June 2022. I understand that this commitment includes but is not limited to:

- Attending the 5-week residential training Institute prior to teaching in my classroom
- Attending all scheduled training and development sessions run by my manager and city team
- Attending the mid-year retreat run by my city
- Attending City Conferences and End of Year Retreat

b. I understand that by signing this form I am making a commitment to **a school and class of students in my placement city, to teach full-time for two years** from May/June 2020 to June 2022. I understand that this commitment includes but is not limited to:

1. Committing to the safety of children: Teaching and behaving in accordance with Teach For India's Child Protection Policy, Fellow Code of Conduct, Communication policy, Field Trip Policy at all times; inside and outside the classroom
2. Committing to ensuring the required instructional hours: Teaching in the area, school, grade, and subject as allocated by Teach For India and maintaining expected instructional hours
3. Committing to showing up prepared: Having a written plan for each lesson I am scheduled to teach, based on the curriculum used and preparing for all other required activities
4. Committing to attend all essential development opportunities: Attending, on time, all scheduled school days and other essential development opportunities
5. Committing to abide by the expectations of the placement school: Following all other expectations and procedures including administrative work and dress code, set by my school
6. Committing to ensuring integrity and accuracy of student data: Marking students' work on regular basis; ensuring integrity and accuracy of all data submitted
7. Committing to respectful and responsive interaction with all stakeholders: Treating all stakeholders with respect and responding in a timely manner
8. Teaching in the English language

2. Monthly Compensation

I understand that my monthly compensation will be INR 20,412 (gross) for the duration of the Fellowship.
(**This may vary depending on the sabbatical/corporate sponsorship offer of your company.** In case you are eligible and are applying for the sabbatical partnership from your organisation, this monthly compensation of INR 20412 from Teach For India will be null and void. You will then be entitled to compensation based on your agreement with your parent organisation).

3. Conditions of Offer

a. I understand that if I do not meet the commitments outlined in point 1 parts a and b at any point of the two-year Fellowship, the **offered place on the 2020 Fellowship may be withdrawn**.

b. I understand that Teach For India will be contacting the referees I provide as well as confirming my educational qualifications and/or employment history, and **that the offer of a place on the 2020 Fellowship and payment of compensation is conditional upon satisfactory completion of these checks**.

c. I confirm that I have **no criminal record or knowledge of any health concerns** (including physical and diagnosed mental health issues such as clinical depression, acute backache, etc.) which would impact my ability or suitability to work with children and which I have not previously mentioned. **I understand that failure to disclose such information could result in my place on the Fellowship being withdrawn, and no special consideration will be given at placement level with regard to the requests for change of area, school, grade or subject.**

d. I understand that to ensure successful induction into the Fellowship my **full attendance at campus is required at the mandatory Summer Institute Residential Training Program held in May/June 2020** (details regarding exact dates and logistics will be communicated after acceptance of our offer, by the end of February to be specific.)

e. I confirm that to the best of my current knowledge **I will have fully graduated college by May/June 2020 with no backlogs in any exams**. I understand that my place on the Fellowship is conditional upon my graduating college, and that if my situation changes and I will not have graduated by May/June 2020 I will inform Teach For India immediately. I will then accept Teach For India's decision based on the organisation's policy regarding this. Given the Fellowship is a full-time commitment, I will not take on any other job or certified study programs during the period of my Fellowship that might impact my performance and outcomes for students.

f. **I will complete all the necessary formalities required to secure corporate sponsorship/a sabbatical before accepting this offer**, and if there are any concerns relating to this, I will inform Teach For India immediately.

g. I confirm that I will inform at the outset if I am pursuing a course or preparing for entrance exams along with the Fellowship and I understand that **I will not be allowed to miss school, essential development opportunities and trainings, compromise on deliverables and quality of lessons** to attend classes, exams, etc.

h. I confirm that if, because of extreme emergencies, I have to discontinue the Fellowship within first two months after Institute then **I would not receive my stipend for the number of days/months I have already worked for till I discontinue the Fellowship**. At all other situations, I commit **to completing my academic year and giving at least 3 months notice if I foresee an unavoidable situation that may mean that I discontinue the Fellowship**.

My signing this form is confirmation of my commitment to a school and class of students as well as to Teach For India. I understand that upon receipt of this signed form Teach For India makes a commitment to a school to place a teacher with a class of students. **I understand that if I decide to withdraw from the Fellowship once I have made this commitment, my withdrawal could leave a class of students without a teacher at all.** I therefore confirm that if I have concerns regarding my joining the program I will promptly email my assigned point of contact with Teach For India, or the Team directly on fellowship2020@teachforindia.org.

Full Name:

Signature:

Date:

December 20, 2019

Anupam Borthakur
Assam

Dear Mr. Anupam Borthakur,

Letter of Offer:

With reference to your application and the subsequent interview you have had with us we are pleased to offer you the post of **Faculty - IT** in **G2 Grade** on the following terms & conditions:

1. Date of joining : On or before 1st Week of June

2. Place of joining : iNurture Education Solutions Pvt Ltd
Bangalore

3. Emoluments : The Total Cost to the Company (CTC) shall be Rs. 4,20,000/- (Rupees Four Lakh and Twenty Thousand Only) per annum
CTC is further bifurcated as
Fixed CTC: Rs 3,80,000/- pa (Three Lakhs and Eighty Thousand only)
(Guaranteed Retention Bonus): Rs 40,000/- pa (Forty Thousand Only).
Subject to TDS as applicable
Please refer to Annexure 'A' for salary breakup.

4. Probation : For 6 months. Employee's performance will be reviewed after successful completion of probation period and will be offered permanent employment if found suitable.

5. You will be governed by our Human Resources policies, Non - Compete, Non-Solicit, Non - Disclosure, conflict of interests, Confidentiality, and intellectual Property Rights Policies as in force from time to time.

6. At time of reporting for work, please bring the following

   a. Photo copy of proof of Date of Birth and Educational Qualifications together with the originals.
   b. Four Photos
   c. If any declaration /documents given or furnished by you to us proves to be false or if you are found to have suppressed any material information, we will be at liberty to take appropriate action as we deem fit.

7. If this offer is acceptable to you please reply by return mail to arthi.k@inurture.co.in within 3 days from the date of issue, beyond which it would stand withdrawn, unless we agree to, a new date in writing.

We wish to welcome you to iNurture.

For iNurture Education Solutions Pvt Ltd.,

Madhusudan.A.J
Head – HR

ANNEXURE 'A'

Name : Mr. Anupam Borthakur

Fixed CTC per annum : Rs 3,80,000/-

Gross Salary per annum : Rs 3,49,740/-

Guaranteed Retention Bonus per annum : Rs. 40,000/-

Component	Particulars	Per Month (INR)	Per Annum (INR)
Basic & DA	40% of CTC	15000.00	180000.00
HRA	50% of Basic & DA	7500.00	90000.00
Conveyance	19200 PA	1600.00	19200.00
Medical Allowance	15000 PA	1250.00	15000.00
Flexi Allowance	Balance figure	3795.00	45540.00
Gross Salary		**29145.00**	**349740.00**
EPF-Employer Contribution	12% of Basic (Max on Rs.15000)	1800.00	21600.00
Gratuity	4.81% of Basic	722.00	8664.00
Cost to Company		**31667.00**	**380000.00**
EPF-Employee Contribution	EPF	1800.00	21600.00
Professional Tax	PT as per KA PT Act	200.00	2400.00
Net Salary before TDS		**27145.00**	**325740.00**

Please note:

1. TDS will be deducted as per Statutory Compliance.
2. TDS deductions will be based on IT declaration.

For iNurture Education Solutions Pvt Ltd.,

Madhusudan.A.J
Head – HR

Gmail

Pijush Chandra Das <tuplacement1@gmail.com>

Fwd: Formal Offer Letter

1 message

Arindam Sinha <arindamsinharesearch@gmail.com>
To: pijush@tezu.ernet.in, tuplacement1@gmail.com

Wed, Nov 4, 2020 at 12:33 PM

---------- Forwarded message ---------
From: **HR Informav** <hr@informav.com>
Date: Wed, Nov 4, 2020, 04:44
Subject: Formal Offer Letter
To: <arindamsinharesearch@gmail.com>

B Tech ME. 2020

Hi Arindam,

INFORMAV is excited to bring you on board as Business Analyst.

We're just a few formalities away from getting down to work. Please take the time to review our formal offer. It includes important details about your benefits and the terms and conditions of your anticipated employment with INFORMAV.

INFORMAV is offering a full time position for you as Business Analyst starting from 6th November at Mirza(Guwahati). Expected hours of work are 5day of week and 9hr of work. Saturday and Sunday weekly off.

As an employee of INFORMAV, you will be eligible for benefits, such as Health insurance, Health Check-up and Dental Check-up . These benefits can be availed after completing 3 months of training period.

All other formalities will be done once you come down to our office.

Regards,

HR

Informav

https://cdn2.hubspot.net/hubfs/53/tools/email-signature-generator/icons/phone-icon-2x.png +91 7013092787 |+91 9706343829

https://cdn2.hubspot.net/hubfs/53/tools/email-signature-generator/icons/email-icon-2x.png hr@informav.com

www.informav.com

तेजपुर विश्वविद्यालय/TEZPUR UNIVERSITY

(संसद के अधिनियम द्वारा स्थापित केंद्रीय विश्वविद्यालय)

(A Central University established by an Act of Parliament)

संकायाध्यक्ष का कार्यालय, शोध व विकास

OFFICE OF THE DEAN, RESEARCH & DEVELOPMENT

तेजपुर 784028 : असम / TEZPUR-784028 : ASSAM

LS 6/11/2020

OFFICE ORDER
Dated 06/11/2020

Mr. Arun Kumar Shukla is appointed as Trainer in the Erasmus+ Capacity Building Higher Education sponsored AdaptNET project entitled "Strengthening education, research and innovation for climate smart crops in India" under the Principal Investigator Professor Debendra Chandra Baruah, Department of Energy, Tezpur University at monthly remuneration of equivalent INR to 396 EUR only for a period of **three (03) months** or till further order, whichever is earlier.

The appointment is purely temporary and will terminate automatically without any notice or compensation on termination of the project and the appointed person shall have no claim of appointment absorption in Tezpur University.

He is to submit his joining report within a period of 15 (fifteen) days from the date of issue of the order, to the undersigned, through the Principal Investigator of the project.

Sd/-
Dean, Research & Development
Tezpur University
Date: 06.11.2020

Memo No. DoRD/Energy/DCB/20-408/1442-A

Copy for information and necessary action to:

1. Dean, Students' Welfare, Tezpur University.
2. Professor Debendra Chandra Baruah, Department of Energy, Tezpur University and Principal Investigator.
3. Head, Department of Energy, Tezpur University.
4. Finance Officer, Tezpur University.
5. Librarian, Tezpur University.
6. Mr. Arun Kumar Shukla, S/o Shri S.N. Shukla, Vill. Nagra, P.O. Badhya Chowk, Gorakhpur, Pin 273165, Uttar Pradesh (U.P).
7. Concerned File.

6/11/20

Dean, Research & Development
Tezpur University

ASSAM UNIVERSITY
(A Central University)
Silchar 788011
Assam, India

असम विश्वविद्यालय
(केन्द्रीय विश्वविद्यालय)
सिलचर 788011
असम, भारत

No. 102/2/2018-Estt/ 4899 - 4902 Date: 01-12-2020

To,
Mr. Azmirul Hoque
C/O-Head, Department of Agricultural Engineering
Assam University, Silchar-788011.

Sub: **Invitation as Guest Faculty (on purely temporary basis) in the Department of Agricultural Engineering, Assam University, Silchar.**
Ref: **Notification No.102/2/2018-Estt/ dated 18-09-2020 & notification of even no. dated 01-10-2020.**

Sir,
With reference to the subject cited above, I am to convey you, the approval of the competent authority to invite you as Guest Faculty (EWS), on purely temporary basis in the Department of Agricultural Engineering of this University w.e.f. **03-12-2020 to 31-05-2021.**

You will be paid a sum of Rs. 1,500/- per lecture with a ceiling of Rs. 50,000/- per month.

The invitation being on purely temporary basis shall be terminated at any point of time without assigning any notice.

Thanking you,

Yours sincerely,

1/12/20

Section Officer (Establishment-II)

Copy to:

1. The Head, Department of Agricultural Engineering for information and with a request to submit the records of classes taken by Mr. Hoque so as to submit certified claim for payment of remuneration as per proforma available in the University website.
2. The Finance Officer for kind information.
3. P.S. to V.C. for kind information of the honourable Vice-Chancellor.
4. File.

1/12/20

Section Officer (Establishment-II)

Gmail Search mail

523

Fwd: Salary Appraisal Inbox ×

Bedprakash Kushwaha
to me

---------- Forwarded message ---------
From: **Bedprakash Kushwaha** <bedprakash.kushwaha@w3villa.com>
Date: Wed 11 Nov, 2020, 8:52 PM
Subject: Re: Salary Appraisal
To: Parminder Kaur <parminder.kaur@w3villa.com>

Thanks a lot Ma'am.

On Wed 11 Nov, 2020, 8:20 PM Parminder Kaur, <parminder.kaur@w3villa.com> wrote:
Hi Bed,

Congratulations!

We would like to gladly inform you that your salary has been increased by INR 5,000 w.e.f. 1st

Please note that the other terms and conditions of your employment will remain the same.
We hope that you will continue to strive for improvement.

Should you have any questions or concerns, please feel free to reach me.

TULSI SPECIALITY FOODS
Regd. Office : Dewan Patty, Fancy Bazar,
Guwahati-781001, Assam
E-mail : tulsispecialityfoods@gmail.com
Ph. : 0361-2543128 / 2543871

Experience Certificate

This is to certify that **Mr. Bhargabh Goswami**, S/O. Mr. Krishna Goswami was under the employer of Tulsi Speciality Foods as a **"Quality Executive"** of the **Quality Department** from 14-12-2020 to 06-02-2021.

During his stay of 2 months we observe him obedient, honest and dedicated to his assignment.

We wish him all the best for his future endeavour.

Thanking You,

For, Tulsi Specialty Foods

TULSI SPECIALTY FOODS
PLOT NO. 103
GUWAHATI

TULSI SPECIALITY FOODS
Regd. Office : Dewan Patty, Fancy Bazar,
Guwahati-781001, Assam
E-mail : tulsispecialityfoods@gmail.com
Ph. : 0361-2543128 / 2543871

Experience Certificate

This is to certify that **Mr. Bhargabh Goswami**, S/O. Mr. Krishna Goswami was under the employer of Tulsi Speciality Foods as a **"Quality Executive"** of the **Quality Department** from 14-12-2020 to 06-02-2021.

During his stay of 2 months we observe him obedient, honest and dedicated to his assignment.

We wish him all the best for his future endeavour.

Thanking You,

For, Tulsi Specialty Foods

TULSI SPECIALTY FOODS
PLOT NO. 105
GUWAHATI

Cognizant

28-Jan-2020

Dear Bibek Jyoti Dutta,
B.Tech/B.E., Mechanical Engineering
Tezpur University

Candidate ID – 13981321

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.401,986/-.** This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.23,986/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.455,880/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs. 24,880/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note
- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.,

Suresh Bethavandu
Global Head-Talent Acquisition
I have read the offer, understood and accept the above mentioned terms and conditions.

Signature : **Date:**

Cognizant

Annexure A

Name: Bibek Jyoti Dutta **Designation:** Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10375	124,500
2	HRA @60% of basic*	6225	74,700
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7175	86,100
	Annual Gross Compensation		**355,500**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**378,000**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		18,000
	Gratuity		5,986
	Annual Total Remuneration		**401,986**

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group personal accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

Provident Fund Wages: For the purpose of computing contribution to Provident Fund, Pension Fund & EDLI Scheme, "Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout". Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser. ESI Eligible Wages Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter. Earned ESI Wages: Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month. ESI Contribution shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period

* **Flexible Benefit Plan**: Your Compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is pro-rated to the duration spent with Cognizant India for a calendar year and will be paid to you only if you are active on Cognizant's payroll on the day the incentive is paid.

*** **Language Premium:** This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be

paid out on the condition that you continue to use the foreign language skill as required by your role/project/account.

**** **Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same.

Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Login to https:\\onecognizant.cognizant.com->Total Rewards App for more details

INTERNSHIP OFFER LETTER

Congratulations! Welcome to Gyrus AI!

20 December 2019,

Dear Bijay Das**,**

We are pleased to offer you an Educational Internship Opportunity at our Bengaluru Office. The internship is for a period of approximately 6 months starting from 13th Jan 2020. During your internship you will be paid a monthly stipend of Rs18,000 for the days you work here.

You will be working on AI/Machine Learning Algorithms. The exact task and details will be shared with you once you start your internship here. During your internship you will be allowed access to some of the Company's Confidential information which can be used solely for the purpose of enhancement of your knowledge and shall be kept strictly confidential.

Again, Congratulations. We look forward to the prospect of a long and mutually rewarding professional relationship

Yours Sincerely,

For and on behalf of Gyrus AI



Nagaraj Krishnamurthy
Director, Software Engineering
Gyrus AI Inc.
Bengaluru

I accept the internship offer as described. I agree to abide by the terms and conditions of internship with Gyrus AI inc.

Student Signature :

Name :

MTech-FET 2020

MY FOOD INDUSTRIERS PVT. LTD.

Regd.Office:N.C.Road,Tezpur -784 001,Assam

Factory: Dolabari No.II,Kaliabhomorah,Tezpur-784 027 (Assam)

Job Offer Letter

Date: 16.11.2020

To, Mr. Bikramjit Dutta

360/CT, IOCL,BGR Township, Dhaligaon

Dist- Chirang, Assam-783385, Assam

Dear Mr. Bikramjit Dutta,

With reference to the interview you had with us, we are pleased to offer you the post of Shift –In-Charge in our firm My Food Industries Pvt Ltd. office at N.C.Road,Tezpur-784 001 and Factory at Dolabari No.II,Kaliabhomorah,Tezpur-784 027 (Assam) on the following terms and conditions:

1. Your reporting date will be 16th Nov,2020.

2. You will be paid an amount of Rs.20, 000 per month as salary.

3. Your working hours will remain flexible as per mutual agreement with the management depending on the work requirements.

4. You will report to the Higher Management Team of the Company.

5. You are requested to submit a copy of your PAN CARD, Passport/Aadhar, 1 passport size photo, bank details and any other relevant documents within 7 days of receipt of this letter.

For, My Food Industries Pvt Ltd

FOOD INDUSTRIES PVT. LTD. TEZPUR

Authorized signatory

DECLARATION

I have read and understood the above terms of employment and hereby accept the same without any reservation.

Signature: (with date)

Cognizant

28-Jan-2020

Dear Babyraj Tamuli,
B.Tech/B.E., Mechanical Engineering
Tezpur University

Candidate ID – 13981341

B Tech Mechanical Engg. – 2020 batch

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.401,986/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.23,986/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.455,880/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs. 24,880/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.,

Suresh Bethavandu
Global Head-Talent Acquisition
I have read the offer, understood and accept the above mentioned terms and conditions.

Signature : **Date:**

Cognizant

Annexure A

Name: Bobyraj Tamuli **Designation:** Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10375	124,500
2	HRA @60% of basic*	6225	74,700
3	Conveyance Allowance*	800	9,600
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*** **Language Premium:** This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be

ZALONI

WELCOME TO ZALONI

Date: February 24, 2020

Dear **Chiranjib,**

Welcome to ZALONI ! Congratulations on joining us as **Associate Software Engineer.**

At Zaloni, we believe that every resource contributes directly to the growth and success of the company, and we hope you will take pride in being the member of our team.

On your first day at ZALONI, you will be assigned a -Buddy- for one month who will be guiding you during your initial period while getting accustomed to the work culture here. You will be provided with a welcome kit with various related forms and documents. These forms have to filled and submitted to HR in the first half of your first day.

You will be assigned with the Induction Plan on the first week. Further, HR shall arrange an orientation session during your Induction Period to brief you about the work culture and HR Policies.

Your joining date will be **August 01, 2020.** To complete your onboarding formalities, please report at the following address on a date that will be communicated to you later:

Zaloni Technologies India Pvt. Ltd. (3rd Floor)
Opp. St John's Hospital
Nexia Park, Christian Basti
Guwahati – 781005
Contact Person: Nandini Nayak

We are confident that you will add value through your role and have a rewarding and continued growth with ZALONI. We again welcome you to the ZALONI Family and wish you success at ZALONI.

Best Regards,
For Zaloni Technologies India Pvt. Ltd.

Pubali

(Pubali G. Borthakur)
Director, People & Talent Operations

(We would like to emphasize that the offer of appointment is subject to completion of your reference check, submission of Medical Fitness Certificate issued by a certified Medical Practitioner and all the other documents enlisted in Annexure II of the Appointment Letter)

ZALONI

The copy of the agreement in detail is shared with you for your signature.

8. GENERAL

a. 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. 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 or concealed any material information, in such cases, you will be liable to removal from employment without any notice.
b. These employment terms supersede and replace any existing agreement or understanding, if any, between the Company and you relating to the same subject matter.
c. During the period of employment you are required to comply with all policies of the Company. These policies are updated/ modified on a periodic basis and new policies may be introduced and notified to employees from time to time.

9. SEPARATION

a. Employment with the Company is for no specific period of time. As a result, either you or the Company are free to terminate the employment relationship for any reason, with or without cause, with **two months' notice period** or payment in lieu of notice, subject to approval of release by appropriate authority. This is the full and complete agreement between us on this term, after your probationary period.
b. The Company may offset any amounts you owe to the Company against any amounts the Company owes to you on the termination of your employment.

Please confirm that the above terms and conditions are acceptable to you and that you accept the appointment by signing a copy of this letter of appointment. Please sign with the starting date and return this letter with the Annexure I.

We look forward to having you join us. Please log on to www.zaloni.com before your start date to catch up on news, press releases and other information related to the Company.

Sincerely,

Pubali

(Pubali G. Borthakur)
Director, People & Talent Operations
Zaloni Technologies India Pvt. Ltd.
Nexia Park, Christian Basti
Guwahati- 781 005

I have read and accept this letter of appointment.

Chiranjib Upadhyay

Name

Chiranjib Upadhyay

Signature

Date 02/25/2020

My starting date will be 08/01/2020

TEOCO Software Pvt. Ltd
Infinity Benchmark, 8th Floor
Plot A3, Plot G 1, EP Block, Sector V,
Kolkata, West Bengal 700091
www.teoco.com

INDEPENDENT CONTRACTOR AGREEMENT

This Independent Contractor Agreement (**"Agreement"**) is made and entered into as of September 16, 2020 (the **"Effective Date"**) by and between [TEOCO Software Private Limited, a Company incorporated in India and having its Registered Office at Infinity Benchmark, 8th Floor, Plot G1, Block EP & GP, Sector V, Salt Lake, Kolkata - 700091 India] (TEOCO or any of its affiliates hereinafter referred to as **"TEOCO"**), and Danish Saikia (hereinafter referred to as **"Contractor"**) based out of 5, Lahdoigarh, Jorhat, Lahdoigarh, No. 78 Meleng Grant, Jorhat, Lahdoingarh Chariali, Assam, PIN – 785700

RECITALS

WHEREAS, TEOCO desires to retain Contractor as an independent contractor to perform certain professional services ("Services") described herein; and

WHEREAS, Contractor agrees to provide such Services in exchange for the fees set forth herein.

NOW, THEREFORE, in consideration of the recitals above, the mutual promises and covenants as hereinafter set forth, and other good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, TEOCO and Contractor (herein referred as a "Party" or collectively as "the Parties"), intending to be legally bound, do hereby agree as follows:

1. **Term and Termination.**

   1.1. Term. This Agreement shall commence on the Effective Date and shall continue through 21st April 2021 (the "Term").

   1.2. Termination. Either Party may terminate this Agreement at any time upon fifteen (15) days prior written notice to the other Party. In addition, in the event Contractor fails or refuses to comply with the written policies or reasonable directive of TEOCO, is guilty of serious misconduct in connection with performance hereunder, or materially breaches any provisions of this Agreement, TEOCO may, at any time, terminate the Agreement immediately and without prior written notice to the Contractor.

2. **Scope of Services.** Contractor's "Scope of Services" and associated "Compensation" are set forth in Exhibit A, attached hereto, and may be amended in writing from time to time by the parties. Contactor agrees to provide the Services under this Agreement with skill, care and diligence, in a good and workmanlike manner. Contractor agrees to provide the Services under this Agreement in accordance with all relevant laws, regulations, and applicable industry standard. Contractor agrees to keep current, at Contractor's own expense, any permits or licenses necessary for Contractor to provide the services under this Agreement.

3. **Relationship of the Parties.** This Agreement shall not render the Contractor an employee, partner, agent of, or joint venturer with TEOCO for any purpose. The Contractor enters this Agreement as,

Scanned with CamScanner

and shall remain, an independent contractor with respect to the Company. Contractor will furnish services as an independent contractor, and not as an employee of TEOCO or any company affiliated with TEOCO. Under no circumstances shall Contractor look to TEOCO as Contractor's employer, or as a partner, agent, or principal. Contractor shall not be entitled to any benefits accorded to TEOCO's employees including, but not limited to, bonuses, vacation pay, sick leave, retirement benefits, social benefits, worker's compensation, health or disability benefits, or unemployment insurance benefits. Contractor shall be responsible for providing, at Contractor's expense, and in Contractor's name, unemployment, disability, worker's compensation and other insurance, as well as licenses and permits usual or necessary for conducting the services under this Agreement. Contractor will be responsible for all taxes, including estimated taxes, and any other similar payments, as well as all employment reporting, for Contractor and any of Contractor's employees or agents.

4. **Confidentiality.**

4.1. Contractor agrees to the terms in Exhibit B to this Agreement, which shall govern ownership of the work product produced by Contractor under this Agreement and provide additional confidentiality obligations of Contractor. Additionally, Contractor agrees that it will not disclose, use without the prior written consent for any purpose other than the performance of the services, and will hold in confidence any and all proprietary information, drawings, and other matters owned by TEOCO brought to Contractor's attention by TEOCO during the course of this Agreement, whether in written or oral form (collectively the "Confidential Information"). However, Contractor shall not be so restricted where (i) Confidential Information is now or becomes public through no fault of the Contractor, or (ii) the Contractor already had Confidential Information in Contractor's possession from Contractor's own work prior to the date of this Agreement, as can be demonstrated by Contractor in writing, or (iii) Contractor received Confidential Information from a third party on a non-confidential basis and not derived from TEOCO.

4.2. Contractor will not at any time or in any manner, either directly or indirectly, use for the personal benefit of the Contractor, or divulge, disclose, or communicate to any third party in any manner any of the foresaid Confidential Information without the prior written consent of TEOCO. Contractor will protect such Confidential Information and treat it as strictly confidential.

5. **Indemnity.** Contractor agrees to indemnify TEOCO against all liability and loss, and against all claims or actions based upon or arising out of damage or injury to persons or property caused by or sustained in connection with the performance of services under this Agreement. Contractor shall also indemnify TEOCO against full liability and loss including the cost of defense, in connection with any claims under employment or labor relations laws, wrongful termination, or employment discrimination with respect to Contractor or any employee of Contractor performing services under this Agreement.

6. **Exclusions and Limitations of Liability.**

6.1. Exclusion of Consequential Damages. TEOCO Shall Not Be Liable To Contractor Or Any Third Parties For Indirect, Special Incidental, Or Consequential Damages, Suffered By Any Person Or Entity Arising From And/Or Connected To This Agreement, Including Without Limitation The Performance Of The Services, Even If Teoco Is Advised Of The Possibility Of Such Damages.

6.2. Limitation of Liability. Notwithstanding The Foregoing, In No Event Shall Teoco Be Liable To

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Contractor Or Any Third Party For Direct Damages Of Any Kind Connected With And/Or Related To This Agreement In Excess Of The Compensation Paid To Contractor During The Six (6) Months Preceding The Date On Which The Event Giving Rise To The Cause Of Action Occurred.

7. Miscellaneous.

7.1. Return of Records. Upon the expiration or earlier termination of this Agreement, or whenever requested by TEOCO, Contractor shall immediately deliver to TEOCO all records, notes, data, memoranda, models, and equipment of any nature that are in Contractor's possession or under Contractor's control during the term of this Agreement and that are TEOCO's property or relate to TEOCO's Confidential Information. Contractor shall not retain any copies of the foregoing without TEOCO's prior written permission.

7.2. Assignment. Contractor shall not assign any of Contractor's rights under this Agreement, or delegate the performance of any of Contractor's duties hereunder, without the prior written consent of TEOCO.

7.3. Notices. Any and all notices, requests, and amendments required to be given under this Agreement shall be in writing and shall be either hand delivered, sent by a nationally recognized overnight carrier that obtains a receipt, or sent by certified mail, postage prepaid, return receipt requested. Copies of all notices, requests and amendments shall be sent to the addresses set forth in the preamble to this Agreement.

7.4. Entire Agreement. This Agreement constitutes the entire understanding and agreement between the Parties with respect to the subject matter hereof and supersedes any prior written or oral agreements between the Parties. Any and all prior agreements, understandings, and representations are hereby terminated and canceled in their entirety and are of no further force and effect. No modification, change, or amendment of this Agreement shall be deemed effective unless in writing and signed by the Parties hereto.

7.5. Severability. If any provision of this Agreement shall be held to be invalid, illegal or otherwise unenforceable by any court of competent jurisdiction for any reason whatsoever, the remaining provisions shall nevertheless continue to be valid and enforceable and no provision shall be deemed dependent upon any other provision unless otherwise provided herein. The arguable invalid or unenforceable provision shall be interpreted, if possible, so as to render it enforceable on a limited and reasonable basis.

7.6. Waiver of Contractual Right. The failure of either Party to enforce any provision of this Agreement shall not be construed as a waiver or limitation of that Party's right to subsequently enforce and compel strict compliance with every provision of this Agreement.

7.7. Controlling Law. Any controversy arising under this Agreement shall be governed by the laws of the India. Any controversy arising under this Agreement shall be litigated in Courts of Kolkata, which shall be, for all purposes, a court of competent jurisdiction.

7.8. Attorney's Fees. In the event either Party is required to retain an attorney to enforce this Agreement, the prevailing Party shall be entitled to costs including reasonable attorney's fees and pre-judgment and post-judgment interest at the judgment rate then in effect in Kolkata.

7.9. Export Controls. It is understood that TEOCO is subject to United States laws and regulations

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controlling the export of technical data, computer software, telecom network technologies and other commodities, and that its obligations hereunder are contingent on compliance with applicable U.S. export laws and regulations (including, but not limited to, the Arms Export Control Act, as amended, and the Export Administration Act of 1979).

7.10. Compliance with Laws. The Parties warrant that they are in full compliance with all applicable India and U.S. laws, regulations and other legal standards and will remain in full compliance with all applicable laws and legal standards during the term of this Agreement, including export control laws, regulations and restrictions of the United States and other agencies and authorities based outside of the United States. The Parties further acknowledge that they shall not take any action in violation of the U.S. Foreign Corrupt Practices Act or other applicable international resolutions or national anti-corruption legislation, such as the UK Bribery Act, as applicable.

7.11. Authority to Execute. The signatories to this Agreement warrant and represent that each has the authority to bind the respective Party.

7.12. Non-Competition. During the term of this Agreement and for a period of six (6) months thereafter, Contractor shall not, directly or indirectly, whether itself or through others, develop, manufacture, sell, offer or provide any products or services, which directly compete with TEOCO's products or services.

7.13. No Solicitation. Contractor shall not, unless prior permission is obtained in writing from TEOCO, during the Term and for an additional six (6) months after the termination or expiration of this Agreement, directly or indirectly, induce or solicit any employee or sub-contractor of TEOCO to terminate his or her employment or agreement with TEOCO.

7.14. Survival. The covenants set forth Section 4 (Confidentiality), Section 5 (Indemnification) and Section 7 (Miscellaneous) shall survive termination of this Agreement.

IN WITNESS WHEREOF the undersigned have executed this Agreement as of the day and year first written above.

TEOCO Software Private Limited ("TEOCO")	**("Contractor")**
By: Samiran Chatterjee	By: Danish Saikia
Name: Samiran Chatterjee	Name: Danish Saikia
Title: Head, APAC Resource Management	Title:
Date: September 9, 2020	Date: 9th Sep '20

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EXHIBIT A

Scope of Services and Compensation

1. **Scope of Services**.

1.1. Services. The Services to be performed by Contractor for TEOCO, Bangalore (H2 Mountain Ash, Sixth Floor, Manyata Embassy Business Park, Outer Ring Road, Bangalore 560045 India) are generally described as follows:

(A) Analyse client invoice data and pinpoint vendor overbillings or under billings, primarily within the OC&C section of billing, by applying general audit principals such as pattern recognition, data filtering, and cross referencing multiple data sources
(B) Analyse contracts, applicable tariffs, Interconnection Agreements, and research other sources of potential data. Other source data may include industry databases such as LERG (Local Exchange Routing Guide) and NECA (National Exchange Carrier Association), client provisioning systems, internal TEOCO software tools such as BillTrak on Demand, SONAR, and NEO, and external software tools such as COFinder and Google Earth.
(C) leverage some or all of the following software tools as part of daily activities: MS Excel, SQL, MS Access, Python, R, Alteryx and Business Objects
(D) load potential overbillings or under billings in a spreadsheet format into TEOCO's web-based Claim Center application, adding a written description of the issue and any necessary supporting information
(E) Analyse any responses from vendors and provide on-going support to the reconciliation team to help resolve issues on behalf of the client with the vendor.

1.2. Project Manager. Contractor will report directly to **Venkata Reddy** and to any other party designated by **Venkata Reddy** in connection with the performance of the Services under this Agreement and shall fulfill any other services reasonably requested by TEOCO and agreed to by Contractor.

2. **Compensation**.

2.1. Time Reporting. At the close of each week, Contractor will enter hours worked into the time reporting system designated by TEOCO. Contractor shall work five days a week (Mon.-Fri.) for a minimum of 8 hours a day.

Compensation. As full compensation for the Services rendered pursuant to this Agreement, TEOCO shall pay the Contractor a monthly fee of **22,000 INR** for each full month of service, as defined by TEOCO's monthly timekeeping system (the "Compensation"). In the event that circumstances warrant partial month's Compensation, TEOCO reserves the right to adjust the Compensation on a pro-rated basis at the hourly rate of **125 INR**. The Compensation shall be the sole and complete compensation to which the Consultant or anyone on its behalf shall be entitled to in connection with the transactions contemplated under this Agreement and no further benefits shall be given/provided to Contractor under this Agreement.

2.2. Contractor shall invoice TEOCO at the beginning of each month in which services will be performed, or as otherwise agreed by the Parties. Payment shall be made no later than seven (7) days following receipt of Contractor's invoice for services rendered supported by reasonable documentation.

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2.3. Expense Reimbursement. During the term of this Agreement, Contractor shall bill and TEOCO shall reimburse Contractor for all reasonable and necessary expenses, including travel, approved in advance by TEOCO in writing and incurred in connection with the performance of the services under this Agreement.

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EXHIBIT B

Confidentiality and Intellectual Property Assignment Agreement

1. **Definitions**

1.1 **"TEOCO"** shall refer to [TEOCO Software Private Limited], its affiliates, predecessors and successor(s) in interest.

1.2 **"Confidential Information"** shall include, without limitation, any of the following:

(a) TEOCO's trade secrets, Intellectual Property, and other proprietary and confidential business information including, but not limited to, TEOCO's business methods or practices, its lists or other identifications of Clients or Prospective Clients of TEOCO, the nature and type of services rendered to such Clients (or proposed to be rendered to Prospective Clients), and fees charged or to be charged;

(b) any and all versions of computer software, hardware, firmware and documentation, including but not limited to applications, operating systems and any related sources or object codes, flowcharts, algorithms, coding sheets, routines, subroutines, compilers, assemblers and designs created, developed, produced, or distributed by TEOCO and not otherwise generally known to the public;

(c) information regarding TEOCO's relations with its Contractors including without limitation, payments and commissions;

(d) financial, sales and marketing data compiled by TEOCO, as well as TEOCO's financial, sales and marketing plans, goals, strategies and techniques, including without limitation, TEOCO's tactical and strategic business plans, proposal preparation and proposal processes, copies of any proposals or drafts thereof, TEOCO's labor and fee rates, and TEOCO's customer lists and non-public pricing;

(e) all ideas, concepts, information and written material about a Client or prospective Client disclosed to Contractor by TEOCO, or acquired from a Client or prospective Client of TEOCO, and all financial, accounting, statistical, personnel and business data and plans of Clients;

(f) any information not generally known to the public (including information about TEOCO's operations, personnel, products or services) that, if misused or disclosed, could have a reasonable possibility of adversely affecting the business of TEOCO; and

(g) Any other information designated by TEOCO to be confidential, secret and/or proprietary.

1.3 **"Client"** shall mean any person or entity for which TEOCO is providing services at the time of the termination of Contractor's Agreement with TEOCO or to which TEOCO has provided services at any point in the twelve month period preceding the termination of Contractor's Agreement with TEOCO.

1.4 **"Prospective Client"** shall mean any party to whom TEOCO has submitted or prepared for submission a formal written proposal, bid, or offer to perform services, within the twelve month period preceding Contractor's termination of Agreement with TEOCO.

1.5 **"Intellectual Property"** shall mean all technologies, procedures, discoveries, methodologies, developments, designs, improvements, inventions, formulae, processes,

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techniques, computer programs, strategies, compilations of information, form and content of databases, drawings, models, equipment, results of research proposals, job notes, reports, records, data, works of authorship and documentation thereof, whether or not patentable or registerable under patent, copyright or similar statutes, generated or conceived by Contractor, either alone or jointly with others, that are (a) related to or for the TEOCO Technology or proprietary to the business of TEOCO or (b) results from tasks undertaken by Contractor for TEOCO, or (c) results from the use of premises or property (including, but not limited to, equipment, software, firmware, supplies, or facilities) owned, leased, licensed or contracted for by TEOCO. Intellectual Property includes without limitation all (i) issued United States and foreign patents, utility models and the like, and applications pending before any relevant authority worldwide, including any additions, continuations, continuations-in-part, divisions, reissues, renewals or extensions based thereon; (ii) copyrights and other rights in works of authorship; (iii) maskwork rights, (iv) trade secrets; and (v) any other intellectual property rights in existence at the date of this Assignment.

1.6 **"TEOCO Technology"** shall mean any software, software test procedures and any related technology or information created by Contractor or other Contractors of TEOCO as a result of their Agreement with TEOCO.

2. **Assignment of Inventions and Confidential Information**. Contractor agrees that Contractor's services and work product on behalf of TEOCO are "works made for hire" and that all Intellectual Property and Confidential Information, as defined above, developed by Contractor while retained by TEOCO shall be the sole property of TEOCO and its assigns, and TEOCO and its assigns shall be the sole owner of patents, copyrights, trademarks, trade secrets, and other proprietary rights and protections connected therewith. Contractor hereby irrevocably assigns and transfers to TEOCO any and all rights Contractor now has or may have hereafter acquired in such Intellectual Property and TEOCO hereby accepts such assignment.

3. **Further Assurances**. On and after the date of this assignment, Contractor will, without charge and promptly upon request by TEOCO, as may be requested by TEOCO in order to effect and perfect the assignments and transfers contained herein or to enable TEOCO to obtain the full benefits of this assignment and the transactions contemplated hereby, (i) deliver to TEOCO records, data or other documents relating to the Intellectual Property that are in Contractor's possession, (ii) execute and deliver assignments, licenses, consents, documents or further instruments of transfer, and (iii) take other actions, render other assistance and execute other documents. Contractor will also assist TEOCO in filing and prosecuting United States and foreign patent applications claiming the Intellectual Property.

4. **Warranties of Title**. Contractor warrants to TEOCO that to the best of Contractor's knowledge: (i) Contractor owns all right, title and interest in the Intellectual Property, (ii) Contractor has not granted any licenses or other rights to the Intellectual Property to any third party; (iii) the Intellectual Property is free of any liens, encumbrances, security interests and restrictions on transfer; (iv) the Intellectual Property does not infringe any patent, copyright, trademark, trade secret or other proprietary right of any third party; and (v) there are no legal actions, investigations, claims or proceedings pending or threatened relating to the Intellectual Property.

5. **Obligation to Keep Confidential**. Contractor acknowledges and agrees that all Confidential Information that comes into Contractor's possession (including any information originated or developed by Contractor while retained by TEOCO) is secret and is the exclusive property of

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TEOCO. Contractor agrees to use the Confidential Information only in connection with Contractor's work for TEOCO and specifically agrees not to disclose to, share with, transmit to, describe to, or recreate for any person or entity TEOCO Confidential Information, directly or indirectly, with any third party including, without limitation, any Direct Competitor (as defined in Contractor's Agreement) of TEOCO. Contractor agrees while retained by TEOCO and thereafter, to hold the Confidential Information in confidence and agrees not to disclose or reveal Confidential Information to any person or entity or otherwise to use Confidential Information in any manner.

6. **Prior Understandings and Disclosure of Trade Secrets.** Contractor represents that he or she is not restricted by contract or otherwise from accepting a consulting or services contractual engagement with TEOCO or from performing the duties and responsibilities expected to be contracted for by Contractor with TEOCO. Contractor specifically warrants that he or she is not restricted by any contract with a previous employer, customer of Contractor, or any other person or business from entering into a contract for performing services, and that he or she is under no other obligations to a previous employer, customer of Contractor, or any other person or business except as may exist under Federal or common law. Contractor further agrees that he or she will not disclose to TEOCO any trade secrets acquired during his or her employment or association with a previous employer, customer of Contractor, or acquired during his or her employment or association with any other entity.

7. **Return of Information.** Contractor agrees, upon the request of TEOCO or upon termination of its contractual relationship with TEOCO for the provision of services, to return promptly to TEOCO all originals and all copies, in whatever form, of any documents, reports, notes or other materials incorporating or reflecting in any way any Confidential Information or other information regarding TEOCO or its operations, and that Contractor shall not construct such materials from Contractor's memory after Contractor has left TEOCO's employ. Contractor further agrees, upon the request of TEOCO or upon termination of its contractual relationship with TEOCO for the provision of services, to promptly surrender to TEOCO any equipment, property or programs belonging to TEOCO.

8. **Reformation/Severability**. If any provision of this Agreement is declared invalid by any tribunal, then such provision shall be deemed automatically adjusted to the minimum extent necessary to conform to the requirements for validity as declared at such time and, as so adjusted, shall be deemed a provision of this Agreement as though originally included herein. In the event that the provision invalidated is of such a nature that it cannot be so adjusted, the provision shall be deemed deleted from this Agreement as though such provision had never been included herein. In either case, the remaining provisions of this Agreement shall remain in effect.

9. **Power of Attorney**. Contractor hereby irrevocably designates and appoints each of TEOCO and its officers as Contractor's agent and attorney-in-fact, to act for and in Contractor's behalf and stead, for the limited purpose of executing and filing any such document and doing all other lawfully permitted acts to further the prosecution, issuance and enforcement of patents, copyrights or other protections which employ or are based on Innovations with the same force and effect as if executed and delivered by Contractor.

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Letter of Intent - Debraj Bora - Ref. No.: 9363444

3 messages

<careers@wipro.com> Wed, 4 Mar, 2020 at 1:06 AM
To: debrajbora10@gmail.com
Cc: manager.campus@wipro.com

Campus - Letter Of Intent

March 04, 2020

Dear Debraj Bora,

Based on our discussions with you, we would like to inform you of our intent to offer you the role of Project Engineer which will be in the Career Band TRB-II of the organization.

The salary stack for this role is detailed below. Do reach out to us should you have any clarifications.

Component	Amount (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan(WBP)	4,849
Total Fixed Cash	**24,688**
PF (Employer Contribution)	1,800
Gratuity (5.31 % of Basic)	620
Total Fixed Compensation	**27,108**
Other Compensation Benefits	
Health benefit(Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**29,167**
Total Cost to Company per annum	**3,50,004**

Kindly note this letter of intent, if accepted, shall be followed by a letter of appointment from us.

Please confirm your interest to receive the offer of appointment by accepting the contents of this communication within 15 calendar days. Your communication of interest is a precondition to the issuance of the offer of appointment.

Please login to your Candidate Desktop to Accept or Decline the offer.

Yours sincerely,

For **Wipro Limited**
Sunil Kalachar
General Manager - Global Campus Head

The information contained in this electronic message and any attachments to this message are intended for the exclusive use of the addressee(s) and may contain proprietary, confidential or privileged information. If you are not the intended recipient, you should not disseminate, distribute or copy this e-mail. Please notify the sender immediately and destroy all

copies of this message and any attachments. WARNING: Computer viruses can be transmitted via email. The recipient should check this email and any attachments for the presence of viruses. The company accepts no liability for any damage caused by any virus transmitted by this email. www.wipro.com

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<careers@wipro.com> Wed, 4 Mar, 2020 at 1:07 AM
To: debrajbora10@gmail.com
Cc: manager.campus@wipro.com

[Quoted text hidden]

Debraj Bora <debrajbora10@gmail.com> Wed, 4 Mar, 2020 at 9:05 PM
To: reet.phukan@gmail.com

[Quoted text hidden]

2020

B. Tech ME

APPOINTMENT LETTER

To,

Mr. Denish Pratim Bhuyan

We have pleasure in appointing you as Junior Mathematics Faculty in our organization, effective from 15/06/2020 on the following terms and conditions:

1. **Salary**
   Your remunerations will be Rs.40000/- per month along with travel expenses for traveling outstation in presentation of bills. Salary revisions are discretionary and will be subject to, and on the basis of, effective performance and results till March '2021. Henceforth, the new pattern will be discussed with you at the Annual General Meeting at the last week of March 2021.

2. **Posting & Transfer**
   Your initial posting will be at Guwahati but you will be located at either Barpeta or Sibsagar or Dibrugarh as directed by the head of the organization. You cannot deny for travelling in due time.

3. **Confidentiality**

   You will not, at any time, during the employment or after, without the consent of the Managing 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.

4. **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.

5. **Responsibilities & Duties**
   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. You will always be alive to responsibilities and duties attached to your office and conduct yourself accordingly. You must effectively perform to ensure results. The normal timing of your services will be of 8 hours duration either in a continuous or a discontinuous manner.

6. **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.

7. **Termination of employment**
   During the probationary period and any extension thereof, your services may be terminated on either side by giving one month's notice or salary in lieu thereof. However, on confirmation the services can be terminated from either side by giving **two months** (60 days) notice or salary in lieu thereof as decided by the Managing Director.

   Upon termination of employment, you will immediately hand over to the Company all correspondence, specifications, formulae, books, documents, market data, cost data, drawings, affects or records belonging to the Company or relating to its business and shall not retain or make copies of these items.

   Upon termination of employment, you will also return all company property, which may be in your possession.

8. **Medical Fitness and Leaves**
   This appointment is subject to your being, and remaining, medically fit. You will be accommodated a total of 12(per month only 1) casual paid leaves in a year.

Please confirm your acceptance of the appointment on the above terms and conditions by signing and returning this letter for our records. This appointment letter is of 2 years of bond and if you wish to break the bond then you have to pay a 2 month's salary in post dated cheque which will be taken from you since your day of inception at Spectrum Eduventures.

Yours faithfully,

Avishek Barooah

For **Spectrum Eduventures,**

I have read the terms and conditions of this letter of appointment and confirm my acceptance of the same.

Bhuyan 11/02/2020

Mr. Denish Pratim Bhuyan
(Signature and Date)

Gmail

Pijush Chandra Das <tuplacement1@gmail.com>

Fwd: Request for joining as an intern for 6 months

2 messages

Dhanashree Deka <dhanaxree@gmail.com>
To: tuplacement1@gmail.com

Mon, Feb 1, 2021 at 2:40 PM

IITG Guwahati

---------- Forwarded message ---------
From: **Rashmi Dutta Baruah** <r.duttabaruah@iitg.ac.in>
Date: Tue, Jan 7, 2020 at 6:30 PM
Subject: Re: Request for joining as an intern for 6 months
To: Dhanashree Deka <dhanaxree@gmail.com>

Dear Dhanashree,

I received recommendations from your Professors. I can pay a stipend of Rs. 10,000 from the project. Please confirm if you can accept the offer. Also, note that if you accept then you will have to join on or before 13th Jan.

Regards,

Rashmi

Dr. Rashmi Dutta Baruah
Assistant Professor
Department of Computer Science & Engineering
Indian Institute of Technology Guwahati
Guwahati-781039, Assam, INDIA
Phone: +91 361 2583253
Email: r.duttabaruah@iitg.ac.in
www.iitg.ac.in/r.duttabaruah

From: Dhanashree Deka <dhanaxree@gmail.com>
Sent: 02 January 2020 20:54
To: Rashmi Dutta Baruah <r.duttabaruah@iitg.ac.in>
Subject: Re: Request for joining as an intern for 6 months

Respected Maam,

With due respect, I beg to state you that as per our telephonic conversation today, please refer to the following two faculties from Department of Computer Science and Engineering, Tezpur University for the recommendation.

1. Prof. Bhogeswar Borah
Professor and Head
Department of Computer Science & Engineering
Tezpur University
Email : bgb@tezu.ernet.in
Phone No. : 94354 90984

2. Dr. Rosy Sarmah

ITC Limited
Village : Bartezpur, Mouza : Rampur
P S : Palashbari, P.O : Kukurmara,
Dist : Kamrup, Pin : 781 134, Assam

Enduring Value

Date: 13 Feb 2020

Dear Mr. / Ms. Dhanraj Purkayastha.

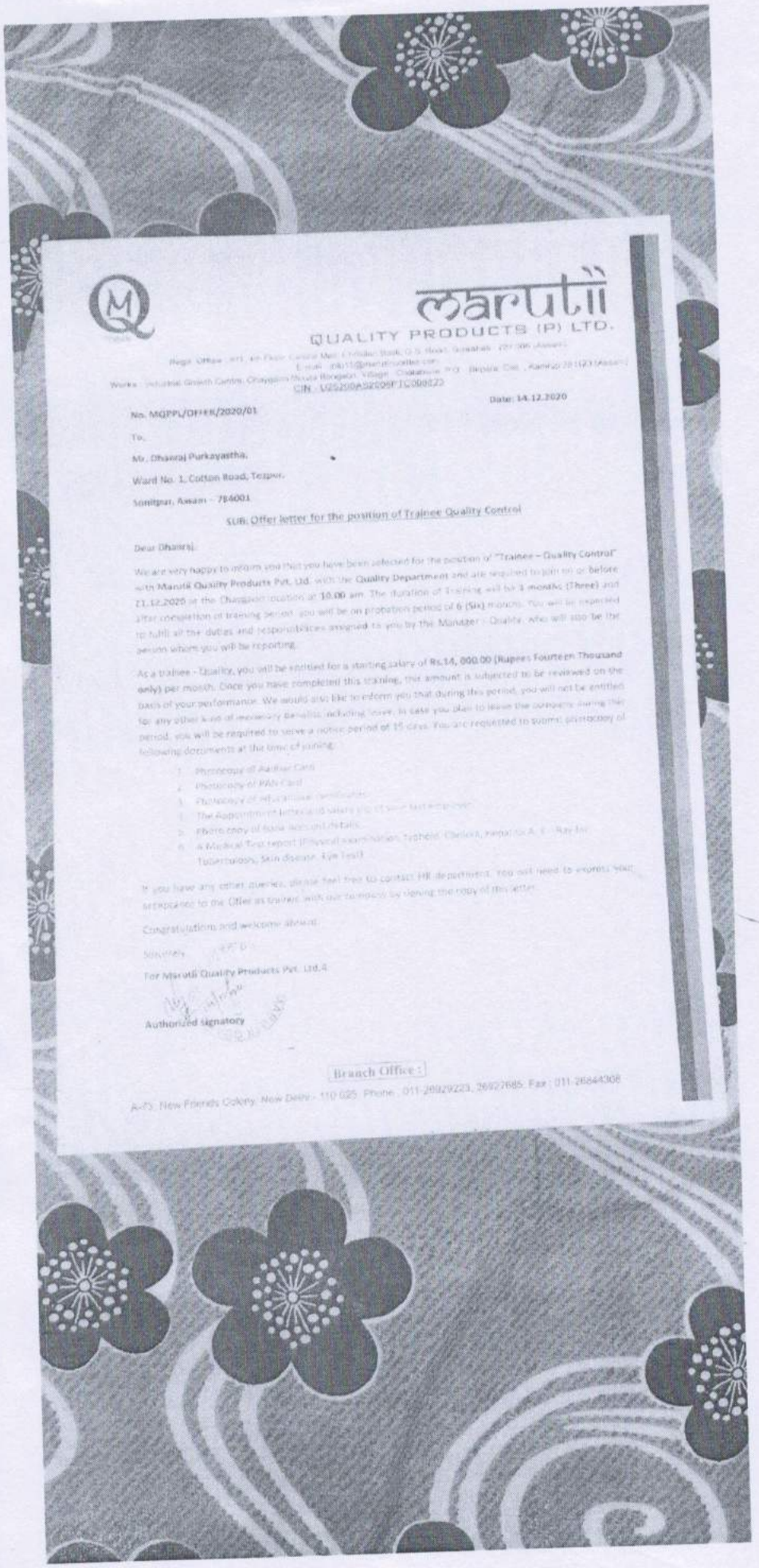
We are pleased to offer you an internship at ITC Foods Division on the following terms and conditions:

1. Your internship will be at Foods Division.
2. The tenure of your internship will be for 3/6 Months.
3. You will receive a stipend of Rs.15, 000/- per month (Rupees Fifteen Thousand only) during your internship.
4. You will not be provided with any report from ITC Ltd, except internship completion certificate.
5. It is understood and agreed between us that this letter shall not be treated and/or construed as a letter of appointment with this Company, and the Company will not be under any obligation to offer you employment on completion of the period for which you are attached as an intern.
6. The project may end at any time as per company's discretion.

If these terms and conditions are acceptable to you, kindly sign the duplicate copy of this letter and return the same to us at the above-mentioned address. The original is for your retention.

Yours faithfully,
ITC Limited (Foods Division)

Human Resources
ITC Foods Division



maruti
QUALITY PRODUCTS (P) LTD.

Regd. Office : 3rd. Floor, Central Mall, Christian Basti, G.S. Road, Guwahati - 781 005 (Assam)
E-mail : info1@marutiquality.com
Works : Industrial Growth Centre, Chaygaon Mouza Boragaon, Village : Chaygaon, P.O. : Bholua Gaki, Kamrup 781123 (Assam)
CIN : U25209AS2009PTC009823

Date: 14.12.2020

No. MQPPL/OFFER/2020/01

To,

Mr. Dhanraj Purkayastha,

Ward No. 1, Cotton Road, Tezpur.

Sonitpur, Assam – 784001

SUB: Offer letter for the position of Trainee Quality Control

Dear Dhanraj,

We are very happy to inform you that you have been selected for the position of "Trainee – Quality Control" with Maruti Quality Products Pvt. Ltd. with the Quality Department and are required to join on or before 21.12.2020 at the Chaygaon location at 10.00 am. The duration of training will be 3 months (Three) and after completion of training period, you will be on probation period of 6 (Six) months. You will be expected to fulfil all the duties and responsibilities assigned to you by the Manager – Quality, who will also be the person whom you will be reporting.

As a trainee - Quality, you will be entitled for a starting salary of Rs.14, 000.00 (Rupees Fourteen Thousand only) per month. Once you have completed this training, the amount is subjected to be reviewed on the basis of your performance. We would also like to inform you that during this period, you will not be entitled for any other kind of monetary benefits including leave. In case you plan to leave the company during this period, you will be required to serve a notice period of 15 days. You are requested to submit photocopy of following documents at the time of joining:

1. Photocopy of Aadhar Card
2. Photocopy of PAN Card
3. Photocopy of educational qualification
4. The Appointment letter and salary slip of your last employer
5. Photocopy of bank account details
6. A Medical Test report (General examination, Typhoid, Diabetes, Hepatitis A, B, C, Blood Pressure, Tuberculosis, Skin disease, Eye Test)

If you have any other queries, please feel free to contact HR department. You will need to express your acceptance to the Offer as trainee with our company by signing the copy of this letter.

Congratulations and welcome aboard.

Sincerely,

For Maruti Quality Products Pvt. Ltd.

Authorized Signatory

Branch Office :
A-73, New Friends Colony, New Delhi - 110 025. Phone : 011-26829223, 26827685. Fax : 011-26844308

https://drive.google.com/file/d/1ADI94EYLj90OEOXQx2ovc2BDNTikVj5_/view

WATERCRAFTS INDIA BEVERAGES

Job Offer Letter

Date: 05.11.2020

To,
Mr. Dhritipaul Kalita
Guwahati, Assam

B Tech FET 2020

Dear Mr. Dhritipaul Kalita,

With reference to the interview you had with us, we are pleased to offer you the post of Asst. Junior Chemist & Microbiologist in our firm Watercrafts India Beverages works office at Plot : B, Silver Drop Industrial Complex, Village – Sila Mohekhati, Mouza – Sila Sinduri Ghopa, NH # 31, Amingaon, Guwahati – 781 031, Dist – Kamrup (R), Assam on the following terms and conditions:

1. Your reporting date will be Nov 9th, 2020.
2. You will be paid an amount of Rs.10,000 per month as salary.
3. After completion of 3 months of probationary period a proper appointment letter will be issued to you.
4. Your working hours will remain flexible as per mutual agreement with the management depending on the work requirements.
5. You will report to the Quality Manager of the Company.
6. You are requested to submit a copy of your PAN CARD, Passport/Aadhar, 1 passport size photo, bank details and any other relevant documents within 7 days of receipt of this letter.

For,
Watercrafts India Beverages.

Authorized signatory.
Note: This is a digitally signed document; no physical signature needed by Watercrafts

DECLARATION

I have read and understood the above terms of employment and hereby accept the same without any reservation.

Signature:
(with date)

Plot B, Silver Drop Industrial Complex, Mouza- Sila Sindurighopa, NH#31, Amingaon, Guwahati-781031, Assam
Ph: +91 – 9626413224 | email: watercraftsindiabeverages@gmail.com

MCA
2020

THE MANIPAL GROUP
BUSINESS. VALUES.

Manipal Technologies Limited

Private and Confidential

MTL/HRRT/TL/2020-21/011
1st July, 2020

Dear Digvijay,

On behalf of "**Manipal Technologies Limited**", we take great pleasure in making you an offer to be part of **The Manipal Group** family.

Please find enclosed our formal job Training letter.

In case of any further queries, please feel free to contact us at the below mentioned address and contact number:

Address –	**Manipal Technologies Limited,** HR Department, 6th floor, Udayavani Building, Manipal – 576 104
Telephone No -	0820 – 427 5451
Email Address -	vidya.shenoy@manipalgroup.info

Yours Sincerely,

B. Vidya

Vidya Shenoy
Manager HR

Annexure

MTL/HRRT/TL/2020-21/011

Remuneration:

1. Your total Stipend will be Rs. 300000/- (Rupees Three Lakh(s) Only) per annum.
2. You are eligible for a Comprehensive Mediclaim (GMC) coverage for you and your immediate family up to Rs. 300000/- (Rupees Three Lakh(s) Only) per annum. Your immediate family includes yourself, your spouse and up to 2 dependent children.
3. And Personal Accident (GPA) coverage for you up to Rs. 2000000/- (Rupees Twenty Lakh(s) Only) per annum.

Remuneration Break-up

Name – Digvijay Gaur
Role/ Designation – Trainee
Department – Technology Department

Salary Components	Amount (Per Month)	Amount (Per Annum)
Stipend	24689	296268
Group Medical Insurance Policy Premium (GMC)	291	3492
Group Personal Accident Policy Premium (GPA)	20	240
Gross Salary - Total	**25000**	**300000**
Cost To Company (CTC) - Total		**300000**
Group Medical Insurance Policy Premium (GMC)	Rs. 3 Lakhs	
Group Personal Accident Sum Insured (Self)	Rs. 20 Lakhs	

Vidya Shenoy
Manager HR

Name and Signature of Applicant

software AG
Freedom as a Service
Software AG Bangalore Technologies Private Limited

5th & 6th Floor, 2A East Tower, Embassy Tech Village - SEZ
(Formerly known as Vrindavan Tech Village)
Marathahalli Outer Ring Road, Devarabisanahalli
Bengaluru - 560 103, India
Tel : +91 80 4640 5000 Fax : +91 80 4640 5010
www.softwareag.com
CIN#: U72200KA2004FTC034618

3rd December, 2019

Mr. Dipankar Dutta
Kalapahar Cycle Factory,
Tinali Ghy,
Assam - 781016

Letter of Offer - Internship

Dear Dipankar,

We are pleased to offer you the position of **Intern** with **Software AG Bangalore Technologies Private Limited.**

Role

As an **Intern** in our Bangalore Development Centre you will be assigned to **Rinku Hazarika, Manager Suite Engineering**. You will be located at our facility in **Bangalore.**

Starting Date

This internship will be for a period commencing from **2nd Jan 2020** to **30th Jun 2020** If necessary this date can be changed by mutual agreement.

Stipend

During your internship you will be paid a stipend of **INR 16500/- per month** to assist you with your living expenses. Accommodation and travel will be your own responsibility.

Other Terms and Conditions

It is a stated objective of the company to demonstrate the highest levels of professionalism and integrity in every aspect of the business. This applies to all dealings with staff, customers, and partners. All employees are expected to uphold this objective; ethical breaches are grounds for termination.

You will be required to sign a standard nondisclosure and proprietary invention agreement at your commencement of internship with Software AG, Bangalore. These documents set out certain rights and obligations of both Software AG or its subsidiaries and its employees, ensures that you are aware of them at the time you commence your internship with us, provide your covenant not to disclose confidential, proprietary or trade secret information of Software AG and its subsidiaries or their customers, prospects and business partners, and provide that your performance of services as an employee will not violate any duty, covenant, agreement or understanding to which you are subject. We can provide a copy of these agreements for review upon your request.

Software AG, Bangalore is offering you this internship in reliance on the accuracy of your resume and other information you provided in the application process and based upon your general experience and knowledge, and not due to specialized knowledge of your current or previous employer and their confidential information or trade secrets or any desire to cause any ethical breach concerning these companies. As a condition of your internship you have told us, and hereby represent and warrant, that your performance as an intern of Software AG, Bangalore does not and will not breach any agreement to keep in confidence proprietary information, knowledge or data acquired by you prior to your commencing with Software AG, Bangalore.

software AG
Freedom as a Service
Software AG Bangalore Technologies Private Limited

5th & 6th Floor, 2A East Tower, Embassy Tech Village - SEZ
(Formerly known as Vrindavan Tech Village)
Marathahalli Outer Ring Road, Devarabisanahalli
Bengaluru - 560 103, India
Tel : +91 80 4640 5000 Fax : +91 80 4640 5010
www.softwareag.com
CIN#: U72200KA2004FTC034618

You hereby represent that if you obtained any information during your prior employment that your employer indicated was considered confidential and proprietary or that was disclosed to you in a manner that should have made you realize it was so considered, then you will not make use of, disclose or induce Software AG, Bangalore, Software AG or any affiliate to use any such confidential and proprietary information during your internship with Software AG, Bangalore unless such information: (a) becomes publicly available for reasons other than action on your part; (b) is independently developed by others at or on behalf of Software AG, Bangalore, Software AG or any affiliate who do not receive access to such information from you; or (c) is received by Software AG, Bangalore, Software AG or any affiliate from a third party. You are not a party to any other agreement that will interfere with your full compliance with these provisions or otherwise restrict your internship with Software AG, Bangalore in any way. You will not enter into any agreement, whether written or oral, in conflict with the provisions hereof.

Please note that two week's notice is required by either you or Software AG, Bangalore in terminating internship; however, this will not apply in situations where you are guilty of serious misconduct (misconduct of a kind such that it would be unreasonable to require Software AG, Bangalore to continue your internship during the notice period). Also, as agreed in the Interview, you will be eligible to get the Letter of experience from us only if you continue in the project for a minimum of 3 Months.

Upon joining Software AG, Bangalore, you will be asked to provide for our review, birth certificate and address proof.

Your Response

We look forward to welcoming you into Software AG, Bangalore shortly. If you wish to accept this offer, please sign where indicated below and return a copy of the complete letter to us no later than close of business **4th December 2019.** By signing this letter, you specifically acknowledge that you received no inducement or representation other than those set forth in the letter, which caused you to accept the offer of internship.

The terms of this letter, including the terms offered to you and the expiration date of this offer letter, can only be modified or extended in a written document signed by an authorized representative of Software AG, Bangalore. This offer will expire and have no further effect if you do not accept it without change and return a signed copy of this letter by that date. This letter contains all of the terms of your offer of internship and supersedes any prior communications relating to your internship.

Please contact me should you require any further discussion or clarification.

Yours sincerely,

Monarch Limaye
Senior Director – Human Resources, India

I accept the terms and conditions of this letter of offer of an internship with Software AG Bangalore Technologies Private Limited.

Signed: _____ Date: _____

Dipankar Dutta

December 20, 2019

Dipankar Mandal
Assam

Dear Mr. Dipankar Mandal,

Letter of Offer:

With reference to your application and the subsequent interview you have had with us we are pleased to offer you the post of **Faculty - IT** in **G2 Grade** on the following terms & conditions:

1. Date of joining : On or before 1st Week of June

2. Place of joining : iNurture Education Solutions Pvt Ltd
Bangalore

3. Emoluments : The Total Cost to the Company (CTC) shall be Rs. 4,20,000/- (Rupees Four Lakh and Twenty Thousand Only) per annum
CTC is further bifurcated as
Fixed CTC: Rs 3,80,000/- pa (Three Lakhs and Eighty Thousand only)
(Guaranteed Retention Bonus): Rs 40,000/- pa (Forty Thousand Only).
Subject to TDS as applicable
Please refer to Annexure 'A' for salary breakup.

4. Probation : For 6 months. Employee's performance will be reviewed after successful completion of probation period and will be offered permanent employment if found suitable.

5. You will be governed by our Human Resources policies, Non - Compete, Non-Solicit, Non - Disclosure, conflict of interests, Confidentiality, and intellectual Property Rights Policies as in force from time to time.

6. At time of reporting for work, please bring the following

   a. Photo copy of proof of Date of Birth and Educational Qualifications together with the originals.
   b. Four Photos
   c. If any declaration /documents given or furnished by you to us proves to be false or if you are found to have suppressed any material information, we will be at liberty to take appropriate action as we deem fit.

7. If this offer is acceptable to you please reply by return mail to arthi.k@inurture.co.in within 3 days from the date of issue, beyond which it would stand withdrawn, unless we agree to, a new date in writing.

We wish to welcome you to iNurture.

For iNurture Education Solutions Pvt Ltd.,

Madhusudan.A.J
Head – HR

ANNEXURE 'A'

Name : Mr. Dipankar Mandal

Fixed CTC per annum : Rs 3,80,000/-

Gross Salary per annum : Rs 3,49,740/-

Guaranteed Retention Bonus per annum : Rs. 40,000/-

Component	Particulars	Per Month (INR)	Per Annum (INR)
Basic & DA	40% of CTC	15000.00	180000.00
HRA	50% of Basic & DA	7500.00	90000.00
Conveyance	19200 PA	1600.00	19200.00
Medical Allowance	15000 PA	1250.00	15000.00
Flexi Allowance	Balance figure	3795.00	45540.00
Gross Salary		**29145.00**	**349740.00**
EPF-Employer Contribution	12% of Basic (Max on Rs.15000)	1800.00	21600.00
Gratuity	4.81% of Basic	722.00	8664.00
Cost to Company		**31667.00**	**380000.00**
EPF-Employee Contribution	EPF	1800.00	21600.00
Professional Tax	PT as per KA PT Act	200.00	2400.00
Net Salary before TDS		**27145.00**	**325740.00**

Please note:

1. TDS will be deducted as per Statutory Compliance.
2. TDS deductions will be based on IT declaration.

For iNurture Education Solutions Pvt Ltd.,

Madhusudan.A.J
Head – HR

Letter of Intent - Dipti Tiwary - Ref. No.: 9431248

3 messages

<careers@wipro.com> Mon 9 Dec, 2019 at 10:37 PM
To: tiwarydipti@gmail.com

Campus - Letter Of Intent

09-Dec-2019

Dear Dipti Tiwary,

Based on our discussions with you, we would like to inform you of our intent to offer you the role of Project Engineer which will be in the Career Band TRB-II of the organization.

The salary stack for this role is detailed below. Do reach out to us should you have any clarifications.

Component	Amount (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan(WBP)	4,849
Total Fixed Cash	**24,688**
PF (Employer Contribution)	1,800
Gratuity (5.31 % of Basic)	620
Total Fixed Compensation	**27,108**
Other Compensation Benefits	
Health benefit(Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	**29,167**
Total Cost to Company per annum	**3,50,004**

Kindly note this letter of intent, if accepted, shall be followed by a letter of appointment from us.

Please confirm your interest to receive the offer of appointment by accepting the contents of this communication within 15 calendar days. Your communication of interest is a precondition to the issuance of the offer of appointment.

Please login to your Candidate Desktop to Accept or Decline the offer.

Yours sincerely,

For **Wipro Limited**
Sunil Kalachar
General Manager - Global Campus Head

The information contained in this electronic message and any attachments to this message are intended for the exclusive use of the addressee(s) and may contain proprietary, confidential or privileged information. If you are not the intended recipient, you should not disseminate, distribute or copy this e-mail. Please notify the sender immediately and destroy all copies of this message and any attachments. WARNING: Computer viruses can be transmitted via email. The recipient

should check this email and any attachments for the presence of viruses. The company accepts no liability for any damage caused by any virus transmitted by this email. www.wipro.com

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Dipti Tiwary <tiwarydipti@gmail.com> Mon 9 Dec, 2019 at 10:42 PM
To: Santosh Kumar Tiwary <skumartiwary92@gmail.com>

[Quoted text hidden]

Dipti Tiwary <tiwarydipti@gmail.com> Mon 9 Dec, 2019 at 10:43 PM
To: Prakhar Shrivastava <prakharmvm@gmail.com>

--------- Forwarded message ---------
From: <careers@wipro.com>
Date: Mon 9 Dec, 2019, 10:37 PM
Subject: Letter of Intent - Dipti Tiwary - Ref. No.: 9431248
To: <tiwarydipti@gmail.com>

[Quoted text hidden]

Cognizant

28-Jan-2020

Dear Harsharaj Nath,
M.Tech./M.E., Electronics Design and Technology
Tezpur University

Candidate ID – 13981325

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.401,986/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.23,986/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.455,880/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs. 24,880/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.,

Suresh Bethavandu
Global Head-Talent Acquisition
I have read the offer, understood and accept the above mentioned terms and conditions.

Signature : **Date:**

Cognizant

Annexure A

Name: Harsharaj Nath **Designation:** Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10375	124,500
2	HRA @60% of basic*	6225	74,700
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7175	86,100
	Annual Gross Compensation		**355,500**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**378,000**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		18,000
	Gratuity		5,986
	Annual Total Remuneration		**401,986**

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group personal accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

Provident Fund Wages: For the purpose of computing contribution to Provident Fund, Pension Fund & EDLI Scheme, "Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout". Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser. ESI Eligible Wages Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter. Earned ESI Wages: Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month. ESI Contribution shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period

* **Flexible Benefit Plan**: Your Compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is pro-rated to the duration spent with Cognizant India for a calendar year and will be paid to you only if you are active on Cognizant's payroll on the day the incentive is paid.

*** **Language Premium:** This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be

Getpy
MCA-20

To,

Hirak Jyothi Nath

Address: Tezpur University

Subject: Offer of Internship

Dear Mr. Hirak Jyothi Nath,

With reference to the discussions, on behalf of PY Technologies (the "Company" registered as GetPY Analytics Pvt Ltd), we are very pleased to issue this offer letter for the position of **internship** at **Mysore** subject to following terms and conditions:

1. This offer letter is to be considered only an offer of internship with the company and this does not give you the employee status of our company.
2. Your date of joining will be **6th Jan 2020**, failing which this offer shall automatically stand withdrawn and cancelled from date of issuance of this letter, until otherwise the same is mutually agreed and revised accordingly.
3. Your Stipend will be **Rs. 6,000 (Rupees Six Thousand Only)** Monthly **(will change with other location).** Any and all information related to your compensation structure, benefits and grade are confidential in nature accordingly therefore, you are advised to keep this information absolutely confidential.
4. This offer of internship is valid for 6 months (**change accordingly**) until otherwise the same is mutually agreed and revised accordingly.
5. The company may decide to terminate your services at any time, without assigning any reason whatsoever by giving you 7 days' notice or on payment of 7 days of your salary in lieu thereof.
6. Absence for a continuous period of five working days without prior written approval of your superior, (including overstay of leave, training, or other similar activity), would be treated as voluntary abandonment of service which may lead to your dismissal from the internship of the company without any notice or salary in lieu thereof.
7. You shall perform your duties with due diligence and care. You will be required to apply and maintain the highest standards of personal conduct and integrity and comply with all company policies and procedures.
8. During the course of your internship, you may learn or acquire information, which may be confidential or proprietary to the Company or its affiliates/clients etc. As a condition of your internship, you will not either during your employment or thereafter, divulge any such information to any third person, company or any other organization and shall always be governed by the company policy with regards to confidential and proprietary information.
9. You will be entitled to avail 4 paid leaves during the six months tenure. You would also be signing Non-Disclosure Agreement with the company.
10. Our regular work hours are from 9.00 AM to 6 PM. Saturdays are working days at GetPY Analytics pvt ltd. We work on Saturdays from office. It's purely the management's decision to work from home on Saturday or come to office. If called on Saturday, you are expected to be in office.
11. GetPY Analytics Pvt Ltd reserves rights to offer you an employment post completion of Internship programme.

Please submit the copies of the following documents on your date of joining.

1. 1 Passport Size Photograph
2. Pan Card copy
3. 10th, 12th, and Highest Qualification Marks sheet and Certificate
4. Address proof (any of the following) -Passport Copy, Driving License, Voter ID Card, Aadhaar Card, Bank Passbook copy

We are very excited about the possibility of you joining us. I hope that you will accept this offer and look forward to a productive and mutually beneficial working relationship. Please let me know if I can answer any questions for you about any of the matters outlined in this letter.

Sincerely,

For and on-behalf of PY Technologies

Kirti Srivastava

Director, GETPY Analytics Private Ltd

EMPLOYEE ACCEPTANCE

I accept internship opportunity with the Company under the terms set forth in this letter:

_____

Hirak Jyothi Nath

Date:20-11-2019

GetPY.biz
Turning Data To Revenue

To Whom So ever it may concern

This is to certify that Mr. Hirak Jyoti Nath (Enroll No: CSM17033) has successfully completed his internship from 6th January 2020 - 30th April 2020 under the guidance of Mr. Prabhu Srivastava, CTO GetPY Analytics Pvt Ltd Bangalore.

During his internship period, he has assisted in developing features and components of ecommerce platforms. He has gained experience in Microsoft Azure, Wordpress & Python Programming.

I found him responsible, committed, collaborative and inquisitive. I wish him all the best in all his future endeavours.

Kirti Srivastava

(CEO and Co-Founder)

IMEG

Offer Letter

BTech Mech 2020
3.6 Lakhs P.A

Date: August 18, 2020

Mr. Hreeshikesh Dutta,
S/O: Jiban Dutta,
Bordubi Model Town,
Bordubi Rev.Town, Tinsukia,
Assam - 786601.

Dear Mr. Hreeshikesh Dutta,

It is our pleasure to extend the following employment offer to you with IMEG Engineering (India) Pvt. Ltd. further to your application and subsequent interview you had with us. You are offered the position of **Graduate Trainee Engineer** with effect from **3rd September,2020**. You will be based at our office/unit at Visakhapatnam.

You will be on probation for 6 months. After successful completion of the probation period and further review, your services with the organization may be confirmed and the remuneration would be as per policies of the organization. Regular performance reviews will be done to assess your performance in the company.

You are requested to submit the Photocopies of the Testimonials (identity proof, address proof), qualification documents and certificates, appointment letter, proof of salary, relieving letter from your previous employer and 4 photographs at the time of joining. **You will also be required to sign Non-Disclosure Agreement and Non-Solicitation Agreement** in favor of the company at the time of joining as per policy of the Company. This was discussed and agreed upon on the day of interview.

Offer stands canceled in case of any deviation found in the information provided by you or if you fail to report to us on or before, **3rd September,2020**.

Honesty, Loyalty, trustworthiness, good performance and hard work are the qualities required for an enduring relationship with the company.

With Best Wishes,

Yours faithfully,

For IMEG Engineering (India) Pvt. Ltd.

Vijayata

Vijayata Chawla

Sr. Manager - Operations

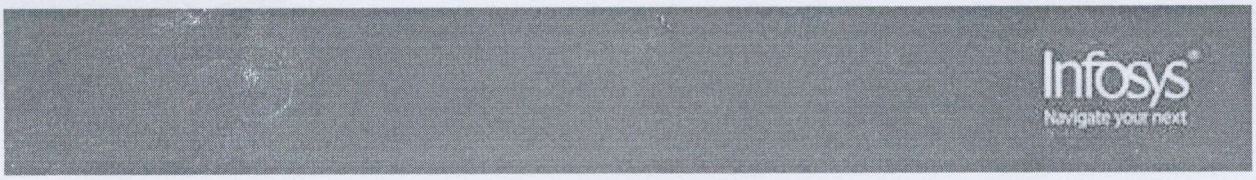
Gmail **Pijush Chandra Das <tuplacement1@gmail.com>**

Fwd: Infosys Update On Your Date of Joining

1 message

Iftikar Ahmed <ahmediftikar4@gmail.com> Thu, Aug 13, 2020 at 11:48 AM
To: tuplacement1@gmail.com

---------- Forwarded message ---------
From: **Infosys Limited** <offers@infosys.com>
Date: Tue, Apr 14, 2020 at 3:10 AM
Subject: Infosys Update On Your Date of Joining
To: ahmediftikar4@gmail.com <ahmediftikar4@gmail.com>



Dear Iftikar Ahmed,

We hope you and your family are doing well and staying safe during these challenging times.

COVID-19 has impacted our lives along with businesses and economies, globally. In India and world over, amidst the uncertainty of the evolving situation, we continue to tune in to briefings from public health officials, listen for guidance from local governments, and seek to do all that we can to cope with our changing lives and work. In times that test us, it is natural to focus on what holds utmost importance and for us that has, and will always be, our employees, our clients and our communities. Infosys is doing all we can to ensure employee well-being and business continuity as we continue to deal with COVID-19 pandemic.

We want to assure you that we are working on the joining dates for all candidates who have been made an offer and will get in touch with you as soon as we have finalized them. We are committed to honoring the offer we have made to you on the basis of the information you have shared with us at the time of the selection process.

While you wait to join us, we would like you to leverage InfyTQ, our exclusive platform for you to learn latest digital technologies, and continue your learning journey. Students who have not joined InfyTQ yet can download the app from either the Google Play Store or the Apple App Store or visit the website to experience the platform.

If you have any concerns or queries regarding your offer letter or date of joining, please do not hesitate to reach out to your placement office. Alternatively, you may write to us at offer_update@infosys.com.

We request your patience and faith.

Wi-Jungle

OFFER LETTER

Date: Sep 05, 2019

Dear Mr. Jayprakash,

This is with reference to your application and the subsequent interviews you had with us. The Management is pleased to extend an offer in the services of WiJungle at Jaipur/Gurgaon office, on the following terms and conditions.

Job band - S2

Designation - Associate Tech - Kernel Development

Date of Joining - On June 05, 2020

CTC: Fixed INR 10 Lacs Per Annum (breakup mentioned in Annexure A) + Mediclaim Family (Dependents only).

Further other benefits include
Employee of the quarter: Gadget/Bonus

The initial three months from the joining would be considered as a probation period.
Your performance review as per the company policy will take place every month. Your appraisal would be annual and apply in September of every year. The increment will be between 10%-30% pertaining to overall performance of the year.

In general, your working hours will be from 09:30 AM to 7 PM (Monday- Saturday) but will highly vary as per the business needs.

Note:

(1) Do note that a third-party Pre-employment verification shall be done on your education, past employment and legal status.
(2) Notification Period is 40 working days in case you leave the employment.

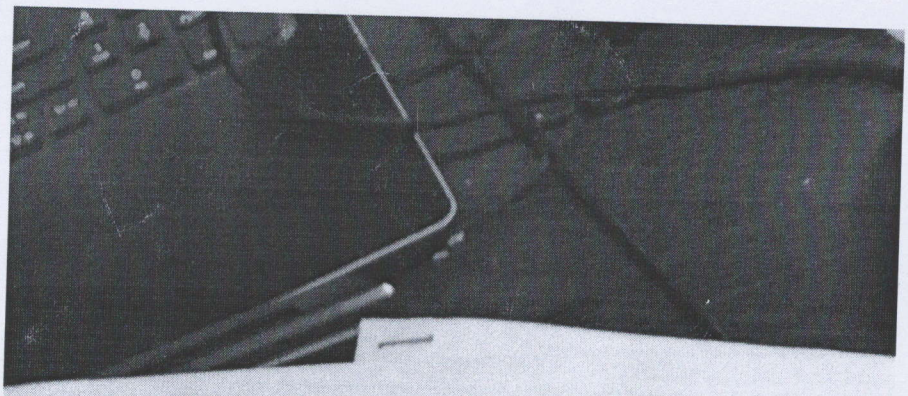
Annexure A:

Salary Components	**Amount (PA)**
Basic	INR 5,00,000
HRA	INR 2,00,000
Medical Allowance	INR 15,000
Transportation Allowance	INR 19,200
Flexi Allowance	INR 2,65,800

Best Wishes



Nisha Gupta
HR Manager



GetPY.biz
Turning Data To Revenue

To,

Jhon Ragbonshi

Address: Tezpur University Patkai 149

Subject: Offer of Internship

Dear Mr. Jhon Ragbongshi,

With reference to the discussions, on behalf of GetPY Analytics Pvt Ltd, we are very pleased to issue this offer letter for the position of **internship** at **Mysore** subject to following terms and conditions:

1. This offer letter is to be considered only an offer of internship with the company and this does not give you the employee status of our company.
2. Your date of joining will be **6th Jan 2020**, failing which this offer shall automatically stand withdrawn and cancelled from date of issuance of this letter, until otherwise the same is mutually agreed and revised accordingly.
3. Your Stipend will be **Rs. 6,000 (Rupees Six Thousand Only) Monthly.** Any and all information related to your compensation structure, benefits and grade are confidential in nature accordingly therefore, you are advised to keep this information absolutely confidential.
4. This offer of internship is valid for 6 months **until** otherwise the same is mutually agreed and revised accordingly.
5. The company may decide to terminate your services at any time, without assigning any reason whatsoever by giving you 7 days' notice or on payment of 7 days of your salary in lieu thereof.
6. Absence for a continuous period of five working days without prior written approval of your superior, (including overstay of leave, training, or other similar activity), would be treated as voluntary abandonment of service which may lead to your dismissal from the internship of the company without any notice or salary in lieu thereof.
7. You shall perform your duties with due diligence and care. You will be required to apply and maintain the highest standards of personal conduct and integrity and comply with all company policies and procedures.
8. During the course of your internship, you may learn or acquire information, which may be confidential or proprietary to the Company or its affiliates/clients etc. As a condition of your internship, you will not either during your employment or thereafter, divulge any such information to any third person, company or any other organisation and shall always be governed by the company policy with regards to confidential and proprietary information.
9. You will be entitled to avail 4 paid leaves during the six months' tenure. You would also be signing Non-Disclosure Agreement with the company.
10. Our regular work hours are from 9.00 AM to 6 PM. Saturday's are working days at GetPY Analytics pvt ltd. We work on Saturdays from office. It's purely on management's decision to work from home on Saturday or come to office. If called on Saturday, you are expected to be in office.
11. GetPY Analytics Pvt Ltd reserves rights to offer you an employment post completion of internship programme.

GetPY Analytics Pvt Ltd, NASSCOM 10K Warehouse - Diamond District, Domlur, Bengaluru, Karnataka 5600
contactus@getpy.biz | www.getpy.biz



GetPY.biz
Turning Data To Revenue

Please submit the copies of the following documents on your date of joining.

1. 1 Passport Size Photograph
2. Pan Card copy
3. 10th, 12th, and Highest Qualification Marks sheet and Certificate
4. Address proof (any of the following) -Passport Copy, Driving License, Voter ID Card, Aad Card, Bank Passbook copy

We are very excited about the possibility of you joining us. I hope that you will accept this offe look forward to a productive and mutually beneficial working relationship. Please let me know if answer any questions for you about any of the matters outlined in this letter.

Sincerely,

For and on-behalf of GETPY Analytics Private Ltd

For GETPY ANALYTICS PRIVATE LIMITED

Director

Kirti Srivastava

Director, GETPY Analytics Private Ltd

EMPLOYEE ACCEPTANCE

I accept internship opportunity with the Company under the terms set forth in this letter:

Jhon Ragbongshi

Jhon Ragbongshi Date:20-11-2019

GOVERNMENT OF ASSAM
HIGHER EDUCATION (TECHNICAL) DEPARTMENT
DISPUR, GUWAHATI-06

ORDERS BY THE GOVERNOR

NOTIFICATIONS

Dated Dispur, the 17th February, 2021

No.ATE.07/2020/Pt/58: Subject to receipt of final Police Verification Report and discharge without assigning any reason thereof the following persons are appointed temporarily as Assistant Professor at Dhemaji Engineering College, Dhemaji under Regulations 3(f) of Assam Public ServiceCommission (Limitation of Functions) Regulations, 1951 in the scale of pay of Rs. 57,700/- to Rs.1,82,400/- P.M. plus other allowances as admissible temporarily for a period of 4 (four) months only with effect from the date of joining.

These appointments are purely temporary and liable to be terminated at any time without notice and without assigning any reason thereof. Their services are transferable and they are liable to serve any Institutions under Directorate of Technical Education, Assam.

The appointees should report for duty in their respective places of posting within 15 (Fifteen) days time from the date of issue of this Notification without fail.

1. **BRANCH: CIVIL ENGINEERING**

SN	Candidate's Name
1	PAWAN KUMAR SINGH
2	MANASH PRATIM KASHYAP
3	FIROZ AHMED
4	JONALI DAIMARY
5	LAHIT MUSHAHARY
6	KHAGANA BURAGOHAIN

2. **BRANCH: MECHNICAL ENGINEERING**

SN	Candidate's Name
1	JIBAN JYOTI KALITA
2	RITURAJ NATH
3	HIRAKJYOTI BARMAN
4	SAHEERA AZMI HAZARIKA
5	DIBYA JYOTI DANG
6	KARISHMA GOGOI

3. **BRANCH: COMPUTER SCIENCE & ENGINEERING**

SN	Candidate's Name
1	BHARADWAJ CHOUDHURY
2	HUSSAIN AHMED CHOWDHURY
3	ABHILEKH DAS
4	PALLABI PATOWARY
5	NILOKANTHA KHUTTIYA DEORI
6	MANMITA DEVI

4. **BRANCH: ELECTRICAL ENGINEERING**

SN	Candidate's Name
1	NILANJANA KASHYAP

NON-TECHNICAL

1. **SUBJECTS: PHYSICS**

SN	Candidate's Name
1	MANASHREE DUTTA
2	ARUP KAR

2. **SUBJECTS: CHEMISTRY**

SN	Candidate's Name
1	MD ABDUL AZIZ ALI
2	PRAGYAN JYOTI BORAH

3. **SUBJECTS: MATHEMATICS**

SN	Candidate's Name
1	ANUP DAS
2	HOMEN BARUAH

4. **SUBJECTS: ENGLISH**

SN	Candidate's Name
1	LABIBA ALAM

5. **SUBJECTS: HUMANITIES**

SN	Candidate's Name
1	HEMANTA KUMAR PATHAK

Sd/- Preetom Saikia, IAS,
Commissioner and Secretary to the Govt. of Assam
Higher Education Department

Memo No. ATE.07/2020/Pt/58 A Dated. Dispur, 17th February, 2021

Copy to:-

1. The Accountant General, Assam, Beltola, Guwahati.
2. The Secretary, Assam Public Service Commission, Khanapara, Guwahati -22.
3. P.S. to the Commissioner & Secretary, Higher Education (Technical) Department, Dispur
4. P.S. to Secretary, Personnel Department, Dispur, Guwahati – 6.
5. The Director of Technical Education, Assam, Guwahati-19, with a request to adjustment of post and postings if necessary.
6. P.S. to the Minister Education, Dispur.
7. The Principal, Dhemaji Engineering College, Dhemaji.
8. The Treasury Officer, Dhemaji.
9. The Person concerned Jonali Daimary.
   Samajulchaki, Dist- Baksa, PO- Goneswar,
   Pin- 781366, PS- Goneswar, Assam.

By order etc.

Joint Secretary to the Govt. of Assam
Higher Education Department

CERTIFICATE

Date: 06/06/2020

As per information received by the Training and Placement Cell, School of Engineering, Tezpur University, this is to certify that Kamal Patel of MCA, Computer Science and Engineering, 2020 batch has secured a job of 2.12 LPA as a Software Developer Trainee in Itechnologies Pvt. Ltd..

Pijush Chandra Das
Placement Officer
T&P Cell
School of Engineering
Tezpur University

Deputy Director
Training and Placement Cell,
Tezpur University

TRAINING AND PLACEMENT CELL, SCHOOL OF ENGINEERING
TEZPUR UNIVERSITY

Cognizant

28-Jan-2020

Dear Kanishka Chowdhury,
B.Tech/B.E., Electronics and Communication Engineering
Tezpur University

Candidate ID – 13981319

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.401,986/-.** This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.23,986/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.455,880/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs. 24,880/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note
- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.,

Suresh Bethavandu
Global Head-Talent Acquisition
I have read the offer, understood and accept the above mentioned terms and conditions.

Signature : **Date:**

Cognizant

Annexure A

Name: Kanishka Chowdhury **Designation:** Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10375	124,500
2	HRA @60% of basic*	6225	74,700
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7175	86,100
	Annual Gross Compensation		**355,500**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**378,000**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		18,000
	Gratuity		5,986
	Annual Total Remuneration		**401,986**

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group personal accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

Provident Fund Wages: For the purpose of computing contribution to Provident Fund, Pension Fund & EDLI Scheme, "Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout". Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser. ESI Eligible Wages Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter. Earned ESI Wages: Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month. ESI Contribution shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period

* **Flexible Benefit Plan**: Your Compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is pro-rated to the duration spent with Cognizant India for a calendar year and will be paid to you only if you are active on Cognizant's payroll on the day the incentive is paid.

*** **Language Premium:** This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be

paid out on the condition that you continue to use the foreign language skill as required by your role/project/account.

**** **Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same.

Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Login to https:\\onecognizant.cognizant.com->Total Rewards App for more details

ZALONI

WELCOME TO ZALONI

Date: February 24, 2020

Dear **Kavel,**

Welcome to ZALONI ! Congratulations on joining us as **Associate Software Engineer.**

At Zaloni, we believe that every resource contributes directly to the growth and success of the company, and we hope you will take pride in being the member of our team.

On your first day at ZALONI, you will be assigned a 'Buddy' for one month who will be guiding you during your initial period while getting accustomed to the work culture here. You will be provided with a welcome kit with various related forms and documents. These forms have to filled and submitted to HR in the first half of your first day.

You will be assigned with the Induction Plan on the first week. Further, HR shall arrange an orientation session during your Induction Period to brief you about the work culture and HR Policies.

Your joining date will be **August 01, 2020.** To complete your onboarding formalities, please report at the following address on a date that will be communicated to you later:

Zaloni Technologies India Pvt. Ltd. (3rd Floor)
Opp. St John's Hospital
Nexia Park, Christian Basti
Guwahati – 781005
Contact Person: Nandini Nayak

We are confident that you will add value through your role and have a rewarding and continued growth with ZALONI. We again welcome you to the ZALONI Family and wish you success at ZALONI.

Best Regards,
For Zaloni Technologies India Pvt. Ltd.

Pubali

(Pubali G. Borthakur)
Director, People & Talent Operations

(We would like to emphasize that the offer of appointment is subject to completion of your reference check, submission of Medical Fitness Certificate issued by a certified Medical Practitioner and all the other documents enlisted in Annexure II of the Appointment Letter)

Cognizant

28-Jan-2020

Dear Kaustav Das,
B.Tech/B.E., Computer Science & Engineering
Tezpur University

Candidate ID – 13981316

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.401,986/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.23,986/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.455,880/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs. 24,880/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note
- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.,

Suresh Bethavandu
Global Head-Talent Acquisition
I have read the offer, understood and accept the above mentioned terms and conditions.

Signature : **Date:**

Cognizant

Annexure A

Name: Kaustav Das **Designation:** Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10375	124,500
2	HRA @60% of basic*	6225	74,700
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7175	86,100
	Annual Gross Compensation		**355,500**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**378,000**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		18,000
	Gratuity		5,986
	Annual Total Remuneration		**401,986**

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group personal accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

Provident Fund Wages: For the purpose of computing contribution to Provident Fund, Pension Fund & EDLI Scheme, "Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout". Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser. ESI Eligible Wages Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter. Earned ESI Wages: Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month. ESI Contribution shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period

* **Flexible Benefit Plan**: Your Compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is pro-rated to the duration spent with Cognizant India for a calendar year and will be paid to you only if you are active on Cognizant's payroll on the day the incentive is paid.

*** **Language Premium:** This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be

Cognizant

Annexure A

Name: Kaustav Das **Designation:** Programmer Analyst Trainee

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STEWART HOLL (INDIA) LIMITED

Registered Office:
"Camellia House"14, Gurusaday Road, Kolkata – 700 019
Telephone : 2287-3067, 2287-8737, 2287-1816
Fax No. (033)2287-2577,2287-7089
E-mail : shil@goodricke.com
Visit us at : www.goodricke.com
CIN-U01132AS1978PLC001825

SHIL/HRD/PERS/2020

August 9, 2020

Mr. Koustav Mani Saharia
Darrang
Assam

Dear Sir,

Sub **Offer Letter**

With reference to your application and subsequent interview you had with us, we are pleased to offer you the post of **Assistant Manager** in our **Harmutty Tea Garden** on the following terms and conditions:-

(1) You will be on probation for one year and on completion of one year and subject to receiving a satisfactory report on your performance, your services will be confirmed. Your posting is transferable to any garden/unit of the company or of it's sister companies in India.
(2) A separate note on the compensation package applicable to your grade is enclosed.
(3) Your appointment is subject to your being medically fit for employment.
(4) Our formal appointment letter will be issued to you on receiving your confirmation of our offer and your being medically fit.

The company will spend substantial amount of resources on training you for the job and accordingly you shall serve the company diligently for not less than three years.

In the unlikely event of your leaving the company, for any reason whatsoever, within the first three years, you voluntarily undertake to compensate the company with respect to the training costs.

Kindly let us have your acceptance of our offer upon receipt of this letter. Also please indicate the tentative date of your joining our Group.

Looking forward to hearing from you at an early date and thereafter welcoming you to our Organization.

Yours faithfully,
STEWART HOLL (INDIA) LIMITED

SENIOR MANAGER – HUMAN ARESOURCES

Encl: as above

STEWART HOLL (INDIA) LIMITED

Registered Office:
"Camellia House"14, Gurusaday Road, Kolkata – 700 019
Telephone : 2287-3067, 2287-8737, 2287-1816
Fax No. (033)2287-2577,2287-7089
E-mail : shil@goodricke.com
Visit us at : www.goodricke.com
CIN-U01132AS1978PLC001825

SHIL/HRD/PERS/2020
August 11, 2020

Mr. Koustav Mani Saharia
Milanpur, Mangaldai
Darrang
Assam – 784 125

Dear Sir,

SUB APPOINTMENT AS ASSISTANT MANAGER

With reference to your application and subsequent interview you had with us we are pleased to appoint you as **Assistant Manager in G6 grade** on the terms and conditions mentioned below. Please note that your posting is transferable to any tea garden or unit of the company or of it's sister companies. The details of your terms are as follows:

BASIC SALARY	:	Rs. 26,220/- per month. During the first year of service, you will be on probation after which period on receiving satisfactory reports on your performance you will be confirmed in service.
PROVIDENT FUND	:	You will contribute 12% of your basic salary or such rate applicable from time to time to the approved Provident Fund. The company will also contribute a like amount.
ACCOMMODATION & HARD FURNISHING	:	Semi furnished accommodation with a compliment of servants will be provided by the company at the place of your posting. Depending upon the availability you may be required to share the bungalow with other garden executives.
EDUCATIONAL ALLOWANCE	:	**Children between the age 3 & 6 years** Rs. 3,800/- per child p.m. for two children only **Special Children between the age 3 & 6 years** Rs. 4,950/- per child p.m. for two children only **Children between 6 & 23 years –** Day Scholar - Rs. 6,210/- per child p.m. Special Children – Rs. 8,050/- per child p.m. Boarder - Rs.20,700/- per child p.m. (A Class Institution) for child 6 to 23 years Boarder - Rs. 13,800/- per child p.m. (B Class Institution) for child 6 to 23 years Special Children – Rs. 23,000/- per child p.m. (A Class Institution) for child 6 to 23 years Special Children – Rs. 16,100/- per child p.m. (B Class Institution) for child 6 to 23 years

STEWART HOLL (INDIA) LIMITED

Registered Office:
"Camellia House"14, Gurusaday Road, Kolkata – 700 019
Telephone : 2287-3067, 2287-8737, 2287-1816
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E-mail : shil@goodricke.com
Visit us at : www.goodricke.com
CIN-U01132AS1978PLC001825

BIKE MAINTENANCE	:	Rs. 3,500/- per month
CAR MAINTENANCE		Rs. 8,600/- per month
KIT ALLOWANCE	:	Rs. 3,730/- per month
ENGINEERING ALLOWANCE	:	Rs. 2,000/- p.m. for Engineering Degree Holder
MEDICAL EXPENSES	:	As applicable to tea garden managerial staff.
LEAVE	:	You will be entitled to 5 weeks' leave for every year of service, the first leave falling due to you after completion of one full year of service.
LEAVE TRAVEL ASSISTANCE	:	Rs. 50,000/- p.a.
GRATUITY		As per Gratuity Act
COMMISSION		As declared by the Company, based on your performance
PERSONAL ACCIDENT INSURANCE	:	You will be included in our block accident Insurance cover.
PERSONAL EFFECTS INSURANCE	:	Premium for insurance of personal effects upto the value of Rs. 2 lacs will be paid by the company.
TRANSPORT	:	As per company's vehicle scheme.
RETIREMENT	:	You will retire from the services of the company at the end of the quarter immediately succeeding your 60th Birthday.
PENSION	:	As per the new scheme applicable w.e.f.1.1.2004.

The Company will meet the actual cost of 1st Class/IIAC sleeper class rail travel (plus reasonable baggage charges) from your present place to the place of your posting. **Please report to the Manager, Harmutty Tea Garden, P.O. Laluk 784 160, Dt. North Lakhimpur, Assam, Mobile No. 088110 97101 / 93658 45127 at the earliest.**

This appointment may be terminated either by the company or by you, by giving to the other, one calendar month's notice in writing or the equivalent of one month's basic salary in lieu of the notice period. However, no notice of one month or one month's salary in lieu thereof will be required to be given to you by the management in the event of your service being terminated by the company on your committing any gross misconduct or willful breach of reasonable orders of your superiors or your becoming for any reason incapacitated from properly discharging your duties. In such cases of misconduct, breach or incapacity, the company will be the sole judge and its findings shall be final and binding and accepted by you without demur.

In case you leave the services of the company prior to completion of 3 years, you would have to refund the cost incurred by the company in connection with your joining service. If however, you leave the services

STEWART HOLL (INDIA) LIMITED

Registered Office:
"Camellia House"14, Gurusaday Road, Kolkata – 700 019
Telephone : 2287-3067, 2287-8737, 2287-1816
Fax No. (033)2287-2577,2287-7089
E-mail : shil@goodricke.com
Visit us at : www.goodricke.com
CIN-U01132AS1978PLC001825

of the company within 1 year you would, in addition to the aforesaid refund of cost, be required to refund to the company an amount equivalent to 3 months basic salary.

The company will spend substantial amount of resources on your training for the job and accordingly you shall serve the company diligently for not less than three years.

In the unlikely event of your leaving the company, for any reason whatsoever, within the first three years, you voluntarily undertake to compensate the company with respect to the training costs.

15% of your basic salary will be deducted every month for a period of one year towards caution deposit, which will be refunded to you after confirmation.

This appointment is subject to finding you medically fit for employment.

Please sign the duplicate copy of this letter as a token of your acceptance of the appointment, which will be effective from the date of your joining. **You are requested to submit a copy of your Aadhar Card, PAN Card and Bank Account details.**

Yours faithfully,
STEWART HOLL (INDIA) LIMITED

DIRECTOR

I accept the terms and conditions as given above.

I specifically accept the clauses relating to refund of joining costs and refund of basic salary.

My date of birth as recorded in my application form (Birth Certificate) is _____ and shall be used for all company purposes.

I undertake that all the statements made by me during the pre-employment medical examination are true and correct, and I accept that the company may terminate my appointment if I am unable to discharge my duties to the satisfaction of the company due to a recurrence or as a result of any ailment which I may have suppressed at the time of such pre-employment medical examination.

Signature _____

Date _____

NOO
AHC Esq.
The Manager, Harmutty Tea Garden
PDe Esq.
Insurance Dept.
Master Appointment File

Capgemini

Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
IT 1, IT 2, Airoli MIDC, Thane - Belapur Road,
Navi Mumbai - 400708, Maharashtra, India.
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121
www.capgemini.com/in-en

Date: October 25, 2019

Ref No: HR/Campus/LO2020405716/1

Kumar Sivansh Singh
Tezpur University

Letter of Intent ("LOI")

Dear Kumar Sivansh Singh,

With reference to your interview conducted by us at Assam Engineering College, Assam, we are pleased to inform that you have been shortlisted for the position of **Analyst** and **A4** with **Capgemini Technology Services India Limited.**, (hereinafter referred to as "Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in **Annexure 1** to this letter.

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ grade/ rank/ class as determined by Capgemini.

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your pre-joining trainings and final semester degree/ diploma examination.

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting during the course of your training and employment with Capgemini.

Upon accepting this LoI, you will be provided access to the ADAPT (Accelerated Digital Aid for Pre-onboarding Talent) eLearning platform which allows you to learn and master the concepts and skills required to be industry ready. The learning will be a self-paced journey inclusive of assignments, assessments and webinars as deemed appropriate by Capgemini and the successful completion of the same is a prerequisite for joining Capgemini.

It is very essential that you effectively leverage this platform to complete the courses and clear the assignments and assessments. The progress made by you in this learning journey would not only help you in getting on-boarded on priority but also help you to be trained for advanced skills relevant to your career at Capgemini. We also encourage you to learn beyond the prescribed course curriculum and acquire industry recognized certifications to accelerate your career in this competitive industry.

Upon joining Capgemini,

1. You are expected to enter into an employment agreement with Capgemini which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Capgemini.
2. You will be on probation for a period of six months from your date of joining and subject to satisfactory performance your employment will be confirmed (vide written confirmation) at the end of six months.
3. During your probation you may be required to undergo classroom trainings for such duration as deemed necessary by Capgemini and your performance will be evaluated periodically during such training period.

Capgemini reserves the right to decide the continuance of your further training and your employment depending on your performance in its opinion.

The terms of this Letter of Intent shall remain confidential and are not to be disclosed to any third party.

You may note that this letter should neither be construed as an offer of employment from Capgemini nor should it in any manner confirm our intent to make you an offer of employment. We may, at any time, at our discretion, revoke this Letter of Intent.

We would request you to go through the above terms, and let us know if they are acceptable to you, within seven days of the issuance of this letter.

We look forward to hearing from you. Should you have any query, please do not hesitate to contact fresherhiring.in@capgemini.com

Thanking you,
Yours Sincerely,
For & On Behalf of Capgemini

Puneet Kumra
Head - Fresher Hiring

Capgemini

Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
IT 1, IT 2, Airoli MIDC, Thane - Belapur Road,
Navi Mumbai - 400708, Maharashtra, India.
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121
www.capgemini.com/in-en

Date: October 25, 2019

Ref No: HR/Campus/LO2020405738/1

Lahi Mahanta
Tezpur University

Letter of Intent ("LOI")

Dear Lahi Mahanta,

With reference to your interview conducted by us at Assam Engineering College, Assam, we are pleased to inform that you have been shortlisted for the position of **Analyst** and **A4** with **Capgemini Technology Services India Limited.**, (hereinafter referred to as "Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in **Annexure 1** to this letter.

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ grade/ rank/ class as determined by Capgemini.

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your pre-joining trainings and final semester degree/ diploma examination.

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting during the course of your training and employment with Capgemini.

Upon accepting this LoI, you will be provided access to the ADAPT (Accelerated Digital Aid for Pre-onboarding Talent) eLearning platform which allows you to learn and master the concepts and skills required to be industry ready. The learning will be a self-paced journey inclusive of assignments, assessments and webinars as deemed appropriate by Capgemini and the successful completion of the same is a prerequisite for joining Capgemini.

It is very essential that you effectively leverage this platform to complete the courses and clear the assignments and assessments. The progress made by you in this learning journey would not only help you in getting on-boarded on priority but also help you to be trained for advanced skills relevant to your career at Capgemini. We also encourage you to learn beyond the prescribed course curriculum and acquire industry recognized certifications to accelerate your career in this competitive industry.

Upon joining Capgemini,

1. You are expected to enter into an employment agreement with Capgemini which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Capgemini.
2. You will be on probation for a period of six months from your date of joining and subject to satisfactory performance your employment will be confirmed (vide written confirmation) at the end of six months.
3. During your probation you may be required to undergo classroom trainings for such duration as deemed necessary by Capgemini and your performance will be evaluated periodically during such training period.

Capgemini reserves the right to decide the continuance of your further training and your employment depending on your performance in its opinion.

The terms of this Letter of Intent shall remain confidential and are not to be disclosed to any third party.

You may note that this letter should neither be construed as an offer of employment from Capgemini nor should it in any manner confirm our intent to make you an offer of employment. We may, at any time, at our discretion, revoke this Letter of Intent.

We would request you to go through the above terms, and let us know if they are acceptable to you, within seven days of the issuance of this letter.

We look forward to hearing from you. Should you have any query, please do not hesitate to contact fresherhiring.in@capgemini.com

Thanking you,
Yours Sincerely,
For & On Behalf of Capgemini

Puneet Kumra
Head - Fresher Hiring

Gmail

BTech Mech 2020 batch.

Pijush Chandra Das <tuplacement1@gmail.com>

Accepting The Sanmar Group's job offer - LAKHYAJIT CHUTIA

Lakhyajit Chutia <lakhyajitchutia@gmail.com> Thu, Mar 12, 2020 at 12:47 PM
To: "Dr.Pijush Chandra Das(Dy. Director, T&P Cell, TU)" <tuplacement1@gmail.com>

Sanmar Group.

Respected,

SS Rameshwari

HR Department

The Sanmar Group - Corporate Division

Please accept this email as my formal acceptance of the offered position with The Sanmar Group. I thank you for the opportunity, and look forward to applying my skills to the position.

Sincerely,

Lakhyajit Chutia

B.tech Mechanical engineering

Tezpur University, Assam

On Wed, 11 Mar 2020, 2:54 pm Dr.Pijush Chandra Das(Dy. Director, T&P Cell, TU), <tuplacement1@gmail.com> wrote:

Dear Shri Lakhyajit Chutia,

Congratulations !

Thanks and Best Regards,
Dr.Pijush Chandra Das,
Deputy Director,
Training & Placement Cell,
Tezpur University
(Ranked among the 20th best small universities of 2018,by Times Higher Education World University ranking on 3rd August 2018. NAAC "A" Accredited)
Tezpur-784028, Assam (INDIA)
Mob:+91 9678003942
03712-273258 (Direct), Extn-3258
pijush@tezu.ernet.in;tuplacement1@gmail.com

---------- Forwarded message ---------
From: **S S Rameshwari -SSR3 -AGM/CATHRD/HR/CORP**
Date: Wed, Mar 11, 2020 at 1:08 PM
Subject: The Sanmar Group - Results of Campus Interviews 2020 - Technical Sales
To: tuplacement1@gmail.com <tuplacement1@gmail.com>, pijush@tezu.ernet.in <pijush@tezu.ernet.in>, tuplacement2@gmail.com <tuplacement2@gmail.com>
Cc: S Venkatesh -SV14 -SR VP/CATHRD/HR/CORP , A I Sriram Alagappan -AISA1 -DEM/CATHRD/HR/CORP

Dear Placement Head / Officer,

Further to the interviews your students had taken with us, we congratulate the following student on their selection.

Request you to kindly confirm the interest in taking this offer with us, by 17th March 2020. On confirmation, you are requested **to not allow the student to appear for any further Campus Interviews.**

Please note that this is for a Technical Sales profile and placement could be Pan India.

Name of the Student	Name of the college	Branch in Engg
Lakhyajit Chutia	Tezpur University	Mechanical

Based on your confirmation, we will be issuing the provisional offer and pre-employment medicals.

The final offer will be subject to document verification, clearing pre-employment medical and passing Graduation in 2020 without any history of arrears in Diploma / Engineering and with more than 60% marks.

Please note that there are other students who have been waitlisted and if there is any further requirements, we will be in touch with you to understand their interest.

We look forward to your continued support.

Thank you

Regards

SS Rameshwari

HR Department

The Sanmar Group - Corporate Division

No.9, Cathedral Road

Chennai 600 086

Gmail

Pijush Chandra Das <tuplacement1@gmail.com>

Fwd: Infosys Update On Your Date of Joining

2 messages

Lakshajyoti Paul <lakshajyoti7@gmail.com> Fri, Aug 28, 2020 at 12:32 PM
To: tuplacement1@gmail.com

Sir, Infosys did not give my offer letter yet.

---------- Forwarded message ---------
From: **Infosys Limited** <offers@infosys.com>
Date: Tue, 14 Apr, 2020, 3:11 AM
Subject: Infosys Update On Your Date of Joining
To: lakshajyoti7@gmail.com <lakshajyoti7@gmail.com>

Dear Lakshajyoti Paul,

We hope you and your family are doing well and staying safe during these challenging times.

COVID-19 has impacted our lives along with businesses and economies, globally. In India and world over, amidst the uncertainty of the evolving situation, we continue to tune in to briefings from public health officials, listen for guidance from local governments, and seek to do all that we can to cope with our changing lives and work. In times that test us, it is natural to focus on what holds utmost importance and for us that has, and will always be, our employees, our clients and our communities. Infosys is doing all we can to ensure employee well-being and business continuity as we continue to deal with COVID-19 pandemic.

We want to assure you that we are working on the joining dates for all candidates who have been made an offer and will get in touch with you as soon as we have finalized them. We are committed to honoring the offer we have made to you on the basis of the information you have shared with us at the time of the selection process.

While you wait to join us, we would like you to leverage InfyTQ, our exclusive platform for you to learn latest digital technologies, and continue your learning journey. Students who have not joined InfyTQ yet can download the app from either the Google Play Store or the Apple App Store or visit the website to experience the platform.

If you have any concerns or queries regarding your offer letter or date of joining, please do not hesitate to reach out to your placement office. Alternatively, you may write to us at

offer_update@infosys.com.

We request your patience and faith.

Stay strong. Stay safe.

Warm regards,

Talent Acquisition

Infosys



image001.jpg
3K

Dr.Pijush Chandra Das(Dy. Director, T&P Cell, TU) <tuplacement1@gmail.com> Fri, Aug 28, 2020 at 12:19 PM
To: Lakshajyoti Paul <lakshajyoti7@gmail.com>

May be you will have to wait longer for this pandemic
Thanks and Best Regards,
Dr.Pijush Chandra Das,
Deputy Director,
Training & Placement Cell,
Tezpur University
(Ranked among the 20th best small universities of 2018,by Times Higher Education World University ranking on 3rd August 2018. NAAC "A" Accredited)
Tezpur-784028, Assam (INDIA)
Mob:+91 9678003942
03712-273258 (Direct), Extn-3258
pijush@tezu.ernet.in;tuplacement1@gmail.com

On Fri, Aug 28, 2020 at 12:32 PM Lakshajyoti Paul <lakshajyoti7@gmail.com> wrote:
Sir, Infosys did not give my offer letter yet.

---------- Forwarded message ---------
From: **Infosys Limited** <offers@infosys.com>
Date: Tue, 14 Apr, 2020, 3:11 AM
Subject: Infosys Update On Your Date of Joining
To: lakshajyoti7@gmail.com <lakshajyoti7@gmail.com>

Gmail

Pijush Chandra Das <tuplacement1@gmail.com>

Infosys joining

2 messages

Lakshajyoti Paul <lakshajyoti7@gmail.com>
To: tuplacement1@gmail.com

Thu, Apr 29, 2021 at 8:48 PM

Respected Sir,
I am Lakshajyoti Paul (CSB16002) a passed out student of Bachelor of Technology (Computer Science and Engineering) of 2020 batch. I got placed in Infosys via TnP cell of School of Engineering. I have recently received my offer letter from Infosys to join as a System Engineer. My joining date is 17th May 2021. The average salary is about Rs360000 (approx) yearly. I am unable to send you the offer letter because of the restricting terms and conditions as laid down by the company. So, I request you to kindly approve any kind of verification from Infosys (if any).

Lakshajyoti Paul.

Dr.Pijush Chandra Das(Dy. Director, T&P Cell, TU) <tuplacement1@gmail.com>
To: Lakshajyoti Paul <lakshajyoti7@gmail.com>

Fri, Apr 30, 2021 at 10:31 AM

give me a call.
Thanks and Best Regards,
Dr.Pijush Chandra Das,
Deputy Director,
Training & Placement Cell,
Tezpur University
(Ranked among the 20th best small universities of 2018,by Times Higher Education World University ranking on 3rd August 2018. NAAC "A" Accredited)
Tezpur-784028, Assam (INDIA)
Mob:+91 9678003942
03712-273258 (Direct), Extn-3258
pijush@tezu.ernet.in;tuplacement1@gmail.com

On Thu, Apr 29, 2021 at 8:48 PM Lakshajyoti Paul <lakshajyoti7@gmail.com> wrote:

> Respected Sir,
> I am Lakshajyoti Paul (CSB16002) a passed out student of Bachelor of Technology (Computer Science and Engineering) of 2020 batch. I got placed in Infosys via TnP cell of School of Engineering. I have recently received my offer letter from Infosys to join as a System Engineer. My joining date is 17th May 2021. The average salary is about Rs360000 (approx) yearly. I am unable to send you the offer letter because of the restricting terms and conditions as laid down by the company. So, I request you to kindly approve any kind of verification from Infosys (if any).
>
> Lakshajyoti Paul.

MCA-2020 New
CSM17005

THE MANIPAL GROUP
BUSINESS. VALUES.

Manipal Technologies Limited

Private and Confidential

MTL/HRRT/TL/2020-21/012
1st July, 2020

Dear Manisha,

On behalf of "**Manipal Technologies Limited**", we take great pleasure in making you an offer to be part of **The Manipal Group** family.

Please find enclosed our formal job Training letter.

In case of any further queries, please feel free to contact us at the below mentioned address and contact number:

Address –	**Manipal Technologies Limited,** HR Department, 6th floor, Udayavani Building, Manipal – 576 104
Telephone No -	0820 – 427 5451
Email Address -	vidya.shenoy@manipalgroup.info

Yours Sincerely,

Vidya Shenoy
Manager HR

Annexure

MTL/HRRT/TL/2020-21/012

Remuneration:

1. Your total Stipend will be Rs. 300000/- (Rupees Three Lakh(s) Only) per annum.
2. You are eligible for a Comprehensive Mediclaim (GMC) coverage for you and your immediate family up to Rs. 300000/- (Rupees Three Lakh(s) Only) per annum. Your immediate family includes yourself, your spouse and up to 2 dependent children.
3. And Personal Accident (GPA) coverage for you up to Rs. 2000000/- (Rupees Twenty Lakh(s) Only) per annum.

Remuneration Break-up

Name – Manisha Yadav
Role/ Designation – Trainee
Department – Technology Department

Salary Components	Amount (Per Month)	Amount (Per Annum)
Stipend	24689	296268
Group Medical Insurance Policy Premium (GMC)	291	3492
Group Personal Accident Policy Premium (GPA)	20	240
Gross Salary - Total	**25000**	**300000**
Cost To Company (CTC) - Total		**300000**
Group Medical Insurance Policy Premium (GMC)	Rs. 3 Lakhs	
Group Personal Accident Sum Insured (Self)	Rs. 20 Lakhs	

B. Vidya

Vidya Shenoy
Manager HR

Name and Signature of Applicant

BETSOL

Dear Meghna Saikia,
Tezpur University
Email: meg2008s@gmail.com
Phone: +91 9854514438

23-Oct-2019

SUBJECT: Letter of Selection

We are pleased to offer you the position of **"Associate Software Engineer"** with BETSOL.
Your total CTC would be **₹ 4,20,000 (Four Lakhs Twenty Thousand only)** per annum.
The allowances, benefits and other terms and conditions of your employment will be as per Company policies as applicable from time to time. Your compensation will be reviewed in future as per Company policy.

On joining the company you shall be on probation for six months. You will abide by the rules and regulations of the company as may be applicable from time to time.

The detailed appointment letter will be given to you at the time of joining. We expect you to join on or before 1st July 2020, otherwise this offer stands withdrawn automatically.

Again, congratulations and welcome to the BETSOL family.

On behalf of
BETSOL

DocuSigned by:
6175C5BE4BBF4D6...

Gurpreet Kaur Jaggi
Operations Manager, BETSOL

I agree and accept the selection on the above terms and conditions

Meghna Saikia
Tezpur University

B. Tech CSE - 2020
CSB16071

CCTech™

Centre for Computational Technologies Pvt. Ltd.
403, Pushpak Business Hub,
Bhumkar Chowk, Wakad,
Pune, India
Tel: +91 74474 77868

August 4th, 2020

Personal & Confidential

Mr. Mohan Kumar Sah
Kuwar singh chowk,
Main road jaynagar,
Madhubani,
Bihar-847226.

Career Offer

Dear **Mohan,**
We take pleasure in inviting you to join **Centre for Computational Technologies Pvt. Ltd**. as **"Member of Technical Staff"** in our **Consultancy** department. Your total yearly remuneration will be **3,38,400 INR** (Three Lakh Thirty-Eight Thousand Four Hundred only). The probation period will be for six months from the date of joining. On the date of joining you would also require signing agreement with company to work for minimum period of 30 month and value of agreement is 3 Lakh.

You are requested to join at your earliest possible convenience but not later than **August 10th, 2020**. The formal letter of appointment, detailing the terms of employment will be issued upon your joining the company. You are requested to report for work at 11.30 a.m. A formal induction would be imparted to help you understand the organization structure, values, and culture.

Please note that this offer of appointment with the company is subject to your being:

- Found medically fit for employment.
- On satisfactory completion of other pre-joining formalities.

We look forward to your joining us & here is wishing you the best.
Warm Regards

Centre for Computational Technologies Pvt. Ltd. Pune

Harshida Bhamare
HR Generalist

Salary Fitment

Name	**Mohan Kumar Sah**	
Designation	**Member of Technical Staff**	
Department	**Consultancy**	
Components	**Salary per month (INR)**	**Salary per annum (INR)**
Basic	16,920	2,03,040
HRA	8,460	1,01,520
Special allowance	0	0
LTA	0	0
Conveyance	1,600	19,200
Medical	1,220	14,640
Total	28,200	3,38,400
Deduction		
Professional tax	200	2,400
Mediclaim Insurance	800	9,600
PF	1,800	21,600
TDS	As Applicable	As Applicable

At the time of joining, you are requested to submit the following documents:

- Photocopies of educational certificates/degrees
- Photocopy of last 3 months salary slip (if any)
- Relieving letter from the last/present company in original (if any)
- Service certificate/proof of employment from last/present and all previous employers
- Copy of PAN card & Aadhar card.
- 2 passport size photographs
- Proof of residence

Enduring Value

ITC Limited
Village : Bartezpur, Mouza : Rampur
P S : Palashbari, P.O : Kukurmara,
Dist : Kamrup, Pin : 781 134, Assam

Date: 13 Feb 2020

Dear Mr. / ~~Ms.~~ Mondeep Parashar.

We are pleased to offer you an internship at ITC Foods Division on the following terms and conditions:

1. Your internship will be at Foods Division.
2. The tenure of your internship will be for 3/6 Months.
3. You will receive a stipend of Rs.15, 000/- per month (Rupees Fifteen Thousand only) during your internship.
4. You will not be provided with any report from ITC Ltd, except internship completion certificate.
5. It is understood and agreed between us that this letter shall not be treated and/or construed as a letter of appointment with this Company, and the Company will not be under any obligation to offer you employment on completion of the period for which you are attached as an intern.
6. The project may end at any time as per company's discretion.

If these terms and conditions are acceptable to you, kindly sign the duplicate copy of this letter and return the same to us at the above-mentioned address. The original is for your retention.

Yours faithfully,
ITC Limited (Foods Division)

Human Resources
ITC Foods Division

Gmail

Pijush Chandra Das <tuplacement1@gmail.com>

(no subject)

1 message

Monmayuri Gogoi <monmayurigogoi.mmg@gmail.com> Wed, Feb 9, 2022 at 7:23 PM
To: tuplacement1@gmail.com

To
The Placement Cell
Tezpur University

Respected Sir,

I Miss Monmayuri Gogoi, a passed out student of Tezpur University from batch 2018-20. I want to inform you that I have been working at Kaliabor College (Nagaon) since 1/11/2020 . My monthly salary is Ten Thousand.

Thanking you,
Yours sincerely
Monmayuri Gogoi.

MCA - 2020 New
CSM 17026

THE MANIPAL GROUP
BUSINESS. VALUES.
Manipal Technologies Limited

Private and Confidential

MTL/HRRT/TL/2020-21/013
1st July, 2020

Dear Mou,

On behalf of "**Manipal Technologies Limited**", we take great pleasure in making you an offer to be part of **The Manipal Group** family.

Please find enclosed our formal job Training letter.

In case of any further queries, please feel free to contact us at the below mentioned address and contact number:

Address –	**Manipal Technologies Limited,** HR Department, 6th floor, Udayavani Building, Manipal – 576 104
Telephone No -	0820 – 427 5451
Email Address -	vidya.shenoy@manipalgroup.info

Yours Sincerely,

V. Vidya

Vidya Shenoy
Manager HR

Private and Confidential

MTL/HRRT/TL/2020-21/013

1st July, 2020

Dear Mou,

We are pleased to make you an offer of appointment as "**Trainee**" for **Manipal Technologies Limited** (hereby referred as "Company") in our "**Technology Department**" Department at **Manipal** location.

The details of your remuneration and benefits are given in **Annexure & Remuneration Break-up.**

1. **The following are the terms and conditions of the appointment –**

1.1 You shall be required to join us on or before 1st July, 2020.

1.2 You will be on training for a period of Twelve (12) months or such extended period as may be decided by the company based on your performance during the training period.

1.3 On satisfactory completion of your training period, including that of extended period, if any, the Company in its sole discretion can decide to consider you on probation for regular employment of the company in writing.

2. **Other Terms and Conditions of Service**

2.1 **Professional Ethics and Confidentiality:**

2.1.1 While you are in the service of the company, you are not permitted to carry on any business or profession or enter, for any part of your time, in any capacity, the services of, or be employed by or engaged with any other firm, company or person. You will denote your whole time and attention to your office work to promote the interest of the company. You will not divulge details like your compensation (CTC)/ salary structure, performance rating, performance bonus amount, increment, etc. You will maintain complete secrecy about and not divulge to any person or utilize any of the Company's business affairs, inventions, special manufacturing techniques, secret processes and any related other information which you may possess by reason of your association with the Company with any external agencies, press, etc. outside the Company. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Company.

2.1.2 During your training period, you will not, without the written authority of the Company, publish any written articles or deliver any talk on any subject related to your professions and/ or work at Company or participate as a member of any organization connected with your profession.

2.1.3 You will inform the Company immediately regarding any inventions, patents, processes etc. that you may make or discover during your training with the Company and the Company shall have the right to take over the patents or processes or inventions on payment of such sums as may be considered reasonable by the Company.

2.2 **IT Security Practice and Procedure:** While you are in services of the Company, you will adhere to the IT Security Practice and Procedures as prescribed by the Company. Any instance(s) of violation or any attempted violation of the aforesaid IT Security Practices and Procedures on your part shall result in disciplinary action.

2.3 **Notice Period:** In case you decide to leave the Company's services during the training period, you will be required to give Fifteen (15) days' notice. The Company in its sole discretion can decide to waive off/ reduce the notice period depending upon its exigencies. In such case, you would be required to pay to the Company Fifteen (15) days stipend for the notice period so reduced/ waive off.

2.4 **Transfer:** The Company shall have the right to transfer you to any of its offices or Group Companies or Subsidiaries in India and abroad. On your transfer, you will be governed by the Company's rules applicable to the establishment to which you are posted.

2.5 **Non-compete:** In order to protect the Company's legitimate business interests, including (without limitation) its interests in the Proprietary Information, its substantial and near permanent relationships with Clients, and its Client goodwill, you by signing this hereby agree that during your service with the Company, and continuing for Twenty Four (24) months from the date of separation with the Company ends for any reason (including but not limited to voluntary termination by you or involuntary termination by the Company), you shall not, as an officer, director, employee, consultant, owner, partner, or in any other capacity, either directly or through others, and either for your benefit or for the benefit of a third party:

KV

2.5.1 solicit, induce, encourage, or participate in soliciting, inducing, or encouraging any employee, independent contractor or consultant of the Company to terminate his or her relationship with the Company or to work in any capacity for any person or entity other than the Company;

2.5.2 solicit the business of any Client (other than on behalf of the Company). You agree that should you violate this covenant of non-solicitation, the Company may reasonably presume that you have abused the Proprietary Information and the Third Party Information disclosed to you or which you have accessed; and/ or

2.5.3 solicit, while you are in the service of the Company, service with any Client and/or Competitor.

2.6 **Joining Competitor:** In the event of termination of your services by the Company or your resignation from the services of the Company, you shall not join any of the competitor companies for a period of Eighteen (18) months.

2.6.1 During the course of your services with the Company or in the event of cessation of your services in the future, due to any reason whatsoever, you shall, for a period of six months from the date of such cessation, directly or indirectly, either on your own accord or on behalf or in conjunction with any other person(s), firm or company refrain/ desist from canvassing or soliciting or attempting to or inducing any employee(s)/ business associate(s) to leave their current service with the Company/ Group Companies/ Business Partners to join the services of your new employer/ firm/ company or any other competitor of the Company/ Group Companies/ Business Partners. Any act in contravention of the above provision shall entail initiation of appropriate action deemed fit by the Company.

2.6.2 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.

2.6.3 While joining the services of the Company and during the course of your services with the Company, you would be required to notify the Company immediately with details of civil or criminal case(s) instituted against you in any Court of Law or any complaint/ show cause notice/ prosecution with/ by any Police Station or by any Statutory authority,

as also you will notify any outcome of such compliant like filing of Chargesheet/ Arrest/ Conviction/ Acquittal/ Discharge. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Company.

2.6.4 The Company expects resolution of issues(s) relating to your training, if any, within the framework internally, at all times during your training period and even after cessation of service due to any reason whatsoever. As such please note that any attempt to bring any outside influence – directly or indirectly – upon any authority to further your interest(s) in respect of matters pertaining to your services with the Company would amount to breach of training contract leading to initiation of appropriate action as deemed fit by the Company.

2.6.5 Your working hours shall be governed by that of the establishment to which you are attached. There may be occasions where you may have to work beyond normal working hours due to exigencies of the Company's business.

2.6.6 During the course of your services with the Company, you will not take part in any demonstration/ agitation/ against the Company and/ or its official(s) for or on behalf of any external bodies/ political outfits – either as a member or as a sympathizer. Any act in contravention of the above term would be treated as prejudicial to the interest and reputation of the Company leading to initiation of appropriate action as deemed fit by the Company.

3. **Leave and Holidays**: You will be entitled to paid leave and holidays during a calendar year as decided by the Company. Any additional holidays, which may be declared in excess of those holidays, shall not constitute a condition of service.

4. **Cessation/ Termination of training:** Your training contract will be deemed to be void ab initio and liable for cessation without any notice or salary in lieu of notice:

4.1 During training period.

4.2 At any time during your services with the Company in the event of –

4.2.1 Any breach of conditions mentioned in this letter on your part

4.2.2 Any incorrect information furnished by you like –

4.2.2.1 Mismatch in your previous employment data even for a day.

4.2.2.2 Mismatch in your previous pay slip

4.2.2.3 Fake qualification certificates, etc;

and/ or

YSV

4.2.3 Suppression of any material information by you

4.2.4 Any breach of the Rules and Regulations of the Company as applicable/ may be made applicable to you from time to time.

5. **Medical Examination**: Your appointment and confirmation will be subject to you being found medically fit. You will be examined periodically from time to time by a doctor designated by the Company's and the doctor's opinion in this regard shall be final and binding on you. In case of medical unfitness, your training shall be terminated forthwith.

6. **Return of Company Assets:** During your separation from the Company (whether voluntary or involuntary), you are expected to return all assets/ property of the Company; both moveable or immovable, which would be in your possession by virtue of your training with the Company; including accommodation, identity card, biometric card, visiting cards, outstanding payments/ remittances, cheques, handheld devices (mobile, Laptop, PDA, tablets, etc.), sim cards, car or other vehicle, documents, power of attorney, corporate credit card, personal computer, keys, system password etc., to such asset/ property in-charges as assigned by the company from time to time. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Company.

7. **Your full & final settlement** is subject to receipt of written confirmation of asset recovery clearance from authorized in-charges (as applicable).

8. **Joining Expenses:** All the agreed expenses (if any) paid to you as a part of joining expenses, training which includes but may not be limited to your travel reimbursement, lodging expenses, Notice Period buyout and relocation expenses are required to be reimbursed to the Company, in case you decide to quit the training agreement for any reason, within a period of one year of your joining the service. If you fail to reimburse the said amount to the Company, the same shall be recovered as a legally recoverable debt by initiating appropriate legal proceedings against you exclusively under contract law, and the courts of Udupi shall have exclusive jurisdiction.

9. **General**: Your appointment and your continuation in training are subject to reference checks

AND

Successful completion of your course and submission of your certificate and mark sheets within 1 months of joining.

10. You will be bound by the rules and regulations of the Company.
11. You are expected to keep the Company informed about any change in your address or marital status and your qualifications and this will be a condition of service.

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

Yours sincerely,

K Vidya

Vidya Shenoy
Manager HR

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

Name and Signature of Applicant

Annexure

MTL/HRRT/TL/2020-21/013

Remuneration:

1. Your total Stipend will be Rs. 300000/- (Rupees Three Lakh(s) Only) per annum.
2. You are eligible for a Comprehensive Mediclaim (GMC) coverage for you and your immediate family up to Rs. 300000/- (Rupees Three Lakh(s) Only) per annum. Your immediate family includes yourself, your spouse and up to 2 dependent children.
3. And Personal Accident (GPA) coverage for you up to Rs. 2000000/- (Rupees Twenty Lakh(s) Only) per annum.

Remuneration Break-up

Name – Mou Majumbar
Role/ Designation – Trainee
Department – Technology Department

Salary Components	Amount (Per Month)	Amount (Per Annum)
Stipend	24689	296268
Group Medical Insurance Policy Premium (GMC)	291	3492
Group Personal Accident Policy Premium (GPA)	20	240
Gross Salary - Total	**25000**	**300000**
Cost To Company (CTC) - Total		**300000**
Group Medical Insurance Policy Premium (GMC)	Rs. 3 Lakhs	
Group Personal Accident Sum Insured (Self)	Rs. 20 Lakhs	

Vidya Shenoy
Manager HR

Name and Signature of Applicant

ITC Limited
Village : Bartezpur, Mouza : Rampur
P S : Palashbari, P.O : Kukurmara,
Dist : Kamrup, Pin : 781 134, Assam

Enduring Value

Date: 13 Feb 2020

Dear ~~Mr./~~ Ms. Munmi Bhuyan.

We are pleased to offer you an internship at ITC Foods Division on the following terms and conditions:

1. Your internship will be at Foods Division.
2. The tenure of your internship will be for 3/6 Months.
3. You will receive a stipend of Rs.15, 000/- per month (Rupees Fifteen Thousand only) during your internship.
4. You will not be provided with any report from ITC Ltd, except internship completion certificate.
5. It is understood and agreed between us that this letter shall not be treated and/or construed as a letter of appointment with this Company, and the Company will not be under any obligation to offer you employment on completion of the period for which you are attached as an intern.
6. The project may end at any time as per company's discretion.

If these terms and conditions are acceptable to you, kindly sign the duplicate copy of this letter and return the same to us at the above-mentioned address. The original is for your retention.

Yours faithfully,
ITC Limited (Foods Division)

Human Resources
ITC Foods Division

Cognizant

28-Jan-2020

Dear Nabajyoti Ray,
B.Tech/B.E., Mechanical Engineering
Tezpur University

Candidate ID – 13981339

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.401,986/-.** This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.23,986/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.455,880/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs. 24,880/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note
- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.,

Suresh Bethavandu
Global Head-Talent Acquisition
I have read the offer, understood and accept the above mentioned terms and conditions.

Signature : **Date:**

Cognizant

Annexure A

Name: Nabajyoti Ray **Designation:** Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10375	124,500
2	HRA @60% of basic*	6225	74,700
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7175	86,100
	Annual Gross Compensation		**355,500**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**378,000**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		18,000
	Gratuity		5,986
	Annual Total Remuneration		**401,986**

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group personal accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

Provident Fund Wages: For the purpose of computing contribution to Provident Fund, Pension Fund & EDLI Scheme, "Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout". Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser. ESI Eligible Wages Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter. Earned ESI Wages: Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month. ESI Contribution shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period

* **Flexible Benefit Plan**: Your Compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is pro-rated to the duration spent with Cognizant India for a calendar year and will be paid to you only if you are active on Cognizant's payroll on the day the incentive is paid.

*** **Language Premium:** This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be

paid out on the condition that you continue to use the foreign language skill as required by your role/project/account.

**** **Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same.

Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Login to https:\\onecognizant.cognizant.com->Total Rewards App for more details

B Tech CSE-2020 Nandita

Clerky

Summary Details of Consulting Agreement and Invention Assignment Transaction*

Company Details

Company	Brickschain Construction Blockchain Inc.
State of Incorporation	Delaware
Company Email	ron@br.iq
Governing Law Jurisdiction	State of California

Consultant Details

Name	Nandita Kalita
Email	nandita.kalita1@gmail.com

Agreement Details

Start Date	June 11, 2020
Services	As Full Stack Engineer you are expected to: - Develop maintainable and scalable applications and ensure it produces the desirable results for Briq - Work and assist on implementing the latest technologies best suited for the architecture - Ensure code is error-free, readable, efficient, and logically organized for ease of access and use - Collaborate with teams to create documentation for user support - Collaborate with teams to determine programming objectives - Frequently run upgrades on systems - Provide general and fulltime support to the team as needed on a timely basis - Keep in line with deadlines and deliveries - Explain to new/existing team members about the technology and whenever required - Provide necessary time overlap with north america hours whenever needed and applicable - Own the product and ensure quality at all times
Time Commitment	Full Time 40 hours per week
Compensation Terms	-9 lacs INR per annum -Relocation reimbursement up to $400 -Medical insurance reimbursement
Company Supervisor	Aish Kapoor
Allowable Expenses	None
Company Officer for Expense Approval	CEO

This Summary is provided for convenience only and is not part of the definitive transaction documents. It is qualified in its entirety by reference to the definitive transaction documents.

Date of Transaction (dated upon signing): June 10, 2020

The parties have executed this Agreement as of the date first written above.

THE COMPANY:

BRICKSCHAIN CONSTRUCTION BLOCKCHAIN INC.

E-signed using Clerky (3f3061954205c28547c23937938f2dd1)

By: Ron Goldshmidt

Ron Goldshmidt, CFO

ron@br.iq

ron@br.iq

CONSULTANT:

NANDITA KALITA

E-signed using Clerky (c0f9bf1a8379a826f5ef5c9b4947e3de)

Nandita Kalita

nandita.kalita1@gmail.com

software AG
Freedom as a Service
Software AG Bangalore Technologies Private Limited

5th & 6th Floor, 2A East Tower, Embassy Tech Village - SEZ
(Formerly known as Vrindavan Tech Village)
Marathahalli Outer Ring Road, Devarabisanahalli
Bengaluru - 560 103, India
Tel : +91 80 4640 5000 Fax : +91 80 4640 5010
www.softwareag.com
CIN#: U72200KA2004FTC034618

3rd December, 2019

Mr. Nawajish Laskar
Nazmul Haque Laskar.
G.R Lane.Madhurbond.
Assam - 788001

Letter of Offer - Internship

Dear Nawajish,

We are pleased to offer you the position of **Intern** with **Software AG Bangalore Technologies Private Limited.**

Role

As an **Intern** in our Bangalore Development Centre you will be assigned to **Rinku Hazarika, Manager Suite Engineering**. You will be located at our facility in **Bangalore.**

Starting Date

This internship will be for a period commencing from **2nd Jan 2020** to **30th Jun 2020** If necessary this date can be changed by mutual agreement.

Stipend

During your internship you will be paid a stipend of **INR 16500/- per month** to assist you with your living expenses. Accommodation and travel will be your own responsibility.

Other Terms and Conditions

It is a stated objective of the company to demonstrate the highest levels of professionalism and integrity in every aspect of the business. This applies to all dealings with staff, customers, and partners. All employees are expected to uphold this objective; ethical breaches are grounds for termination.

You will be required to sign a standard nondisclosure and proprietary invention agreement at your commencement of internship with Software AG, Bangalore. These documents set out certain rights and obligations of both Software AG or its subsidiaries and its employees, ensures that you are aware of them at the time you commence your internship with us, provide your covenant not to disclose confidential, proprietary or trade secret information of Software AG and its subsidiaries or their customers, prospects and business partners, and provide that your performance of services as an employee will not violate any duty, covenant, agreement or understanding to which you are subject. We can provide a copy of these agreements for review upon your request.

Software AG, Bangalore is offering you this internship in reliance on the accuracy of your resume and other information you provided in the application process and based upon your general experience and knowledge, and not due to specialized knowledge of your current or previous employer and their confidential information or trade secrets or any desire to cause any ethical breach concerning these companies. As a condition of your internship you have told us, and hereby represent and warrant, that your performance as an intern of Software AG, Bangalore does not and will not breach any agreement to keep in confidence proprietary information, knowledge or data acquired by you prior to your commencing with Software AG, Bangalore.

You hereby represent that if you obtained any information during your prior employment that your employer indicated was considered confidential and proprietary or that was disclosed to you in a manner that should

software AG
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www.softwareag.com
CIN#: U72200KA2004FTC034618

have made you realize it was so considered, then you will not make use of, disclose or induce Software AG, Bangalore, Software AG or any affiliate to use any such confidential and proprietary information during your internship with Software AG, Bangalore unless such information: (a) becomes publicly available for reasons other than action on your part; (b) is independently developed by others at or on behalf of Software AG, Bangalore, Software AG or any affiliate who do not receive access to such information from you; or (c) is received by Software AG, Bangalore, Software AG or any affiliate from a third party. You are not a party to any other agreement that will interfere with your full compliance with these provisions or otherwise restrict your internship with Software AG, Bangalore in any way. You will not enter into any agreement, whether written or oral, in conflict with the provisions hereof.

Please note that two week's notice is required by either you or Software AG, Bangalore in terminating internship; however, this will not apply in situations where you are guilty of serious misconduct (misconduct of a kind such that it would be unreasonable to require Software AG, Bangalore to continue your internship during the notice period). Also, as agreed in the Interview, you will be eligible to get the Letter of experience from us only if you continue in the project for a minimum of 3 Months.

Upon joining Software AG, Bangalore, you will be asked to provide for our review, birth certificate and address proof.

Your Response

We look forward to welcoming you into Software AG, Bangalore shortly. If you wish to accept this offer, please sign where indicated below and return a copy of the complete letter to us no later than close of business **4th December 2019**. By signing this letter, you specifically acknowledge that you received no inducement or representation other than those set forth in the letter, which caused you to accept the offer of internship.

The terms of this letter, including the terms offered to you and the expiration date of this offer letter, can only be modified or extended in a written document signed by an authorized representative of Software AG, Bangalore. This offer will expire and have no further effect if you do not accept it without change and return a signed copy of this letter by that date. This letter contains all of the terms of your offer of internship and supersedes any prior communications relating to your internship.

Please contact me should you require any further discussion or clarification.

Yours sincerely,

Monarch Limaye
Senior Director – Human Resources, India

I accept the terms and conditions of this letter of offer of an internship with Software AG Bangalore Technologies Private Limited.

Signed: Nawajish Anwar Laskar
Nawajish Laskar

Date 19/12/19

Name: Nikhil Kalita

Father's Name: Chakradhar Kalita

Address: 52, Bhabanipur, Bhabanipur, Barpeta, Assam

Date:26/11/2020

Private & Confidential
EMPLOYEMENT CONTRACT

XEAM Ventures Pvt. Ltd. (herein after refer to as "Company")

AND

Nikhil Kalita

Dear Mr./Ms **Nikhil Kalita**

We (XEAM Ventures Pvt. Ltd.) are pleased to inform you that your application for appointment as **J.r Consultant** at our client **Office of the Registrar General & Census Commissioner, India (ORGI & CCI)** location has been considered positively and you are offered a fixed term contractual appointment in our Organization as **J.r Consultant** for carrying out the work assigned by **Office of the Registrar General & Census Commissioner, India (ORGI & CCI)** for which the contract awarded to us on the following terms and conditions:

1. APPOINTMENT

1.1 You are now offered the position of **J.r Consultant**. You shall be based out at District State: . You shall be deemed to be an employee of the Company and not workman as defined in the industrial Disputes Act, 1947.

1.2 Notwithstanding the date of execution of this contractual employment, said contract is deemed to have come into effect on **26/11/2020**. This Contract supersedes your all previous contract and communication with the company if any.

1.3 Your Contractual employment shall be valid for a fixed period from the date of your joining your duties. There will be notice of 60 days minimum in writing or will pay gross salary(inclusive of all allowances) of the equivalent period in lieu of the notice. Notwithstanding this, in the event of the project / work for which you are being employed comes to an end before the aforementioned period, this contractual employment shall be co-terminus with aforementioned project / work. At the end of the above referred period, the contractual employment will stand terminated automatically without any notice or communication to you, unless they are explicitly extended by us by a letter in writing.

1.4 Notwithstanding anything above, depending upon the aforementioned project/work, the company reserves its right to extend your contractual appointment for such period 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 extend your contractual employment on the terms as may be indicated in such letter or this letter you shall be governed by such terms and conditions as may be indicated therein as current terms.

1.5 Your address as mentioned in your application for appointment shall be deemed to be correct for sending any communication to you and every communication addressed to you at the given address shall be deemed to have been served upon you. In case there is any change in your residential address, you will intimate the same in writing to the Personnel Department/Manager within three days from the date of such change and get such change of address recorded.

1.6 During the period of fixed term contractual employment, the management reserves all the rights to transfer your services to other location or to other client throughout the India by giving a notice period of one day only

1.7 You are required to deposit an interest free refundable security of amount equivalent to one month gross salary. Rs...../ (RS.....) by way of DD at the time of Joining (As applicable) in favor of "XEAM Ventures Pvt Ltd." payable at Chandigarh as an commitment to adhere the contractual terms. Interest free security shall be refunded after successfully completion of project.

2. REMUNERATION

2.1 You will be entitled for a salary as per the attached Annexure 'F' Salary will be payable based on your actual attendance (certified and approved by reporting officer) by 7th of every month. Going forward due to any change in compliances or statutory obligations, we may need to change the structure of your salary as applicable. Increments if any shall entirely be on the basis of your performance and evaluation thereof and also in case of contractual employment if Principal Employer agrees.

2.2 You shall not be entitled to any kind of medical allowance or any other allowance from the company. There is no medical responsibility of the company in case of any mis-happening, accident, and death during the tenure of the contractual employment at the premises or place of working or at any other place. No compensation can be claimed. However ESI shall be obtained if applicable.

2.3 As **ORGI and CCI(Office of The Registrar General and Census Commissioner India)** is the Principal Employer and it has been clearly explained to you that all statutory compliances are subject to **ORGI & CCI** complying with all Statutory Obligations. We shall not be responsible for any compliance or arrear if **ORGI & CCI** does not pay us to do so.

2.4 The remuneration towards this fixed term contractual employment shall be entirely based on the structure/remittance from the Principal Employer. The same shall be in force back to back and shall be paid only in the event the same has been remitted to us by Principal Employer. If any amount paid to you is not reimbursed by the Principal Employer due to any reason whatsoever it may then be recovered from you from your next salary or security or directly from you along with all taxes, allowances and EPF,ESI and margin of the company.

3. LEAVES

You are entitled to claim leaves as permitted by Principal Employer only during the tenure of your fixed Term Contractual employment. No separate leaves shall be given by XEAM VENTURES PVT. LTD. If required by Project Incharge you are required to work on Holidays/Weekly-offs without any compensation.

4. FULL & FINAL SETTLEMENT & EXPERIENCE CERTIFICATE

4.1: The Full and Final will be settled after the successful completion of the Contractual employment & after receiving the NO Due certificate from the Head of concerned Department of Client where you have been posted. Without No due Certificate, Full and final amount will not be cleared and interest free security shall not be released. Full and final will be cleared after one month of the receipt of NOC. This amount is to cover up the penalties & maintain discipline & regularity of the work assigned to you. For your security refund, you should apply within 6 months of your relieving or else it will not be refunded.

4.2 Experience Certificate shall be issued only in case of completion of minimum six months Tenure and can be claimed within one month of relieving from duty & can be issued only if Performance is satisfactory and after obtaining NOC from Principal Employer.

5. POWERS & DUTIES

5.1: You shall perform and discharge the duties of obligation which may be assigned to you by Client from time to time, faithfully, diligently to the best of your ability, in the interests of the Client and in a manner consistent with Client's policies. You shall be responsible for maintaining all the records pertaining to the work assigned to you.

5.2: You are responsible for performing the services well in office time. However if the services are delayed beyond office hours, no overtime would be paid. However, one weekly rest will be allowed. All deductions like TDS etc. will be there as per law. No TA/DA will be paid and you are required to join at the place of posting at your own expenses.

5.3: You have to declare that the qualifications and experience proofs submitted by you are genuine. You have to sign the undertaking in this regard as per Annexure D. You are also required to get the background verification done as per prescribed format by Company.

5.4: It has been informed by you along with EPF Form No.11 that you are not an EPF Subscriber & no EPF was deducted at your previous Employment (if applicable).

6. CODE OF CONDUCT

6.1 You shall, at all times, be required to carry out such duties and responsibilities as may be assigned to you by the Client and Company and shall faithfully and diligently perform these in compliance with established policies and procedures, endeavoring to the best of your ability to protect and promote the interests of the Client and Company.

6.2 You shall not, except with the written permission of the company engage directly or indirectly any other Business, Assignments, Occupation or Activity, whether as a Principal Agent or otherwise, which will be detrimental, whether directly, or indirectly, to the Client and Company's interests.

6.3 You shall keep strictly confidential details of your salary and employment benefits within and outside the company.

6.4 You shall adhere to punctuality strictly. Late arrival, early departure and short leaves shall not be permitted. In case you are absent on a particular day or comes late / leaves early on three occasions, proportionate deduction for one day will be made.

6.5 All employees are expected to carry out their duties in a professional, responsible and conscientious manner, and to be accountable for their official conduct and decisions. They have an obligation to carry out official decisions and adhere to policies to policies faithfully and impartially.

6.6 No employee is allowed to misuse the organization facilities like all the hardware(including handheld devices, laptops, printers, pen drives etc. if any). Any company facility should not be used for personal use, except where the facilities are being provided for personal use by policy. Even while using the facility for official purpose, any employee should ensure reasonable usage and avoid misuse.

6.7 All employees are asked to treat their peers, colleagues, subordinates, seniors, management with respect, fairness, courtesy and equity.

6.8 All employees must ensure that their personal interests should at no point of time conflict with their duties, obligations and responsibilities towards Client and Company. The employees of Client should be sensitive to the potential for conflicts of interest to arise between their personal interests and their organizational duties, obligations and responsibilities.

6.9 You shall not engage in any act subversive of discipline in the course of your assignment/s to the property of Company or outside, and if you were at anytime found indulging in such act/s, the management reserve the right to initiate disciplinary action as is deemed fit, against you, up to the extent of termination of the contractual employment.

6.10 If at any time it is detected by the company or client, that data/documents in any manner has been manipulated or tempered by you directly or indirectly or any of your action has resulted in financial loss to the company, the company may without any prejudice has the right to initiate criminal proceedings and may impose penalty on you for consequential Losses.

6.11 Any Penalty, if imposed, by the client due to reasons whatsoever related to your negligence/non satisfactory performance any other which is solely under your control, you are required to deposit the said amount of penalty so imposed by the way of DD within 15 days from the date of imposition. of penalty in such event. The company also reserves all the rights to terminate your employment and shall be entitled to recover damages due to your negligence /unsatisfactory performance. You shall also indemnify us for any such loss which becomes known even after the expiry of this contract. If any criminal/civil case is registered against you due to any negligence/non satisfactory performance during your tenure then it will be entirely your responsibility. The above mentioned losses shall also be deemed to include loss due to any award/decree of any court/arbitrator judicial or quasi-judicial authority.

6.12 You shall at no point of time stake any claim or right to claim employment, damage, loss or compensation of any sort whatsoever against the company. This is purely a contractual employment for the said period as specified in this letter

6.13 You will not take part in any strike or any other activity which will hamper the smooth functioning of the work assigned to you. In case you are found to be involved in any such activity the management reserve the right to initiate disciplinary action as is deemed fit, against you, up to the extent of termination of the contractual employment.

7. TERMINATION OF EMPLOYMENT

7.1 This contractual shall remain in force until:-

a) Determined in writing with consent of the company.

b) The employer/company becoming insolvent.

c) The company being declared bankrupt or of insolvent mind.

d) The company/Employee in order to terminate this contractual employment must give in writing notice of termination as provided below:

7.2 Company can terminate your service by giving one month notice in writing or verbal, which notice may be given as of right & without ascribing any reason thereof. However if you want to leave the job, than you shall be giving a 60 Days notice in writing or Gross salary in lieu of notice.

7.3 Company reserves the right not to relieve you of your service in the event that all company document & property in your custody have not been properly handed over by you to an authorized representative.

7.4 Absence for a continuous period of 3 days without a prior approval of your superior, (including overstay of leave/ training), can lead to immediate termination of your services without any notice or explanation.

7.5 During notice period, you will remain bound by all of the express and implied obligations arising out of your employment with the company, including the obligations of good faith. You will co-operate with the company, as reasonably requested by the company, to effect a transition of your responsibilities and ensure that the company is aware of all matters being handled by you. However, you may, at the Company option, be required to cease to render all or some of your duties, and/or to remain away from office premises and not work for anyone else, during all or part of notice period.

8. TERMINATION FOR CAUSE

Your employment shall be liable to termination upon:

8.1 Any material breach of the terms of this letter of offer or any representation made by you herein.

8.2 Any material breach of the Company or Client Polices.

8.3 On any action or omission on your part which is in Conflict with the interests of the Company or found you guilty for dishonesty, willful to disobey the orders or breaking up the code of Conduct.

8.4 In case you are found guilty of criminal, civil offences by any competent authority OR under any pre-contract verification initiated by the Company OR match any known Regulatory/financial/ terrorist blacklists including OR you are identified to be engaged in any Criminal activity during the term of this agreement or.

8.5 If the client or the Company do not require your services any more (reason not required).

8.6 If the leaves taken by you without written permission of the Company.

8.7 Any other reason recognized in law for dismissal of Employees.

In the above cases, the Company shall not be required to provide you with any notice prior to termination of your employment, and the Company shall not be obligated to make any further payments to you (other than any accrued and unpaid salary and expenses to the date of termination), or continue to provide any benefit (other than any benefit which may have accrued pursuant to any plan or as required by law, whichever is lower) to you.

9. DISPUTE RESOLUTION

In case of any dispute or difference arising out of implementation or interpretation of any clause of the agreement, it will be endeavored to be settled by mutual negotiations failing which the matter shall be referred to the sole arbitrator i.e Managing Director, XEAM Ventures Private Limited (within one month of dispute) whose decision shall be final and binding on both the parties. The arbitration shall be conducted in English language and the venue for the same shall be S.A.S. Nagar (Mohali) Punjab.

10. LEGAL JURISDICTION

Subject to provision of code of conduct, the courts of S.A.S Nagar (Mohali), Punjab shall have exclusive jurisdiction with respect to this letter of offer and other matters relating to your employment with the company.

11.

Employee will be governed by the Employer's rules and regulation (as well as practice) as enforced from time to time. In respect or matter not covered by this letter of appointment. Company's decision on all such matter shall be final & binding on you.

12.

Violation of any clause of this contractual appointment will attract penalty and termination.

13.

You can apply for any claims/dues/pending salaries within 30 (Thirty) days of the successful completion of the work or completion of notice period in case of resignation, no claims will be entertained afterwards and company will not be responsible for any kind of dues.

14.

You are required to undergo police verification and the report to this must be submitted within 15 days of your appointment.

16.

Scope of work: It is your prime responsibility to follow instructions/scope of work issued by **ORGI & CCI / XEAM** from time to time.

16.RULES OF CONFIDENTIALITY (Annexure A)

17.OWNERSHIP OF INTELLECTUAL PROPERTY, INVENTION Etc. (Annexure B)

18.WORK PLACE VIOLANCE (Annexure C)

19.DECLARATION AND ACCEPTANCE (Annexure D)

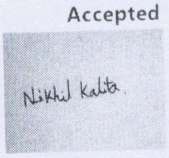
20.DECLARATION (Annexure E)

21.SALARY BREAKUP (Annexure F)

We are pleased that you are interested in joining us and look forward to working with you. Please confirm your acceptance to this letter of offer by signing & returning the anchors duplicate of the same.

Yours Sincerely,

Accepted

Signature: 

Xeam Ventures Pvt. Ltd. (Company)

Employee Name : Nikhil Kalita

NOTE:

This letter automatically gets converted into the appointment letter once it is signed by both parties i.e. you and the Company **"XEAM Ventures Pvt Ltd."**

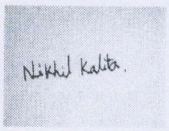
This agreement supersedes all previous communication and any other content available

Annexure A

RULES OF CONFIDENTIALITY

1. During your employment with the Company and thereafter your will, at all times, hold strictest confidence and use, except for the benefit of the company, or disclose to any person, firm or corporation without written authorization of the Board of Directors of the Company any Confidential Information of the Company or related corporations or of the clients or customers or the Company. You will understand that Confidential Information, means propriety information of the Company or any related corporation or clients or technical data, trade secrets or know how, including but not limited to users or potential users of the company's products/services on whom you may cal or with whom you may become acquainted during the terms of your employment), overseas, business associates and other business relationships, market software developments, inventions processes, formulae, technology, designs, drawings, engineering, hardware configuration information, marketing finance or any other either directly or indirectly in writing. orally or by drawing or inspection of parts or equipment, you will also be responsible for the protection and furtherance or inspections of parts or equipment.

2. You will also be responsible for the protection and furtherance of the Company's best interest at all times, including after you cease to be on the company's role.

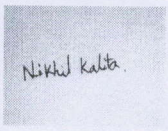
Signature: 

[Name] Nikhil Kalita
[Address]52, Bhabanipur, Bhabanipur,
Barpeta, Assam

Annexure B

OWNERSHIP OF INTELLECTUAL PROPERTY, INVENTION ETC.

During the course of your employment (or outside working hours if you are using Company's premises or equipment) all inventions, discoveries and novel designs whether or not register-able as design or patents, all writings including programs, art works and other copyright works crated by you belong to the company. In addition to disclosing any inventions, discoveries design of copyright works you shall disclose and if required by the company, assign the Company any other inventions, discoveries, designs or copyright works devised or created by you during your employment which relate to or touch upon the future or present business or products of the company or its related associates or affiliates or subsidiaries. You shall during the course of your employment do all such acts and things, and sign all documents, as the company or its Attorneys may reasonably request to secure the company's ownership or rights to such inventions, discoveries, designs and copyright works.

Signature: 

[Name] Nikhil Kalita
[Address]52, Bhabanipur, Bhabanipur,
Barpeta, Assam

Annexure C

WORK PLACE VIOLANCE

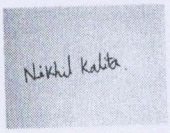
The Human Resources and Administration Departments would prevent/ or respond to incidents of workplace violence or a perceived threat of violence in the workplace.

Any sort if violence, exchange of threatening words, etc among the Xeam employees; any conversation that engages verbal threats or physical actions that may create a security hazard for others in the workplace will be taken seriously and is thoroughly and promptly investigated.

Few activities are prohibited in the office premises because they clearly are not conducive to a good work environment. Employees who engage in any of these prohibited activities are subject to disciplinary action, up to and including dismissal. These activities include;

1) threats or violent behavior;
2) Sexual harassment;
3) possession of weapons of any type;
4) use, distribution, sale or possession of illegal drugs or any other controlled substance;

It is ensured that any sort of violence in the workplace will be given prompt reaction which may also lead to termination of Employment of the Employee.

Signature: 

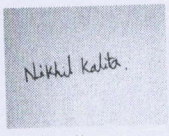
[Name] Nikhil Kalita
[Address]52, Bhabanipur, Bhabanipur,
Barpeta, Assam

Annexure D

DECLARATION & CONFIRMATION OF ACCEPTANCE

I, Nikhil Kalita hereby declare and confirm that I have read and fully understood all the terms & conditions of this offer and the attached annexure and schedule, and I accept the same. I confirm that all testimonials and information provided by me to Company are true and accurate. I also confirm that I am not subject to/party to any covenants, agreements or restrictions, including, without limitation, any covenants, agreements or restrictions or arising out of my prior employment or independent contractor relationships which would be breached or violated by my acceptance of employment with the company or which may interfere with the terms of my employment with the Company/the performance of my duties and obligations under my employment.

I also confirm and declare that I am not involved in any criminal activities and have never been engaged in any criminal or anti-social activities. That I have never been convicted or charged under the Law for any criminal offence and neither any criminal case nor inquiry/proceedings are pending against me before any authority in India or any court of law. I the undersigned, hereby confirm that all information detailed above and supplied by me on the basis of which I am being offered employment is accurate. I understand that Xeam Ventures Pvt. Ltd. Reserves the right to remove any employee from the Company immediately or invoke such legal action against such employee should that employee fail to declare any Criminal Convictions, Cautions, reprimands and/or Warnings. I understand that false declaration would be an offence and may lead to immediate removal from the Company.

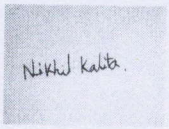
Signature: 

[Name] Nikhil Kalita
[Address]52, Bhabanipur, Bhabanipur,
Barpeta, Assam

Annexure E

DECLARATION

I, INikhil Kalita S/O/W/O **Chakradhar Kalita** resident of **52, Bhabanipur, Bhabanipur, Barpeta, Assam** do hereby confirm that, I am fully aware that I am being deployed by my employer M/s XEAM VENTURES PVT. LTD. at **Office of the Registrar General & Census Commissioner, India (ORGI & CCI)**, in pursuance of the contract between my employer who has agreement, who has the contract for carrying out the work related to providing services of deployment of **J.r Consultant** at **Office of the Registrar General & Census Commissioner, India (ORGI & CCI)** Office will not confer on me any right or claim whatsoever, for me to claim any privity with or creation of any employer employee relationship between or wages parity with the employees of the Client. I hereby undertake not to make any such claim, whatsoever at any forum.

Signature: 

[Name] Nikhil Kalita
Date:26/11/2020

Place:52, Bhabanipur, Bhabanipur, Barpeta, Assam

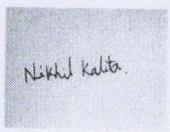
Annexure 'F'

Salary Breakup

Earnings	Amount	Deduction	Amount
Basic Salary	RS. 20000/-	GIS Insurance	RS. 100/-
House Rent Allowance	RS. 8500/-	Professional Tax(PT)	RS. 0/-
Conveyance	RS. 1500/-	TDS	RS. 0/-
Leave Encashment	RS. 1200/-	Total Deductions	RS. 100/-
Bonus	RS. 583/-		
Medical Allowance	RS. 100/-		
Telephone/Internet	RS. 1000/-		
Newspaper	RS. 317/-		
LTA	RS. 1200/-		
Washing Allowance	RS. 400/-		
CCA	RS. 200/-		
Total Earnings	**RS. 35000/-**		
CTC	**RS. 35000/-**	**Net pay**	**RS. 34900/-**

Other T&C

- Any change in law will be absorbed within the CTC.
- Withdrawal/ Addition of any allowance is totally management discretion.
- Income Tax (TDS) will be deducted as per applicability.
- PT deduction as per applicability
- GIS/Medical/ESIC will be deducted from CTC
- Mandatory Uniform (Grey Shirt & Black Trouser) at your own cost.

Signature: 

COLKS AGRITECH

Date: 11th Sep 2020

Ref: 002/ITTeam

To,
Ms Nipa Das
Guwahati

Subject: Letter of Appointment

Dear Ms Nipa Das

Congratulations! We are pleased to **appoint** you as **Probationary- Software Developer**, in COLKS Agritech Private Limited. You shall be governed by the rules, regulations and other company policy as applicable, enforced, amended or altered from time to time during the course of your employment. The terms & conditions of your appointment are as follows:

1. **POSITION, CADRE & POSTING:**

The appointment is as **Probationary - Software Developer** , in the company work level **Executive Trainee**. Your date of joining will be 14th September 2020. You will initially be located in **Guwahati** but may be transferred to any other location as per the requirements of the company.

2. **SALARY & PERKS:**

2.1.1. You shall be paid a CTC of Rs 10,00,000 (Rupees Ten Lakhs only). The details of your compensation and other benefits are attached as in **annexure A**.

2.1.2. You shall eligible for usual benefits as applicable to the probationary employees, as per the rules and regulations of the company in force from time to time

3. **EMPLOYMENT VALIDITY**

I. You will superannuate from the company's services on attaining the age of 60 years.

II. Your age mentioned in the birth certificates/ school leaving certificate shall be treated as conclusive proof of your date of birth

4. **PROBATION:** You will be on probation for a period of 1 year from the date of joining service. Based on your performance and conduct, this period may be increased or decreased at sole discretion of the management and

COLKS AGRITECH

13. **Management Right**

The management has the right to change terms of absorption as &when deemed necessary.

If our offer and the terms and conditions are acceptable to you ,kindly sign and return the enclosed "Acceptance Letter" as a token of your acceptance of the same.

We trust you with many years of gainful employment with our organization and look forward to a long and satisfying association.

Thanking you

Hano Bobby
Director
COLKS Agritech Private Limited

ACCEPTANCE

I accept the above mentioned terms & conditions.

Name and Signature:

Date of Joining:

Place & Date :

Annexure A Employee ID:	002-IT
Name:	Nipa Das
Designation:	Probationary- Software Developer
DOJ	14th Sep 2020

COLKS AGRITECH

Reporting to:	**Lead- Software Developer**	
Place of work	**Guwahati**	
Level	Probationary	
Compensation	**Rs. Per Month**	**Rs. Per annum**
FIXED COMPONENT	**16250**	**195000**
BASIC SALARY	10000	**120000**
HOUSE RENT ALLOWANCE	2000	**24000**
SPECIAL ALLOWANCES	2250	**27000**
PERFORMANCE ALLOWANCE	1000	**12000**
CONVEYANCE ALLOWANCE	1000	**12000**
INCENTIVE COMPONENT		
Annual Incentives		**36000**
Telephone & Internet Allowance, Learning &Development (Reimbursable)		**6000**
SUB TOTAL (A)	**16250**	**237000**
Other Employer Costs: -		
EMPLOYER PF CONTIBUTION	1250	**15000**
Sub Total (B)	**1250**	**15000**
Cost to Company : (A)+(B)		
PROFESSIONAL TAX	208	2496
Sub Total of deductions (C)	208	2496
Annual CTC :		**2,54,496.00**

Peeply Technologies Pvt. Ltd.
3rd Floor, Building No. 261, Lane No 5,
Westend Marg, Said-ul-Ajaib, New Delhi 110030

EMPLOYMENT AGREEMENT

This employment agreement ("**Agreement**") is executed on the 15th day of June, 2020 ("**Execution Date**") at Delhi, India, by and between;

Peeply Technologies Private Limited, a private limited company incorporated under Companies Act, 2013 and having its registered office at 3rd Floor, House No. 261, Lane No. 5, Westend Marg Saidulajab, Mehrauli, New Delhi – 110030, India (hereinafter referred to as "**Company**", which expression shall, unless repugnant to the context or meaning thereof, mean and include its successors and permitted assignees) of the **FIRST PART**; and

Nityananda Gohain having permanent account number **BVEPG1307A** and residing at **Borbari Bongali Gaon, p.o Bishmile via chabua, Dist- Dibrugarh,Assam, IN** (hereinafter referred to as the "**Employee**") of the **OTHER PART**; for recording the terms and conditions of mutual understanding between the Employee and the Company with respect to Employee's engagement as **Software Engineer – I** of the Company effective from 22nd June 2020 ("**Effective Date**"), until terminated as per Clause 3 below ("**Term of Employment**").

(Company and Employee are hereinafter also referred to collectively as "**Parties**" and individually as "**Party**", as the context may require).

NOW, THEREFORE, THE COMPANY AND THE EMPLOYEE HEREBY AGREE AS FOLLOWS:

1. DUTIES AND LIMITATIONS OF THE EMPLOYEE

1.1 Employee agrees and understands that his/her employment with the Company shall always be subject to the terms and conditions of this Agreement and any written rules that the Company may formulate for its employees, which lay down the policies, procedures, guidelines, dos and don'ts in connection with the day-to-day operations of the Company, the behaviour of its employees, the overall management of the Company and its clients/ customers, as notified by the Company and amended from time to time ("**Rules and Policies**").

1.2 The Employee hereby agrees, accepts and confirms that he/she shall perform such duties as have been listed in this Agreement ("**Duties**"). Duties of the Employee may be revised and updated by the Company from time to time.

1.3 The Employee shall not engage in any activities which may present a conflict of interest or interfere with or in any manner hinder the performance of his/her Duties and obligations under this Agreement in any material respect.

1.4 Subject to the Rules and Policies, during the Term of Employment, Employee shall not, whether for consideration or otherwise, directly or indirectly, neither solely nor jointly, serve as an executive officer, managing/ executive director, consultant or employee of any company, partnership or other entity other than the Company, its parent, subsidiaries or affiliated companies or entities. The Employee further agree that, during the Term of Employment with Company, he/she will not engage in any other assignment, occupation, consulting or other business activity directly related to the Business in which the Company is now involved or becomes involved during the Employee's Term of Employment.

1.5 Without the express written consent of the Company or unless the Employee is acting pursuant to his/her Duties under this Agreement, the Employee shall have no apparent or implied authority to:

Company	Employee
D. P. Gohel	Nityananda Gohain

(a) extend the credit of the Company;

(b) bind the Company under any contract, agreement, note, mortgage or other obligation;

(c) discharge any debt due to the Company unless the Company has received the full amount thereof; and/or

(d) sell, mortgage, transfer or otherwise dispose of any assets of the Company.

1.6 The Company will undertake the background verification / validation process in terms of education, previous employment(s), claims made against achievements in the resumes/CVs etc. with the help of a third party ***as and when required***. You would be required to submit photocopies of documents required to facilitate the joining and background verification process. The Company may also undertake reference check through at least two professional references submitted during the process of selection.

2. COMPENSATION AND BENEFITS

2.1 On and from the Effective Date, the Employee shall receive a monetary compensation of INR 8,00,000 (Indian Rupees Eight lakhs only) per annum, subject to withholding for all central, state or local taxes , including income and other similar taxes as per the applicable law ("**Annual CTC**"). The Employee shall be entitled to receive a certificate to the effect that the relevant tax has been deducted from his/her Annual CTC. A detailed breakup of Annual CTC has been provided as **Annexure B** hereto. The Employee shall, however, have sole responsibility for the payment of any individual income tax and other charges or taxes applicable to the Employee.

2.2 The Annual CTC may be reviewed annually and may be increased/ revised as determined by the Company, in its sole discretion, taking into account, among other things, the Employee's performance and the Rules and Policies of the Company.

2.3 The Annual CTC shall include all benefits to be received as compensation by the Employee, excluding only such reimbursements as may be incurred by the Employee pursuant to the Rules and Policies or with a prior written permission of the Company, in discharge of his/her Duties.

3. TERMINATION OF EMPLOYMENT

3.1 On and from the Effective Date until expiry of 180 (one hundred eighty) days thereafter ("**Probationary Period**") the Company may, in its absolute discretion, terminate the Employee's employment, for any reason without any cause or notice or payment in lieu of notice with immediate effect.

3.2 On the expiry of the Probationary Period, the Company shall, in writing, confirm the employment of the Employee subject to the satisfactory performance of the Duties assigned to the Employee.

3.3 Confirmation of employment shall be subject to receipt of the confirmation letter from the Company providing the date from which the Employee's employment with the Company is confirmed. There is no deemed confirmation of employment. If no confirmation letter is received from the Company then the Probationary Period is deemed extended.

3.4 Upon expiry of the Probationary Period, either Party may terminate the employment under this Agreement, without assigning any reason, upon issuing 30 (Thirty) days' prior written notice to the other Party ("**Notice Period**"), wherein the Term of Employment shall deem to expire upon expiry of the Notice Period.

Company	Employee
D. P. Gokel	Nityananda Gohain

3.5 Company may terminate this Agreement immediately, at its sole discretion, in the event of any act of misappropriation of the funds of the Company, or an instance of falsification of information or misconduct (including, without limitation, sexual harassment, disruptive or abusive behaviour, theft or fraud, malicious damage or disparagement of the Company, assault on another person, serious incapability through alcohol or use of narcotic substances, actions which endanger safety of other employees of the Company, falsification or unauthorised removal of records or property of the Company, or a serious act of insubordination) by the Employee. The foregoing does not prejudice the right of the Company to claim damages for any losses suffered as a result of such conduct by the Employee, and the Company shall be entitled to exercise such rights and be entitled to such remedies under the provisions of law or at equity.

4. CONSEQUENCES OF TERMINATION

4.1 Upon termination of employment pursuant to Clause 3 above:

(a) the Employee shall be entitled to such Annual CTC that accrues until the expiry of Term of Employment or earlier termination of this Agreement, as per this Agreement, subject to the Employee completing the separation process in accordance with the Rules and Policies;

(b) the Company's property, including Intellectual Property, Confidential Information or any copies thereof1, acquired by and/ or in possession or control the Employee shall be returned to the Company within 24 (twenty-four) hours; and

(c) if Employee is indebted to the Company for any reason, the Company shall be entitled to set off any sum due to the Company from the Employee against the payment due to the Employee at the time of expiry of the Term of Employment/ termination or to collect/ recover any remaining balance from the Employee, as the case may be.

4.2 Upon termination of this Agreement and subject to the completion of the separation process, each Party shall pay all the outstanding dues of the other Party as may have accrued until the date of termination of Agreement. Unless prohibited by applicable law, the Company shall have the right to retain any amounts otherwise payable by the Company to the Employee to satisfy any obligations of the Employee as a result of breach of this Agreement by the Employee. Upon such termination and settlement of all outstanding dues, each of the Parties shall be discharged from all liabilities to the other Party under this Agreement.

4.3 Upon expiry of the Term of Employment or termination of employment for any reason, the Employee hereby grant consent to notification by the Company to any subsequent employer about rights and obligations under this Agreement.

4.4 Notwithstanding anything contained elsewhere, the rights and obligations of Parties under this Agreement which either expressly or by their nature survive the termination of this Agreement (including Clauses 4, 5, 6, 7 and 8), shall not be extinguished by termination of this Agreement.

5. CONFIDENTIALITY

5.1 "**Confidential Information**" shall mean and include all such information which is or fairly can be considered to be of a confidential nature, which may be obtained in graphic, written, electronic, machine readable or any other form on any media, by the Employee; and whether or not the information is expressly stated to be confidential or marked as such, in writing (provided that the confidentiality of such information is reasonably apparent), and also includes all Intellectual Property, any information of value or significance to the Company, its subsidiaries, divisions, affiliates, customers or its competitors (present or potential) such as:

(a) customer data, in particular, key contact names, addresses, business model, pricing lists, sales figures and sales conditions of the Company and its past, present or prospective clients;

(b) business data, particularly data relating to new investment opportunities, products, services, promotion campaigns, distribution strategies, sources of supply, license agreements and joint ventures in which the Company is involved;

(c) software data or product data, particularly information relating to the products, software and the modules thereof as well as any devices designed by the Company to prevent unauthorized copying;

(d) financial data, in particular, concerning budgets, the fees and revenue calculations, sales figures, financial statements, profit expectations and inventories of the Company or of its subsidiaries, divisions, affiliates, and customers;

(e) any ideas, concepts, know-how and techniques, related to Company's Business activities retained in the memories of Employee having gained access during the course of performing his/her Duties and responsibilities pursuant to this Agreement and

(f) any and all other information or materials or documents of a commercially sensitive nature relating to the Company's and/or its affiliates operations, research, plans, strategies, objectives, development, purchasing, marketing, and selling activities;

however, shall not include any such information which:

(i) is in the public domain other than by the Employee's breach of his/her confidentiality obligations under any agreement;

(ii) was known by the Employee prior to receipt from the Company and/ or was in possession of the Employee prior to the date of this Agreement;

(iii) was lawfully obtained by the Employee from a third party (not in breach of its confidentiality obligations) other than in the course of his/her employment with the Company; and/or

(iv) was developed independently by the Employee without knowledge of or reference to the Confidential Information or residual information.

5.2 During the Term of Employment, Employee may be given and/or have access to Confidential Information of the Company. Employee shall not, during the Term of Employment or at any time thereafter, modify, reverse-engineer, decompile, create other works from, or dissemble any software programs contained in the Confidential Information and/or use any of such Confidential Information for his/her own corporate purposes or any other purpose without a prior written consent of the Company and shall use his/her best efforts to keep confidential and not to disclose to any person any such Confidential Information, except as required by applicable law and on such disclosure shall provide the Company with prompt notice. On the Employee becoming aware of any disclosure/ breach of Confidential Information, the Employee shall immediately notify the Company and assist the Company in the course of action, which the Company intends to take.

6. INTELLECTUAL PROPERTY

6.1 "**Intellectual Property**" shall mean and refer to any creations of the mind and/or the intellect, and includes without limitation:

(a) all patents, copyrights, trademarks, business processes, domain names, works of authorship, designs, utility models, copyrights whether registered or unregistered, which are owned by the Company or acquired or developed by the Company in the

Company	Employee
D. P. Goel	Nityananda Gohain

course of its business, including, but not limited to moral rights and any similar rights in any country, whether negotiable or not and also includes any applications for any of the foregoing and the right to apply for them in any part of the world; and

(b) all processes, inventions, ideas, programs, codes, software, algorithms, discoveries, correspondence, trade secrets, databases, know-how, creations or improvements upon, additions or any research effort relating to any of the above, whether registrable or not.

6.2 All Intellectual Property and other ideas, techniques or principles related to the Company, conceived (whether during regular business hours or not), discovered, or made by the Employee during the course of his/her employment with the Company, shall be promptly disclosed in writing to the Company.

6.3 Unless specified to the contrary in writing and subject to applicable law, ownership of all Intellectual Property existing or developed by the Company or the Employee during the Term of Employment, shall rest with the Company. The Employee irrevocably and perpetually assigns, transfers, conveys and delivers to the Company, all worldwide right, title and interest to the Intellectual Property in all works developed by the Employee (in full or in part) during the course of his/her employment (whether prior to, on, or after the Term of Employment), free and clear of all encumbrances for no additional cost.

6.4 The Company shall be entitled to, without any further consent or concurrence and without any further payment, use and reproduce throughout the world in all media the results and proceeds of any of the services of the Employee without regard to whether such use and reproduction occurs during or after termination/expiry of this Agreement and the Employee hereby grants all such rights as are necessary to give effect to this clause under any statutory acts or regulations.

6.5 The Employee further agrees to assign to the Company all intellectual property rights in respect of any work/software/idea etc. that may be developed by him/her either alone or in conjunction with others, whether registrable, patentable and copyrightable or not for their full term throughout the world during the period of his/her employment with the Company.

7. REPRESENTATION, WARRANTIES AND COVENANTS

7.1 Each Party represents to the other that: (a) such Party is lawfully existing under applicable law and has full power and authority to enter into, execute and deliver this Agreement; (b) such Party has all necessary and valid authorizations required for performance of its obligations under this Agreement; (c) this Agreement constitutes a legal, valid and binding obligation of such Party, enforceable against it; (d) such Party has entered into this Agreement relying on its own business judgment and has not been induced by any the other Party or any third party; and (e) execution, delivery and performance of this Agreement will not (i) violate any provision of the organizational or governance documents of such Party; (ii) conflict with or result in material breach or violation of any terms, or constitute default under, any other agreement by which such Party is bound; (iii) violate any order, judgment or decree against, or binding upon, such Party; or (iv) violate any law or regulation of India or any other country in which it maintains its principal office or of which it is a resident or a citizen.

7.2 Employee specifically covenants that he/she shall:

(a) not, during the Term of Employment and for a period of 12 (twelve) months thereafter, directly or indirectly: i) solicit or attempt to solicit, induce or recruit, engage or in any other way encourage employees or consultants of the Company, its subsidiaries, divisions, or affiliates to terminate their respective contracts with the Company and/ or engage with the Employee and/ or any third party; or (ii) solicit or entice away or attempt to solicit or entice away from the Company any person, firm, company or organization who shall at any time within 1 (one) year prior to the termination/resignation date have

been a customer or client of the Company or otherwise in the habit of dealing with the Company.

(b) disclose any directorship, partnership or interest that the Employee may have or acquire during the Term of Employment, in any other business or entity, which competes with the whole or any part of the current and planned Business of the Company;

(c) not, at any time during the Term of Employment and thereafter, make any express or implied written or oral statements critical or disparaging of the Company, or its affiliates, members, directors, executives, officers or shareholders, to the news or other media or any other entity or person, or cause or request any other person or entity to do so; and

(d) not, at any time during the Term of Employment and thereafter, use the Company's property, including Intellectual Property, Confidential Information or any copies thereof, acquired by and/ or in possession or control the Employee, for any other purposes other than for discharge of his/her Duties.

7.3 The Employee acknowledge that the services to be rendered to the Company have a significant and material value to Company, the loss of which cannot adequately be compensated by damages alone. In view of the significant and material value to the Company of the services and Annual CTC being the material inducement (it being understood and agreed by the Employee that the non-competition provision has been paid for and received as part of Annual CTC hereof), the Employee agrees that that the Employee will not without the Company's prior written consent during a period of **1 (one)** years from the date of termination/ resignation of/ from employment:

I. Be a consultant (weather for consideration or not) or be employed or be interested directly or indirectly in any business similar to or competing with the Business of the Company, its affiliates, parent/ subsidiaries or sister concerns; and/or

II. Carry on either alone or in partnership (or be concerned as a director in any Company engaged in or to be engaged) any business similar to or competing with the Business of the Company its affiliates, parent/ subsidiaries or sister concerns.

7.4 The Employee had carefully read and considered the provisions of this Section and, having done so, agrees that the restrictions set forth therein (including, but not limited to, the time period of restriction and the geographical areas of restriction) is fair and reasonable and are reasonably required for the protection of the interests of Company, its officers, directors, shareholders and employees.

"**Business**" The Company is in the business of developing and operating Collect, a data collection tool and other mobile or web-based SaaS product having or not having an external data repository which uses machine learning, entity recognition, fuzzy logic, geocoding including but limited to reverse geocoding for the following purposes including but limited to identification of errors, merge of incompatible data and uses dashboards - real-time, interactive or otherwise to generate insights and help decision-makers make decisions quicker and easier.

8. REMEDIES

8.1 Parties agree and acknowledge that restrictions contained in this Agreement are reasonable and necessary to protect the Business and interests of the Company and that any violation of these restrictions by the Employee may cause a substantial loss and an irreparable injury to the Company. Remedies available to the Company at law for a breach or threatened or contemplated breach of this Agreement would be inadequate and, the Employee agrees that in such an event the Company shall be entitled, in addition to any other remedies available at law or equity, to obtain equitable relief in the form of specific performance, temporary restraining order, temporary, preliminary, or permanent injunctive relief, or any other equitable remedy

Company	Employee
D. P. Gokel	Nityananda Gohain

which may then be available, to secure specific performance of such covenants and prevent a breach or a threatened or contemplated breach of this Agreement.

8.2 The Employee hereby agrees to indemnify and hold harmless the Company from and against any damages incurred by the Company as assessed by a court of competent jurisdiction as a result of any breach of the provisions of this Agreement.

9. MISCELLANEOUS

9.1 Entire Agreement: This Agreement shall constitute entire agreement between the Parties and supersedes all other written and/or oral arrangements with respect to the subject matter hereof. No modification or amendment to this Agreement and no waiver of any of the terms or conditions hereof shall be valid or binding unless made in writing and duly executed by the Parties.

9.2 Assignment: This Agreement may be assigned by the Company to any of its affiliates or pursuant to any sale of all or substantially all of the Company's assets or any reorganization by the Company, without obtaining prior approval of the Employee; provided that such assignment shall not expand the scope of the Employee's obligations hereunder or modify such assignee's obligations hereunder. This Agreement is a personal services contract of the Employee and cannot be assigned by the Employee without the prior written consent of the Company.

9.3 Counterparts: Parties may execute this Agreement in counterparts and each such fully executed counterpart shall be deemed an original.2

9.4 Waiver: Waiver by a Party of any one default will not waive subsequent defaults of the same or different kind, and no failure or delay of either Party to exercise or enforce any of its rights hereunder shall act as a waiver of those rights.3

9.5 Severability: If any provision of this Agreement is determined to be unenforceable then such provision shall, to that extent, be deemed deleted from this Agreement and the legality, validity and enforceability of the remaining provisions of this Agreement shall not be in any way affected. Subject to applicable law, any act of the Parties done prior to the provisions being held unenforceable shall be deemed to be valid and/or binding on the other.

9.6 Governing Law and Dispute Resolution: This Agreement, in all respects, shall be governed by and construed in accordance with the laws of India and shall be subject to the exclusive jurisdiction of the courts of New Delhi, India.

9.7 Notices: Any notice to be given by any Party shall be deemed to be duly served if delivered by prepaid registered post or through a delivery service/ courier, by hand delivery or by email to the addresses mentioned on signature page of this Agreement and any change in contact details of either Party shall be notified to the other Party in the same manner.

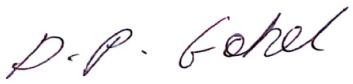
9.8 Force Majeure: Neither Party shall be liable for any failure or delay in the performance of this Agreement due to reasons beyond such Party's reasonable control, including acts of war, acts of god, earthquake, flood, riot, embargo, sabotage, governmental action(s) or omission(s) or failure of internet.

IN WITNESS WHEREOF, the Parties hereto have executed this Agreement as of the day and year first hereinabove written.

THIS IS THE EXECUTION PAGE OF THE EMPLOYMENT AGREEMENT BETWEEN PEEPLY TECHNOLOGIES PRIVATE LIMITED AND Nityananda Gohain

Company	Employee
D. P. Gohel	Nityananda Gohain

For, Peeply Technologies Private Limited



Name: Dharmik Gohel, Principal Recruiter

Address: 3rd Floor, House No. 261, Lane No. 5, Westend Marg Saidulajab, Mehrauli, New Delhi – 110030, India4

E-mail: dharmik@atlan.com

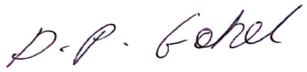
For, Nityananda Gohain

Name: Nityananda Gohain

Address: Borbari Bongali Gaon, p.o Bishmile via chabua, Dist- Dibrugarh,Assam, IN

E-mail: nityanandagohain@gmail.com

[The remainder of this page is intentionally left blank]

Company	Employee
	Nityananda Gohain

ANNEXURE B

Part A - Fixed

S. No.	Particulars	Amount (in INR)
1.	Basic Salary	3,60,000/-
2.	House Rent Allowance	2,00,000/-
3.	Conveyance Allowance	24,000/-
6.	Academic Allowance	18,000/-
7.	Mobiles Allowance	18,000/-
8.	Food Coupons (Sodexo coupons)	31,200/-
9.	Special Allowance	1,27,200/-
10.	PF- Employer Contribution	21,600/-
Gross Salary		**8,00,000**

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Company	Employee
D. P. Gohel	Nityananda Gohain

CG Corp Global

CG Foods
Administrative Office:
Royal Circle, 2nd Floor, R.G. Baruah Road,
Near State Zoo, Guwahati - 781005, Assam, India.
T : +91 361 2200031/42/87/08

Letter of Intent

Ref: CG/CHHAYGAON/HR/L01/AP-02/020 Date-14/12/2020

Ohidur Rahman
H NO: 59, Ward Number: III
Deboka, Hojai, Assam, Pin: 782440

Dear Mr. Rahman,

With Reference to your application and subsequent interview, we are pleased to offer you the position **Apprentice** in our organization **CG Foods, Guwahati** on the salary and compensation schedule, as agreed upon during the final conversation.

Please report for duty to HRD at CG Foods, Chhaygaon on or before 16/12/2020 failing which this offer will be invalid. Please bring with you the following documents at the time of your joining.

1. Proof of Residential Address
2. Photo ID proof.
3. Passport size photo 4 Copies
4. Highest educational certificate
5. Release letter of last organization
6. Bank Passbook
7. Pay Slip of last organization

The regular appointment letter shall be given to you at the time of your joining the company.

Please sign and return the duplicate copy in token of your acceptance.

Wishing you a long and successful stay in our group.

For CG Foods

HRD

Rs 13500/- p.m

Ohidur Rahman

Capgemini

Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
IT 1, IT 2, Airoli MIDC, Thane - Belapur Road,
Navi Mumbai – 400708, Maharashtra, India.
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121
www.capgemini.com/in-en

Date: October 25, 2019

Ref No: HR/Campus/LO2020405715/1

Parag Pratim Baruah
Tezpur University

Letter of Intent ("LOI")

Dear Parag Pratim Baruah,

With reference to your interview conducted by us at Assam Engineering College, Assam, we are pleased to inform that you have been shortlisted for the position of **Analyst** and **A4** with **Capgemini Technology Services India Limited.**, (hereinafter referred to as "Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in **Annexure 1** to this letter.

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ grade/ rank/ class as determined by Capgemini.

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your pre-joining trainings and final semester degree/ diploma examination.

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting during the course of your training and employment with Capgemini.

Upon accepting this LoI, you will be provided access to the ADAPT (Accelerated Digital Aid for Pre-onboarding Talent) eLearning platform which allows you to learn and master the concepts and skills required to be industry ready. The learning will be a self-paced journey inclusive of assignments, assessments and webinars as deemed appropriate by Capgemini and the successful completion of the same is a prerequisite for joining Capgemini.

It is very essential that you effectively leverage this platform to complete the courses and clear the assignments and assessments. The progress made by you in this learning journey would not only help you in getting on-boarded on priority but also help you to be trained for advanced skills relevant to your career at Capgemini. We also encourage you to learn beyond the prescribed course curriculum and acquire industry recognized certifications to accelerate your career in this competitive industry.

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Upon joining Capgemini,

1. You are expected to enter into an employment agreement with Capgemini which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Capgemini.
2. You will be on probation for a period of six months from your date of joining and subject to satisfactory performance your employment will be confirmed (vide written confirmation) at the end of six months.
3. During your probation you may be required to undergo classroom trainings for such duration as deemed necessary by Capgemini and your performance will be evaluated periodically during such training period.

Capgemini reserves the right to decide the continuance of your further training and your employment depending on your performance in its opinion.

The terms of this Letter of Intent shall remain confidential and are not to be disclosed to any third party.

You may note that this letter should neither be construed as an offer of employment from Capgemini nor should it in any manner confirm our intent to make you an offer of employment. We may, at any time, at our discretion, revoke this Letter of Intent.

We would request you to go through the above terms, and let us know if they are acceptable to you, within seven days of the issuance of this letter.

We look forward to hearing from you. Should you have any query, please do not hesitate to contact fresherhiring.in@capgemini.com

Thanking you,
Yours Sincerely,
For & On Behalf of Capgemini

Puneet Kumra
Head - Fresher Hiring

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Ekagga Technology

Ref: HR/2019/BLR-10125

Dec 27, 2019

Pradipta Sarkar,
Bangalore, Karnataka, India

Subject: **Offer of Internship**

Dear **Pradipta**,

This is with reference to your application and the subsequent discussions you had with us. We are pleased to offer you an appointment in Ekagga Technology on the following terms and conditions:

1. Designation : **Software Intern**
2. Date of Joining : **Dec 27, 2019**
3. Location : **Bangalore**
4. Duration : **Dec 27, 2019 to Jun 30, 2020**
5. Compensation : You will be not be paid any stipend during the internship period.
6. All technical activities done by you during your stay with us are and will be property of Ekagga Technology & Services Private Limited and they shall not be used for any commercial or official purposes.
7. You will not directly or indirectly, reveal or disclose to third parties any information concerning or related to the Company's business or affairs, products, projects, business contacts, trade secrets etc, except as required by compulsory legal process.
8. Your performance will be reviewed on monthly/quarterly basis. Based on performance, you may be considered to work as full time employee.

All the best!
Thanking you,

For Ekagga Technology & Services Private Limited

Director

Ekagga Technology & Services Pvt. Ltd. ★ Bangalore ★

I accept the terms of this letter
Pradipta Sarkar.
27/12/2019

(Signature & Date)

Pradipta Sarkar

Ekagga Technology & Services Pvt. Ltd.
#82, 3rd Floor, Kellan Heights,
Karthik Nagar, Outer Ring Road,
Marathahalli, Bangalore – 560037

www.ekagga.com
Tel: +91-80-25220027, +91-9886453906
e-mail: info@ekagga.com

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Ekagga Technology

Ref: HR/2019/BLR-10125

Dec 27, 2019

Pradipta Sarkar,
Bangalore, Karnataka, India

Subject: **Offer of Internship**

Dear **Pradipta**,

This is with reference to your application and the subsequent discussions you had with us. We are pleased to offer you an appointment in Ekagga Technology on the following terms and conditions:

1. Designation : **Software Intern**
2. Date of Joining : **Dec 27, 2019**
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5. Compensation : You will be not be paid any stipend during the internship period.
6. All technical activities done by you during your stay with us are and will be property of Ekagga Technology & Services Private Limited and they shall not be used for any commercial or official purposes.
7. You will not directly or indirectly, reveal or disclose to third parties any information concerning or related to the Company's business or affairs, products, projects, business contacts, trade secrets etc, except as required by compulsory legal process.
8. Your performance will be reviewed on monthly/quarterly basis. Based on performance, you may be considered to work as full time employee.

All the best!
Thanking you,

For Ekagga Technology & Services Private Limited

Director

Ekagga Technology & Services Pvt. Ltd. Bangalore

I accept the terms of this letter
Pradipta Sarkar.
27/12/2019

(Signature & Date)

Pradipta Sarkar

Ekagga Technology & Services Pvt. Ltd.
#82, 3rd Floor, Kellan Heights,
Karthik Nagar, Outer Ring Road,
Marathahalli, Bangalore – 560037

www.ekagga.com
Tel: +91-80-25220027, +91-9886453906
e-mail: info@ekagga.com

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2020/6/16 17:34

TECHNOWELL
An ISO 9001:2008 Company
JAS-ANZ
ISO 9001:2008 CERTIFIED

Technowell Services Pvt. Ltd.

*e*ndowing your business with IT

(Registered under NSIC under single Point Registration Scheme)
Lakshmi Service Station Complex, G N Bordoloi Road,
Silpukhuri, Guwahati-781003, Assam
Phone: (0361) 2667998/984003313
e-mail: technowell@technowellindia.com
web:www.technowellindia.com

Ref: TECHNOWELL/HRD/105/2021 Date: 27th January 2021

Appointment Letter

To,
Mr Pranjal Pratim Hazarika,
Tezpur, India

Welcome to Technowell Services Pvt. Ltd. and Thank you for accepting our offer.

Dear Pranjal,

With reference to your application for appointment in **Technowell Services Pvt. Ltd.** and your subsequent interview, we take pleasure in offering you the position of **Software Developer** at **Technowell Services Pvt. Ltd.** based at Guwahati, with effect from **Wednesday, 27th January 2021**, with a **Gross salary of Rs. 13,000/- (Rupees Thirteen Thousand Only)** Per Month.

Your said employment is subject to the Benefits of the organization and governed by the terms and conditions detailed in the **Annexure I,Annexure II & Annexure III** respectively which is supplied individually along with this letter. Please read the terms & conditions and sign and return a copy of this letter.

We are pleased to have you with us and we look forward to your positive contribution towards the success of this Organization.

We wish you the best of luck in your job.

Yours faithfully

For **Technowell Services Pvt. Ltd.**

TECHNOWELL SERVICES PVT. LTD. GUWAHATI Date.....

Manager- HR & Admin

Please sign below for your Acceptance:

Name: .....PRANJAL PRATIM HAZARIKA.....

Address:...VILL-BARJHARGAON, PO-DEKARGAON, DIST-SONITPUR, PIN-784501

Contact No.:.....8486295364.....Contact No (Guardian).....9706174030

Ref. Contact No.: ...../..... Date: ..27/01/2021.....

Signature.....

XL Dynamics
Solutions Unlimited

Date: October 24, 2020

Strictly Private & Confidential

Preetam Nandi

Dear Preetam Nandi,

Re: Offer Letter

Congratulations! Further to your application for employment with us and the subsequent selection process, we are delighted to offer you the role of **Associate Analyst.** The role will be based in our office in "Navi Mumbai" but due to the current pandemic situation across the globe your role will be temporarily based in our temporary office in **Guwahati** (the exact address will be communicated to you via an e-mail) with the joining date of **Nov 10, 2020.** Please note that in accordance with the needs of the business or due to any unforeseen circumstances, you may be required, from time to time, to work from other locations in India or out of India. In case, you are required to work from other location due to whatsoever reason(s), all the terms and conditions mentioned in this offer letter / service agreement will remain same including the monetary terms. However, discretion to change / add / delete / amend any of the term including monetary terms in such a scenario will exclusively vest with the Company.

Your Gross CTC (Cost to Company) and the related important terms have been detailed in the Annexure A to this letter.

Please note that this offer is subject to following conditions:

a. You satisfactorily clear the background check as per the company policy.

b. You do not have any contractual obligations with respect to your earlier contracts that would prevent you from delivering your responsibilities with the Company or taking up this position with this Company.

c. You do not have any health restrictions that might interfere with your ability to perform the inherent job requirements and job demands of the above-mentioned role.

You are requested to note the important Terms:

1. Your employment will be governed by the rules, regulations & policies of the Company. All the benefits are as per the Company's policies, which are subject to change from time to time.

penalty / damage charges as per clause 12. You also indemnity, undertake & agree that the decision of the Company in this regard will be final & concluding and will be binding upon you.

14. **Training & Training recovery cost**
You will be required to undergo an initial training provided by the Company for its work. The duration of the training will be specified to you as per your domain / stream at the time of your joining and will be imparted to you during any of the shift (i.e. day / night / rotational) as per Company's need, irrespective of the shift you have been offered. You are required to complete the training within stipulated time frame or else the duration of the training may be extended further for 7 days or till the time you meet the qualifying criteria, whichever is earlier. You might have to attend the training session on weekend (i.e. Saturday / Sunday) to complete the training within timeliness, for which, you will be intimated by your trainer in advance. Your continued employment with the Company is subject to your meeting the qualifying criteria during and at the end of the training.

Since, the above training provided to you by the Company involves a substantial cost to the company, you are hence expected to serve employment of the company for at least a period of three months from the date of your appointment. In case you leave your employment with the Company within the aforesaid period of 3 months, you are required to reimburse the cost of training imparted to you which is quantified at Rs. 15,000/- (Fifteen Thousand Only).

Kindly note the terms of this offer letter shall remain confidential and are not to be disclosed to any third party. All queries and concerns about this offer letter should be addressed ONLY to offers.india@xldynamics.com

Welcome to XL Dynamics. We wish you a long, rewarding and fulfilling career and look forward to your joining us. To confirm your acceptance of our offer, you need to sign, scan and return one copy of this offer letter by return email within 2 working days of receiving this offer letter.

Yours sincerely,

Dipika Pawar
Authorised Signatory

I have read, understood and agree to the terms and conditions as set forth in this offer letter and Annexure A. I also understand that non adherence to the terms listed above may result in withdrawal of my offer letter with XL Dynamics with immediate effect.

Signed : _____ Date : _____

Print Name : Preetam Nandi

XL Dynamics
Solutions Unlimited

Annexure A

Candidate's Name	Preetam Nandi
Position Offered	Associate Analyst
Shift	Night
Contract	NA
Joining Date	Nov 10, 2020

Salary Details

Fixed Components	**Monthly**	**Annual**
Basic	15000	180000
HRA	6000	72000
Medical Reimbursement	1250	15000
Conveyance	1600	19200
COLA	164	1968
Variance Components (See notes)		
Monthly Performance Incentive	5334	64008
Annual Bonus	1333	15996
Medical Benefits (See notes)		
Mediclaim	130	1560
Retirements Benefits (See notes)		
Provident Fund (Company Contribution)	1800	21600
Gratuity	722	8664
Total CTC	**33333**	**399996**

Important Terms with respect to your CTC:

a. Shift Allowance:

1. An additional Shift Allowance of Rs. 1,00,000/- Per Annum is applicable for all employees who are working in a Night Shift.

MTech ELDT 2020 batch

तेजपुर विश्वविद्यालय/TEZPUR UNIVERSITY

(संसद के अधिनियम द्वारा स्थापित केंद्रीय विश्वविद्यालय)
(A Central University established by an Act of Parliament)

संकायाध्यक्ष का कार्यालय, शोध व विकास
OFFICE OF THE DEAN, RESEARCH & DEVELOPMENT

तेजपुर-784028 :: असम / TEZPUR-784028 :: ASSAM

OFFICE ORDER
Dated 08/06/2020

Mr. Priyam Kumar Das is appointed as Junior Research Fellow (Engineering) in the DST-SERB sponsored IMPRINT research project entitled "Multi-crop Residue Processing Technology Package for Production of Fuel and Fertilizer" under the Principal Investigator Professor Debendra Chandra Baruah, Department of Energy, Tezpur University at monthly fellowship of Rs. 31,000/- (Rupees thirty one thousand) only plus HRA as admissible per month for the first and second year and Rs. 35,000/- (Rupees thirty five thousand) only plus HRA as admissible per month in the third year if qualifies for Senior Research Fellow as per SERB norms. The tenure of her appointment is initially for a period of **one (01) year**, which may be extended till completion of the project depending upon satisfactory performance of the incumbent or until further order, whichever is earlier.

The appointment is purely temporary and will terminate automatically without any notice or compensation on termination of the project and the appointed person shall have no claim of appointment/absorption in Tezpur University.

He is to submit his joining report within a period of 15 (fifteen) days from the date of issue of the order, to the undersigned, through the Coordinator of the project.

Sd/-
Dean, Research & Development
Tezpur University

Memo No. DoRD/Energy/DCB/20-457/1258-A Date: 10.06.2020

Copy for information and necessary action to:

1. Dean, Students' Welfare, Tezpur University.
2. Professor Debendra Chandra Baruah, Department of Energy, Tezpur University and Principal Investigator.
3. Head, Department of Energy, Tezpur University.
4. Finance Officer, Tezpur University.
5. Librarian, Tezpur University.
6. **Mr. Priyam Kumar Das**, K.B.R. Path, Beltola Tiniali, Guwahati 28, Assam.
7. Concerned File.

Dean, Research & Development 8/6/20
Tezpur University

B.Tech CSE
Job

SureClaim

Date: 30th Jun 2020

Email : priyatoshraut98@gmail.com

Phone: +91 9476777156/9127872949

Dear **Priyatosh Raut,**

Subject: Appointment as Machine Learning Developer

Congratulations! You have been selected to join SureClaim, a brand of SureServe Techsoft Pvt. Ltd.

Further to our discussions, you are being offered the position of **'Machine Learning Developer'**.

Your joining date is on the **1st of July 2020**. A notice period of 30 days shall be applicable on you and on SureClaim in case either party wish to end the services.

Please read through the Employee Policy for successful association with SureClaim.

We look forward to an enduring and mutually enriching relationship.

Yours sincerely,

SURESERVE TECHSOFT BANGALORE

HR Department

Trainee Appointment Letter | Nestle India Limited

1 message

Dey,Ahana,KOLKATA,HR Services <Ahana.Dey@in.nestle.com> Tue, Nov 3, 2020 at 3:57 PM
To: rajdeepdutta70@gmail.com <rajdeepdutta70@gmail.com>
Cc: Ghosh,Kasturi,KOLKATA,Business Partnering <Kasturi.Ghosh@in.nestle.com>, Kumari,Rashita,KOLKATA,HR Services <Rashita.Kumari@in.nestle.com>, Sahai,Archna,KOLKATA,External for Human Resources <Archna.Sahai@in.nestle.com>

RAJDEEP DUTTA

S/O Mr. Prodip Dutta,

Vill. Chandmari, PO. Lilabari, North Lakhimpur,

Assam, Pin: 787051

Dear **Mr. Rajdeep,**

We are pleased to engage you as a **Nutrition Officer Trainee** with effect from **10th November, 2020** on the following terms and conditions:

1. You shall be imparted training in the following areas:
    a. Detailing Skills
    b. Product and Nutrition Knowledge
    c. Scientifically Engaging Health Care Professionals
    d. IMS Code and Charter
    e. Territory Management
2. The training shall be imparted to you under the supervision and guidance of such Managers / Executives / Officers as may be necessary from time to time. You will act in accordance with the directions given to you.
3. The period of training shall be for 11 months with effect from **10th November, 2020** and this trainee agreement would automatically end on completion of 11 months. The company, however, reserves the right to terminate the traineeship agreement during this period without notice or compensation.
4. You will be paid an all-inclusive stipend of **Rs.25,000 p.m.** (Rupees Twenty Five Thousand only per month). If you do not attend to your training on all working days of the month, your stipend will be reduced pro-rata.
5. In case you need to undertake travel as a part of your training assignment, the travel expenses would be reimbursed as per the policy of the company.
6. You shall observe punctuality and attend to your training diligently.

7. During the period of your training you shall adhere to and follow all the instructions of your superiors and also maintain disciplinary standard as desired / decided by the Company.
8. The Company will not be responsible for any loss, hurt or accident which might occur during the training period and you will not be entitled to claim or demand anything on account of any of the above mentioned reasons.
9. You shall not be entitled to any of the benefits, facilities and privileges or rights available to the regular employees.
10. You shall not disclose, divulge or make public except under legal obligations any of the trade secrets, accounts transactions and dealings of the company whether the same may be confided or become known to you in the course of your training or otherwise.
11. If by your negligence, disobedience or any willful act or omission the company suffers any loss then you will be liable to make good the loss immediately on demand.
12. At the time of joining you shall advise the Company of the address to which communications meant for you should be sent and all communications by us at the address given by you, shall be deemed to have been properly sent by us and received by you.
13. This agreement is essentially and predominantly for the purpose of imparting training and does not in any manner creates a contract of employment between you and the company.
14. That on completion of the training, the company shall not be liable to provide you with any employment.
15. This letter is being given to you on the understanding that all the information furnished by you both at the time of interview as well as in application form is complete and correct. If, however, Company comes to know after you have joined training that you have withheld certain information or that information(s) provided by you is/are not correct or incomplete the Company reserves the right to discharge your training without notice.

Please sign a copy of this letter in token of having understood and accepted the terms and conditions mentioned above.

Yours very truly,

FOR NESTLÉ INDIA LIMITED

Ahana Dey

Human Resource Department

Kolkata Branch

_____

Signature of the Trainee

Adecco

Corporate Office
No 73/1, 13th Floor, Summit B
Brigade Metropolis, Garudachar Palya
Mahadevapura, Whitefield Main Road, Bengaluru – 560 048
Tel: +91 80 - 68407000

Date:21-10-2020

Employee Code :H11565
Name :**Ranishree Dey**
Location :**GURGAON**

LETTER OF EMPLOYMENT

Dear Ranishree Dey

We are pleased to offer you an employment in our organization Adecco India Pvt. Ltd., as **GRADUATE ENGINEER TRAINEE** for a fixed period of employment ("Contract"), on the following terms and conditions.

1. The term of your employment shall be valid from **15-10-2020** to **30-10-2020**. Notwithstanding this, in the event of the project/work/deputation for which you are being employed terminates before the aforementioned period, this Contract shall be co-terminus with the project/work.

2. You shall report to work on **15-10-2020** at 9.00 a.m. at **Huawei Technologies India Private LTD, GURGAON**.

3. Details of your salary break up with components are as per the enclosure attached herewith.

4. This contract shall be terminable by either party giving **60** day's notice in writing or salary in lieu of notice, to the other party.

5. You will, with effect from **15-10-2020** be deputed by the Company to work at the client's office/ premises at any of their locations, either onsite or offshore.

6. You will be governed by the policies of the client's organization with respect to leaves and holidays.

In addition, to the terms of appointment mentioned above, you are also governed by the standard employment rules of the company, which are attached along with this letter. The combined rules and procedures as contained in this letter and the annexure will constitute the standard employment rules and you are required to read both of them in conjunction. Your net salary / reimbursement amount due, if any, shall be credited to your savings bank account.

Wishing you the very best in your assignment with us and as a token of your understanding and accepting of the standard terms of employment, you are requested to sign the duplicate copy of this letter and return to us within a day.

With warm regards,

Adecco India Pvt. Ltd.

Arun Soman
Sr. Manager – SSC

Simi Chacko
Asst. Manager - SSC

Authorized Signatory
Enclosures: - (i) Compensation Sheet; (ii) Standard Terms of Employment
I hereby accept the above-mentioned terms and conditions.

Name: _____ Signature: _____ Date: _____

Adecco

Corporate Office
No 73/1, 13th Floor, Summit B
Brigade Metropolis, Garudachar Palya
Mahadevapura, Whitefield Main Road, Bengaluru – 560 048
Tel: +91 80 - 68407000

COMPENSATION SHEET

Employee Code: **H11565**
Name : **Ranishree Dey**
Designation : **GRADUATE ENGINEER TRAINEE**

Compensation	Rs. Per Month
BASIC SALARY	21100.00
HOUSE RENT ALLOWANCE	4961.67
GROSS (SUB TOTAL A)	26061.67
LWF-EMPLOYER	50.00
PROVIDENT FUND EMPLOYER	1800.00
EMPLOYER PF ADMIN CHARGES	75.00
EMPLOYERS EDLI CHARGES	75.00
EMPR INSURANCE GMC	619.00
EMPR INSURANCE GPA	35.00
EMPLOYER WC POLICY	225.00
EMPLOYER DEDUCTION (SUB TOTAL B)	2879.00
CTC (SUB TOTAL A+B)	28940.67
PROVIDENT FUND EMPLOYEE	1800.00
LWF-EMPLOYEE	25.00
EMPLOYEE DEDUCTIONS (SUB TOTAL C)	1825.00
TAKE HOME (SUB TOTAL A-C)	24236.67

Annual CTC : **Rs. 347288.04**

Note : "Take home is subjected to all statutory deductions and applicable tax deductions"

Arun Soman
Sr. Manager – SSC

Simi Chacko
Asst. Manager - SSC

Authorized Signatory
Adecco India Pvt. Ltd.

I hereby accept the above-mentioned terms and conditions.

B. Tech ECE 2020

Private and Confidential

August 05, 2020
Ritushree Sahu

Dear Ritushree

We take great pleasure in offering you an opportunity for full-time employment position with Synopsys in India ("Synopsys India" or the "Company"), in the position of **Applications Engineer** in **Job Grade 64**

Please refer to the following attachments:
Annexure I: Target employment cost
Annexure II: Summary of currently applicable benefits
Annexure III: Terms and conditions of employment with Synopsys India

The validity of this offer is contingent to your Medical Fitness and the Company verifying accuracy of the information provided by you. In this regard, you authorize the Company (by signing a copy of this letter to appoint an agency of its choice to conduct such verification) to investigate your references, work records, education and other matters pertaining to your employment, at any time during your tenure.

Please acknowledge the acceptance of the conditional offer by signing the duplicate copy and handing it over to us. This offer is valid only up till **August 15, 2020** and shall automatically lapse and considered as withdrawn / revoked unless we receive your acceptance by such date. We look forward to you having a long and fruitful relationship with Synopsys.

Please note that the validity of this offer is subject to you returning the enclosed application blank, duly filled, and providing your acceptance of this offer in the space provided below. An appointment letter will be issued on the date of joining, subject to receipt of the filled-in Application Blank and photocopies of the first two and the last two pages of your Passport, at least 7 days before the intended start date at Synopsys India.

In case you have any questions or would like to discuss the terms and/or conditions of this offer, please feel free to get in touch with me.

Sincerely,

Tataverty, Sarni (sarni-IN-HR)

Please note that as per Synopsys India policy, the terms of the offer (compensation details & the job grade) is strictly private and confidential. Breach of this policy in any form (to employees within

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SYNOPSYS

Annexure II

Name	Ritushree Sahu		
Business Group	VG		
Grade	64		
Designation	Applications Engineer		
	Monthly	Annual	
Basic	33,333	4,00,000	
FBP	46,000	5,52,000	
PF	4,000	48,000	12% of basic
Annual Base Salary (A)	**83,333**	**10,00,000**	
CIP @ 8% (B)		80,000	
TCOMP (A+B)		**10,80,000**	
Benefits			
Gratuity		33,333	1 month basic
Lunch & Snacks		31,000	
Mediclaim Hospitalization Ins, P.A cover, Group Life ins cover.		34,750	
Interest free loan Subsidy		19,000	Approx
Earn Leave Encashment		56,818	Encashed on separation
Wellness Program		15,000	
ESPP Returns		24,300	15% discount
Total Benefits		**2,14,202**	

All payments and benefits shall be subject to tax to be deducted at source by Synopsys India. In case of any shortfall in tax withholding, you shall be responsible to pay the differential amounts. Synopsys India reserves the right to revise salary and/or your compensation structure from time to time. In addition, Synopsys India reserves the right to increase the amount of contributions / deductions (including provident fund contributions), as required by applicable law, in which the salary / Target Employee Cost components shall be reduced proportionately.

** Subject to the terms of the variable compensation plan. Please note that the amount is payable at the sole discretion of the Company and subject to achievement of the parameters as laid down in the variable compensation plan.

*** This is only an estimated valuation of the some of the currently applicable benefits. The amounts indicated are the costs that the Company is likely to incur in relation to each benefit and may not be payable by the Company to you. It is further clarified that the benefits do not form part of the employee's salary / compensation and accordingly cannot be claimed by an employee. Please refer to **Annexure II** (read along with relevant Company policy) for more information on some of the benefits listed herein.

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Gujarat Co-operative Milk Marketing Federation Limited
1st FLOOR, HOUSEFED OFFICE COMPLEX, RUKMINIGAON, G. S. ROAD, GUWAHATI - 781022, ASSAM, INDIA.
Phone : 0361-2331139, Fax : 0361-2331136, e-mail : guwahati@amul.coop

ADMN: PSNL: 105

13th August 2020

IN DUPLICATE

Shri. Sagar Sarma
HIYA Apartment
Opposite Assam Forest School
Jalukbari (West)
Guwahati (Assam)-781022

Dear Shri. Sagar Sarma,

APPOINTMENT LETTER

With reference to your application and subsequent interview, we are pleased to appoint you as under:

DESIGNATION	:	TERRITORY SALES INCHARGE-II
PLACE OF POSTING	:	JORHAT BRANCH OFFICE
HEAD QUARTER	:	DIBRUGARH
REPORTING TO	:	BRANCH MANAGER, JORHAT
BASIC SALARY	:	RS. 12000/-P.M.
PAY SCALE	:	RS.12000-650-31500/-
Terms and conditions	:	

1.00 Your appointment is subject to the following terms and conditions.

1.01 This appointment as Territory Sales Incharge-II is subject to your executing an Agreement and Surety Bond to serve the Gujarat Co-operative Milk Marketing Federation Ltd., for a period of THREE years, including probation period. The draft of the Agreement and the Surety Bond which are to be executed at the time of your joining on non-judicial stamp papers of Rs.100/- each, are enclosed.

1.02 At the time of reporting for duty, you are required to produce Relieving Certificate from the last employer, if any, together with certified copy of the same.

Amul SAGAR
Head Office . Amul Dairy Road, Anand 388001. Gujarat. INDIA Phone . 02692-258506, 258507, 258508, 258509 Fax : 02692-240185

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1.03 You-will be required to work as per the rules and regulations of Federation in force from time to time.

1.04 You will be entitled to all Allowances and benefits as per the rules and regulations of the Federation in force from time to time.

1.05 You will be on probation for a period of ONE YEAR with effect from the date of joining and unless confirmed in writing, you will continue to be on probation even after the end of the period of one year. You will not be entitled to any increment during probation period. Probation period can be extended, if necessary.

1.06 If any time during your probation period, the Medical Officer of the Federation finds you mentally and/or physically unfit for employment, your services may be terminated by giving you ONE MONTH's notice.

1.07 Management reserves the right to discontinue your services during or at the end of probation period by giving you ONE MONTH notice, if the Management is of the opinion that you are not able to achieve the required level of efficiency or even for any other reason.

1.08 You are required to give ONE MONTH's notice in writing or to make payment of ONE MONTH's wages, in lieu thereof, to the Federation while leaving its services.

1.09 You will not be entitled to leave the Federation during the period of probation as well as period of service as mentioned in your Service Agreement. However, after the expiry of period of the service Agreement/Bond executed by you, if you want to leave, you will have to give three months notice in writing to Federation.

1.10 You will have to take necessary preventive medical treatment as and when required and as directed by your superiors.

1.11 You will not be allowed to pursue any further academic and/or professional education whatsoever during your employment with the Federation without obtaining prior written permission from the Management.

1.12 You will not be allowed to accept any part-time employment elsewhere during your employment with the Federation.

1.13 You can be transferred to any place in India as and when required by the Federation.

1.14 You will not divulge to others any information that may come within your knowledge by virtue of your employment with the Federation.

1.15 You will have to reside at the place where you are posted.

1.16 You will have to join all the staff benefit schemes of the Federation as and when you become eligible as per the rules of the said schemes.

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2.00 As and when you are confirmed in the services, after successful completion of the probation period, the following further terms and conditions shall be applicable to you.

2.01 If the date of your confirmation in the services of Federation is between 1st October and 31st of March (both dates inclusive), the date of first increment in your basic salary will be next 1st of April, similarly, if the date of your confirmation in the services of Federation is between 1st April and 30th September (both dates inclusive), the date of your first increment in your basic salary will be next 1st of October.

2.02 The date of increment normally will remain same, either 1st April or 1st October.

2.03 Your approximate pay details is enclosed as Annexure - 1

2.04 If at any time during your service, the Medical Officer of the Federation finds you mentally and/or physically unfit for employment, your services may be terminated by giving you THREE MONTH's notice in writing or by paying THREE MONTH's wages in lieu thereof .

2.05 The Federation can terminate your services at any time by giving you THREE MONTH's notice in writing or by paying THREE MONTH's wages in lieu thereof.

2.06 You are required to give THREE MONTH's notice in writing or to make payment of THREE MONTH's wages, in lieu thereof, to the Federation while leaving its services.

2.07 You will retire on your attaining the age of 60 (sixty) years.

3.00 A sheet showing the outline of your Role & responsibilities is enclosed herewith.

3.01 You are requested to report for duty at :

GUJARAT CO-OPERATIVE MILK
MARKETING FEDERATION LTD.
C/O DHIRAJ KUMAR KUNDALIA , HATIGARH
(NEAR HATIGARH MASJID) KOTOHABORIA GAON
JORHAT -785007 (ASSAM)

3.02 We are sending this appointment letter in duplicate. If you accept this offer and terms and conditions enumerated above, please return the duplicate copy duly signed so as to reach us within 15 days from the date of receipt of this letter failing which this appointment letter may be considered as not acceptable to you. At the time of joining, you will be required to furnish the original of the Agreement and Surety Bond duly notarized as stated above.

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Shri. Sagar Sarma, we hope that your association with us will be a mutually beneficial and fruitful relationship.

Yours faithfully,

(APURBA MISRA)
ZONAL INCHARGE

I accept the above appointment with the terms and conditions mentioned herein and shall report for duty on _____.

Date : _____ Signature: _____

Station: _____ Name :_____

cc: ZIC (Zone-VI), Guwahati
cc: Branch Manager, Jorhat
cc: Accts- Pay Roll/Int.Audit/P.file-GZO
cc: HO- Admin

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Addverb Technologies
Motion Reimagined.

Date: 15th November 2019

Bon Voyage: Welcome To The Journey

Dear Sagarika Paul,

We are glad to offer you an Internship Program of 6-months at Addverb as Trainee. It's a pleasure to have you on board in this exciting journey. This role will provide you an opportunity to excel and realize your dreams. During this journey we would like you to know about the following:

1) Values: This organization has been built on the pillars of Innovation, Integrity, Customer Centricity, Passion, Courage and Trust. We intent and expect you to demonstrate these values. We expect you to always have **"We" before "Me".**

2) Organization Guidelines: We will have a set of guidelines based on which you will be expected to perform your professional responsibilities. These guidelines shall be the guiding principle in every action in the organization. We believe in freedom with responsibility and that is what we would offer you as an organization.

3) During this journey, we expect you to give your best and full commitment.

4) During this journey we also expect you to perform other roles based on your performance and the need of the organization.

Date of Joining: 1st January 2020

Stipend Offered: INR 25,000 per month

Preferred Office Timings: - 9 am to 6 pm (Monday to Friday and alternate Saturday)

Location: Ground Floor, D-108, Sector-2, Noida, UP- 201301

For Addverb Technologies

Satish Shukla

Head – HR

Lab Informatics
Creating Smart Labs

December 02,2020

Mr. Sai Sankar Reddy Daggumati

Hyderabad
Ph: +91 7981131141

Sub: **Appointment Letter**

Dear **Mr. Sai Sankar Reddy Daggumati,**

1. With reference to the discussions held on **December 02,2020** at **Hyderabad**, we are pleased to offer you an appointment in our organization as **Trainee Software Engineer** operating at our location in India.

   Lab Informatics entrepreneurial framework is non-hierarchical and provides Associates the ability to perform different roles based on their capability and available opportunities. Your role will be assigned upon joining.

2. You are appointed as Software Test Engineer for 6 months from date of joining and your "**Consolidated Monthly Cash Compensation**" will be **Rs. 15000/-** (Rupees Fifteen Thousand Only) during the probationary period. Upon successful completion of probationary period of 6 months your service will be regularized.

3. Your "**Annual Total Cash Compensation**" upon completion of probationary period will be **Rs. 2,50,000** (Rupees Two Lakhs Fifty Thousand Only). Please refer Annexure-A for details

4. **Statutory Deductions:** Lab Informatics shall make necessary statutory deductions from your gross salary
   and directly pay on your behalf to the concerned authorities. In the instances where the Company is not under an obligation to make these deductions, you will agree to make such payments to the concerned authorities. And also you shall, upon request by Lab Informatics provide documents / proofs of such payments.

4. Your employment with us will be governed by terms and conditions referred in Annexure-C.

5. You are required to join on **December 03,2020** and the offer stands withdrawn thereafter, unless the date is extended or communicated to you in writing.

6. Kindly acknowledge the acceptance of this Offer of Appointment by reply back to the email sent. HR system's access will be granted upon joining.

7. At the time of joining, you are requested to submit the copies of the documents as per Annexure-C

LabInformatics
Creating Smart Labs

December 02,2020

ANNEXURE-A

(All figures in INR)

Name	:	Sai Sankar Reddy Daggumati
		Trainee
Position	:	Software Engineer
Location	:	Hyderabad

A. Fixed Compensation	Per Month	Per Annum
Basic Salary	6,250	75,000
HRA	3,125	37,500
Flexible Benefit Plan [1]	8,625	103,500
Provident Fund (12% Of Basic Salary)	750	9,000
Total Fixed Compensation		**2,25,000**

B. VARIABLE COMPENSATION (amount specified is at 100% payout)	Per Annum
TOTAL VARIABLE COMPENSATION	25,000
TOTAL CASH COMPENSATION (TCC) {A+B}	2,50,000

1. **Flexible Benefit Plan:**

   Associates will also be given an option of restructuring their 'Flexible Benefit Plan' under the following heads:

   a. Transport Allowance
   b. Leave Travel Assistance
   c. Medical Reimbursement

Notes:

1 TCC includes all components of Cash Compensation
2 Variable Compensation will be governed by the provisions of Variable Compensation Policy in force.
3 In addition to above, Associates carrying Individual Revenue Targets (Sales, Relationship Management etc.) will be covered by the "Performance Bonus Policy". Pls. refer to Policy for details.
4 Additionally, Gratuity shall apply as per the 'Gratuity Act 1972'.

For LabInformatics Solutions India Pvt Ltd.,

Keerthi Polsani

Signature of Associate

BETSOL

Dear Shilajit Guha Roy,
Tezpur University
Email: shshkush@gmail.com
Phone: +91 8399873955

30-Oct-2019

SUBJECT: Letter of Selection

We are pleased to offer you the position of **"Associate Software Engineer"** with BETSOL.
Your total CTC would be **₹ 4,00,000 (Four Lakhs only)** per annum.

The allowances, benefits and other terms and conditions of your employment will be as per Company policies as applicable from time to time. Your compensation will be reviewed in future as per Company policy.

On joining the company you shall be on probation for six months. You will abide by the rules and regulations of the company as may be applicable from time to time.

The detailed appointment letter will be given to you at the time of joining. We expect you to join on or before 1st July 2020, otherwise this offer stands withdrawn automatically.

Again, congratulations and welcome to the BETSOL family.

On behalf of
BETSOL

DocuSigned by:
6175C5BE4BBF4D6...

Gurpreet Kaur Jaggi
Operations Manager, BETSOL

I agree and accept the selection on the above terms and conditions

Shilajit Guha Roy
Tezpur University

CG Corp Global

CG Foods
Administrative Office:
Royal Circle, 2nd Floor, R.G. Baruah Road,
Near State Zoo, Guwahati - 781005, Assam, India.
T : +91 361 2200031/42/87/08

Letter of Intent

Ref: CG/CHHAYGAON/HR/LO1/01/021

Date-02/01/2021

Shreestee Das
Flat No-1,B,Jyotisikha Enclave
Milan Path, Ambikagiri Nagar
Guwahati,Assam -781024

Dear Miss Das,

With Reference to your application and subsequent interview, we are pleased to offer you as Apprentice **QA/QC in** our organization **CG Foods, Chhaygaon** on stipend basis, as agreed upon during the final conversation.

Please report for duty to HRD at CG Foods, Chhaygaon on or before **05.01.2021** failing which this offer will be invalid. Please bring with you the following documents at the time of your joining.

1. Proof of Residential Address.
2. Photo ID proof.
3. Passport size photo 4 Copies
4. All educational certificate
5. Bank Passbook copy

Please sign and return the duplicate copy in token of your acceptance.

Wishing you a long and Prosperous stay in our Group.

For CG Foods

CG Foods Guwahati

HRD

Enduring Value

ITC Limited
Village : Bartezpur, Mouza : Rampur
P S : Palashbari, P.O : Kukurmara,
Dist : Kamrup, Pin : 781 134, Assam

Date: 13 Feb 2020

Dear ~~Mr.~~ / Ms. Shreestel Das.

We are pleased to offer you an internship at ITC Foods Division on the following terms and conditions:

1. Your internship will be at Foods Division.
2. The tenure of your internship will be for 3/6 Months.
3. You will receive a stipend of Rs.15, 000/- per month (Rupees Fifteen Thousand only) during your internship.
4. You will not be provided with any report from ITC Ltd, except internship completion certificate.
5. It is understood and agreed between us that this letter shall not be treated and/or construed as a letter of appointment with this Company, and the Company will not be under any obligation to offer you employment on completion of the period for which you are attached as an intern.
6. The project may end at any time as per company's discretion.

If these terms and conditions are acceptable to you, kindly sign the duplicate copy of this letter and return the same to us at the above-mentioned address. The original is for your retention.

Yours faithfully,
ITC Limited (Foods Division)

Human Resources
ITC Foods Division

HRD/3T/1000676016/21-22 April 14, 2021

Mr. Sibcharan Brahma
Baganpara
P.O. Baganpara
Baganpara-781344
India

Ph: +91-7086452567

Dear Sibcharan,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

Signature Not Verified
Digitally signed by Richard Lobo
Date: 2021.04.14 17:58:25 IST
Reason: Digitally Signed
Location: Bangalore

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

Company Confidential - This communication is confidential between you and Infosys Limited

HRD/1000676016/21-22 April 14, 2021

Mr. Sibcharan Brahma
Baganpara
P.O. Baganpara
Baganpara-781344
India

Ph: +91-7086452567

Dear Sibcharan,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer** .

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **28-Jun-2021.**

Location

Your location of training is **MYSORE, India** . The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.

Probation and Confirmation

You will be on probation for a period of 12 months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually, during probation. On confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.

An illustration with other relevant information have been given in the Information Sheet. The Company`s Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Agreement

Our offer to you as **Systems Engineer** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

Compensation and Benefits

Salary

Your Total Gross Salary during training will be **INR 25,000 per month** and Total Gross Salary post allocation will be **INR 30,000 per month** . The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

Training Performance - linked Incentive

You will be eligible for a Training Performance-linked Incentive (TPI) upon allocation to a Practice Unit, to a maximum of 20% of your Fixed Gross Salary, based on your performance in the training. The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

Ex - Gratia / Bonus

You will be eligible for an Ex-Gratia/ Bonus payout which is calculated at 20% of the Basic Salary as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year 2021-22 will be as follows:

95% of the bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis. The balance amount will be paid out in the end of the financial year.

Basket of Allowances (BOA)

The Basket of Allowances will be paid to you as part of your salary every month.

You will have the flexibility of choosing the components and amounts under such components as per the options provided to you on the Company Intranet, based on your preferences and income tax plans

National Pension Scheme

We offer all our India based employees the option to contribute towards the National Pension Scheme. This is an optional retirement benefit introduced by the Government of India for all its citizens. It enables accumulation of retirement corpus during active employment with add-on tax breaks. Please refer to the Information Sheet at Annexure - IV for more details.

Insurance

You will be eligible to participate in a Group Health Insurance Scheme. You may choose to enhance the coverage with other participatory optional health insurance plans (Platinum, Gold and Silver). You will be covered by default under the Standard Plan which provides you and your family (your spouse and two children up to the age of 22 years) with a cover of INR 4,00,000 per annum.

You will be covered under the Group Life Insurance Scheme, managed by Infosys Welfare Trust which provides you with a total Life Insurance cover of **INR 62,00,000** of which **INR 32,00,000** is covered towards natural death, and **INR 30,00,000** towards an accidental death. All employees become members of Infosys Welfare Trust, by one-time payment of **INR 250** and fixed monthly contribution of **INR 250** .

The details of the Scheme would be available to you when you join the Company.

Notice Period

During the probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training/employment can be terminated by the Company with one-month notice or salary thereof. On confirmation, you will be required to give three month's notice or salary thereof in case you decide to leave our services, subject to the Company's discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the three months' notice period. Similarly, the Company can terminate your services by giving three months notice or salary thereof.

In the event you do not successfully complete your training, or you are involved in an act that constitutes misconduct, your training/employment can be terminated by the Company with immediate effect without notice.

Background Checks

The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in Offer Annexure for India.

If you fail to submit the necessary documents as required by the Company within the specified time period or if the Company is not satisfied, with the outcome of the background checks, the Company, in its sole discretion, reserves the right to withdraw this offer without notice and compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, the Company may at its sole discretion, ask you for further information, to substantiate the details that you have earlier provided to the Company, before initiating appropriate action.

Please note that Infosys requires you to furnish a copy of your passport at the time of joining. If you are unable to do so, the Company will initiate a criminal background check.

Other Terms and Conditions

You agree not to undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee of any other organization / entity engaged in any form of business activity without the consent of Infosys. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the discretion of the Company.

Our offer to you as a **Systems Engineer** is conditional upon your having fully completed your graduation/post-graduation, without any active backlog papers and with a pass percentage not lesser than as specified in our campus recruitment program 2020-21. These eligibility criteria for the Role of a Systems Engineer, has already been clearly communicated to you and your college during the selection process. You will also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys.

You will produce all marks sheets and other relevant documents, at least till the penultimate semester. All these proofs will need to be submitted on the day of joining. Further, you should have been declared as passed by the relevant examination authority. The determination of the adequacy or authenticity of all or any of the proofs and any condonation of delay in submission of the same will be at the Company's discretion.

You hereby acknowledge and agree to abide by all internal Policies of the Company, which you will be able to access, upon joining, on the Intranet 'Sparsh'. These Policies cover various human resources and administrative topics and procedures. The Company reserves the right to change these Policies at any time in its absolute discretion.

Based on the nature of your work and business requirements, you may be required to work on rotational shifts. If you are required to work on rotational shifts, you will be duly intimated of the change in your shift timings. During rotational shifts, you will continue to be bound by the provisions of the working hour policy of the Company. If the rotational shifts require you to work night shifts, the policy on night shift allowance of the Company (if in force) will be made applicable to you.

You shall be required to sign certain mandatory agreements, including but not limited to the Confidentiality, Intellectual Property Rights, the Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the Company as applicable to your employment with us. This offer is also conditional upon your acceptance and execution of the Non-Compete Agreement (Annexure-III).

This offer of employment constitutes the entire agreement between you and the Company regarding the terms of your employment and it is the complete, final, and exclusive embodiment of your agreement with regard to this subject matter and supersedes any other promises, warranties, representations or agreements, whether written or oral. It is entered into without reliance on any promise or representation other than those expressly contained herein, and it cannot be modified or amended except in writing signed by an authorized officer of the Company.

If any of the terms or conditions of this offer are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this offer and the remaining terms and conditions shall continue in force.

This agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Bangalore, India.

As a token of your acceptance of this offer, please bring a duly signed duplicate copies of the letter and all the accompanying annexures, on the date of joining.

We welcome you to the Infosys family and wish you a rewarding career over the years to come.

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

I have read, understood and agree to the terms and conditions as set forth in this offer letter.

Date: _____, 20_____

_____
Sign your name

_____ _____
Print your full Name Location

Signature Not Verified
Digitally signed by Richard Lobo
Date: 2021.04.14 17:58:25 IST
Reason: Digitally Signed
Location: Bangalore

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

ANNEXURE - I
(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	**Mr. Sibcharan Brahma**
ROLE	**Systems Engineer**
ROLE DESIGNATION	**Systems Engineer Trainee**

1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	**22,328**

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	**25,000**
TOTAL GROSS SALARY	**25,000**

OTHER BENEFITS

Scheme	**Eligible Amount In INR**	**Interest**	**Monthly Instalments**	**Margin Money** (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

ANNEXURE - II
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	**Mr. Sibcharan Brahma**
ROLE	**Systems Engineer**
ROLE DESIGNATION	**Systems Engineer Trainee**

1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	**22,328**

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	**25,000**

4. INCENTIVE COMPONENTS	**At an indicative Payout of 5%**	**At indicative Payout of 10%**	**At indicative Payout of 20%**
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	**1,250**	**2,500**	**5,000**
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			**26,250**
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			**27,500**
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			**30,000**

OTHER BENEFITS

Scheme	**Eligible Amount In INR**	**Interest**	**Monthly Instalments**	**Margin Money** (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

Offer: Computer Consultancy
Ref: TCSL/DT20195517978/Kolkata
Date: 12/09/2019

Ms. Sneha Suman
Room No-214,Bordoichila Women'S Hostel,Tezpur University,Tezpur,Dist-Sonitpur,
Tezpur,
Tezpur-784028,
Assam.
Tel# 91-7002981970

Dear Sneha Suman,

Sub: Letter of Offer

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

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

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year.Annexure-1 provides the break-up of the compensation package.

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

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Building 1A, EcoSpace, Plot - IIF/12, New Town, Rajarhat, Kolkata-700156, West Bengal, India
Tel: 91 33 6668 1000 Fax: 91 33 6636 6001 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Withdrawal of Offer

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP

Click here or use a QR code scanner from your mobile to validate the offer letter

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

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Building 1A, EcoSpace, Plot - IIF/12, New Town, Rajarhat, Kolkata-700156, West Bengal, India
Tel: 91 33 6688 1000 Fax: 91 33 6636 6001 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

TATA

GROSS SALARY SHEET

Annexure 1

Name	**Sneha Suman**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Tezpur University**

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	10,200	1,22,400
Bouquet Of Benefits #	13,000	1,56,000
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,224	14,688
Gratuity	490	5,887
Total of Annual Components & Retirals	1,715	28,475
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,875
Xplore/ Learning Incentive****		Upto 60,000

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

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

**The Performance Pay is applicable upon successful completion of the TCS Xplore Programme.

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

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	4,080	48,960
Leave Travel Assistance	850	10,200
Food Card	500	6,000
Personal Allowance	7,570	90,840
GROSS BOUQUET OF BENEFITS	13,000	1,56,000

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
Building 1A, EcoSpace, Plot - IIF/12, New Town, Rajarhat, Kolkata-700156, West Bengal, India
Tel: 91 33 6688 1000 Fax: 91 33 6636 6001 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

STEMROBO
Innovation, Creativity & Learning
An ISO 9001:2015 Certified Company

STEMROBO Technologies Pvt. Ltd.
Corporate Office : B-32, Sector-63,
Noida, U.P. India - 201301
: +91 120 4565405
: sales@stemrobo.com
: www.stemrobo.com

STEMROBO/HRO/250
December 5, 2019

SOURAV SARKAR

Phone- 91-9706815461
Email- souravsarkartnl@gmail.com

B Tech ECE - 2020 batch.
Internship offer.

Dear SOURAV SARKAR,

We are pleased to offer you the position of **STEMROBO Innovation Engineer** with us at **STEMROBO Technologies Pvt Ltd,** at following terms & conditions:

1) Your **Annual CTC(Cost to Company)** will be **Rs.2,40,000** **(Refer Annexure-1B)**.This can be revised time to time,in line with your performance as per norms.

2) The salary information and changes therein is company confidential. You shall maintain its confidentiality.

3) The employment can be terminated by either party giving the other Two Months' notice. However, In case of any violation by Employee as per "Internal Code of Conduct" as mentioned in Annexure-2, the Company is Free to take any necessary action in the best interest of Company.

4) Unless otherwise given prior written approval, during your employment with us, you shall devote your time and attention to Company's business entrusted to you and you shall not directly or indirectly engage in business and service other than STEMROBO Technologies Pvt. Ltd. business and service.

5) You shall be entitled to 12 days earned leave and 12 days FTO (Flexible Timing Off) leave, per calendar year, as per company's rules and regulation.

6) You shall not divulge any proprietary,confidential information outside STEMROBO Technologies.

7) Your date of appointment for purpose of start of employment shall be as mentioned in Annexure I

8) Whenever there are changes/ updates in your personal information, you shall notify company in writing within a week time.

9) I Agree to Abide by the "Undertaking" in Totality as detailed in Annexure 2.

Sourav Sarkar

STEMROBO Technologies Pvt. Ltd.
Corporate Office : B-32, Sector-63,
Noida, U.P. India - 201301
: +91 120 4565405
: sales@stemrobo.com
: www.stemrobo.com

10) As the training and know-how at STEMROBO Technologies is of high tech in nature, if you leave STEMROBO Technologies within 12months of joining for any reason, you shall have to pay back STEMROBO Technologies as compensation Rs1,00,000(One Lakh only) within 7 days of notice from you or day of relieving, whichever happens earlier.

11) The duly signed appointment letter will be issued to you on the first day of joining at STEMROBO Technologies only after related joining formalities.

12) As a token of your acceptance of the above terms and conditions of the offer, please send us the acceptance email as an acknowledgement thereof.

All other terms and conditions of your employment and benefits, where applicable, shall be as per the Company's rules and regulations which are in force from time to time.

All of us at STEMROBO Technologies welcome you and believe that your participation as a member of our team will strongly contribute to the success of the company.
For any clarification please feel free to contact the undersigned.

Rajeev Tiwari

Rajeev Tiwari
Director
(Authorised Signatory)

DECLARATION

I have understood the above terms and conditions of employment. I accept the same. I will join on or before _____.

Date: 2nd Jan, 2020

Signature: Sourav Sarkar
(SOURAV SARKAR)

Annexure 1A: Documents required on date of joining

Original and set of photo copies to be brought on the date of joining

1. Passport size Photographs - 4 nos.
2. PAN copy/Other ID proof-2 set of copies.
3. Degree Marksheet Copy - 1 copy 4. Relieving Certificate(if Valid)-1 Copy

Joining Date: 2-Jan-20

STEMROBO Technologies Pvt. Ltd. , B-32, Sector 63, Noida(UP)
Please bring a copy of this offer letter with you on the date of joining.
For any further assistance, you can contact **Shailee(91-7011967895)**

Sourav Sarkar

STEMROBO™
Innovation, Creativity & Learning
An ISO 9001:2015 Certified Company

STEMROBO Technologies Pvt. Ltd.
Corporate Office : B-32, Sector-63,
Noida, U.P. India - 201301
+91 120 4565405
sales@stemrobo.com
www.stemrobo.com

Annexure 1B: Annual & Monthly Compensation Details

Your annual compensation package will be **Rs.2,40,000** subject to Income Tax rules prevailing time to time, the break-up of which is below:

I	Monthly Components	Description of Component	Monthly	Yearly
	Basic Salary	Basic Salary	Rs.10,500	Rs.1,26,000
	House Rent Allowance	50% of the Basic Salary	Rs.5,250	Rs.63,000
	Other Allowance	Other Generic Allowance	Rs.1,563	Rs.18,756
	PF Employer's	Employers' PF Contribution	Rs.1,365	Rs.16,380
	ESI Employer's	Employers' ESI Contribution	Rs.822	Rs.9,864
	Group Health Insurance*	Group Mediclaim Benefit	Rs.500	Rs.6,000
	Monthly Cost to		**Rs.20,000**	
	Annual Cost to			**Rs.2,40,000**

* Group Medical Health Insurance Policy of 3 Lakh Annual Coverage for Employee, Spouse and Two Children is provided via Bajal Allianz Health Insurance

* Group Personal Accident Insurance Policy of 3 Lakh Covering Employee is provided via Bajal Allianz Health Insurance

Note 1:

1. The above salary break-up is based on the existing company policies which are in force from time to time.
2. The salary information and changes therein is company confidential. You shall maintain the confidentiality of the compensation details.
3. Retention Amount @3000/- per Month will be deducted for First 5 Month of Joining. This Retention Amount will be given back at the End of 1 Year or at the Time of Proper Relieving as the case may be.

Annexure 2: Undertaking

This Undertaking is a part of STEMROBO Technologies Pvt Ltd Internal Code of Conduct applicable to all STEMROBO New Joinees & Employees.

Saurav Sarkar

BETSOL

Dear Sourish Sarmah,
Tezpur University
Email: sourishsarmah@gmail.com
Phone: +91 8721038382

23-Oct-2019

SUBJECT: Letter of Selection

We are pleased to offer you the position of **"Associate Software Engineer"** with BETSOL.
Your total CTC would be **₹ 4,80,000 (Four Lakhs Eighty Thousand only)** per annum.
The allowances, benefits and other terms and conditions of your employment will be as per Company policies as applicable from time to time. Your compensation will be reviewed in future as per Company policy.

On joining the company you shall be on probation for six months. You will abide by the rules and regulations of the company as may be applicable from time to time.

The detailed appointment letter will be given to you at the time of joining. We expect you to join on or before 1st July 2020, otherwise this offer stands withdrawn automatically.

Again, congratulations and welcome to the BETSOL family.

On behalf of
BETSOL

DocuSigned by:
8175C5BE4BBF4D6...

Gurpreet Kaur Jaggi
Operations Manager, BETSOL

I agree and accept the selection on the above terms and conditions

Sourish Sarmah

Sourish Sarmah
Tezpur University

तेजपुरविश्वविद्यालय/TEZPUR UNIVERSITY

(संसदकेअधिनियमद्वारास्थापितकेंद्रीयविश्वविद्यालय)

(A CentralUniversity established by an Act of Parliament)

Office of the Registrar

तेजपुर-784028 :: असम / TEZPUR-784028 :: ASSAM

OFFICE ORDER

Dated 29 July, 2020

Mr. Sudipto Bharadwaj, S/O Dilip Kumar Sharma is appointed as District Associate (Monitoring & Evaluation) in the UNICEF sponsored project entitled "Supporting PHED in Institutional Strengthening, Capacity Building and Program Monitoring of WASH" under the Project Director Dr. Chandana Goswami, Professor, Department of Business Administration, Tezpur University at a monthly lump-sum emoluments of Rs. 35,000/- (Rupees Thirty Five Thousand Only)plus Rs. 5,000/- (Rupees Five Thousand only) as Travelling Allowance.

This appointment is purely temporary and will get terminated automatically without any notice or compensation on 31st December, 2020. However, the appointing authority reserves its right to terminate the services at any point of time without assigning any cause/reason thereof. This appointment is not an offer of Tezpur University and appointed person shall have no claim of absorption/ continuation in service in Tezpur University.

He is posted as a District Associate in Dhubri district. He should report to the Member-Secretary, DWSC of the district allotted to him on 1st August, 2020 and submit a copy of the joining report within a week of such joining, to the undersigned, through the Project Director of the project.

Upon acceptance of this appointment, an agreement is to be signed between the appointee and the Project Director on 31st July, 2020 at Tezpur University.

Sd/-
Registrar
Tezpur University

Memo No. F.No TU/BA/UNICEF/PROJECT/2019/80 Date: 29.07.2020

Copy for information and necessary action to:

1. Dean, School of Management Sciences, Tezpur University.
2. Head, Department of Business Administration, Tezpur University.
3. Prof. Chandana Goswami, Department of Business Administration, Tezpur University and Project Director.
4. Finance Officer, Tezpur University.
5. **Mr. Sudipto Bharadwaj**
6. Concerned File.

TEZPUR UNIVERSITY TEZPUR ASSAM 784028 INDIA

Registrar
Tezpur University

Registrar
Tezpur University
Napaam, Tezpur

Cognizant

28-Jan-2020

Dear Suprodip Borthakur,
B.Tech/B.E., Mechanical Engineering
Tezpur University

Candidate ID – 13981324

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.401,986/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs.23,986/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.455,880/-**. This includes an annual incentive indication of **Rs.22,500/-** as well as Cognizant's contribution of **Rs. 24,880/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into https://campus2cognizant.cognizant.com

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.,

Suresh Bethavandu
Global Head-Talent Acquisition
I have read the offer, understood and accept the above mentioned terms and conditions.

Signature : **Date:**

Cognizant

Annexure A

Name: Suprodip Borthakur **Designation:** Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10375	124,500
2	HRA @60% of basic*	6225	74,700
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7175	86,100
	Annual Gross Compensation		**355,500**
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		**378,000**
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		18,000
	Gratuity		5,986
	Annual Total Remuneration		**401,986**

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group personal accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

Provident Fund Wages: For the purpose of computing contribution to Provident Fund, Pension Fund & EDLI Scheme, "Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout". Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser. ESI Eligible Wages Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter. Earned ESI Wages: Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month. ESI Contribution shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period

* **Flexible Benefit Plan**: Your Compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is pro-rated to the duration spent with Cognizant India for a calendar year and will be paid to you only if you are active on Cognizant's payroll on the day the incentive is paid.

*** **Language Premium:** This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be

Anamoney

Employment Agreement

This Employment Agreement ("Agreement") is executed on 21st January 2021 ("Execution Date") between ONEFINITY LABS PRIVATE LIMITED, a company incorporated under the Companies Act, 2013 having its registered office at B9-1504 L&T South City, Arekere Mico Layout , Bengaluru, 560 076 (hereinafter referred to as the "Company", which expression shall, unless it be repugnant to the context or meaning thereof, be deemed to mean and include its successors and permitted assigns) of the FIRST PART; AND

Ms Tiasha Bhowmick, daughter of Ms Sima Bhowmick, residing at GobindaPally, District - Hojai - Assam - Pin - 782435 (hereinafter referred as the "Employee" which expression shall unless it be repugnant or contrary to the context thereof, mean and include his/her heirs, legal representatives, successors and permitted assigns) of the SECOND PART;

The Company and the Employee shall hereinafter be individually referred to as "Party" and collectively referred to as "Parties".

WHEREAS:

A. The Company is engaged in the business of web-based solutions and business services ("Business").

B. The Company recognizes that the Employee has the requisite skill set to be employed as a "Software Development Engineer- Front end".

C. On basis of the Employee's representations to the Company as set forth herein, the Company wishes to engage with the Employee for software development services and the Employee wishes to provide such services to the Company.

D. The Parties intend to record the terms of the engagement of the Company and the Employee under this Agreement.

NOW, THEREFORE, in consideration of the mutual covenants and agreements set forth in this Agreement, and for other good and valuable consideration, the sufficiency of which is acknowledged by the Parties, the Parties hereby agree as follows:

1. DEFINITIONS

Unless repugnant to the context, in this Agreement the expressions mentioned below shall have the meaning as follows:

"Act" means the Companies Act, 2013, as amended from time to time, or with reference to such sections as are notified and made applicable on the relevant date, the Companies Act, 2013 or any other statutory amendment, re-enactment thereof;

"Affiliate" shall mean with respect to any Person, any company, corporation, association or other entity, which,

directly or indirectly, Controls, is controlled by or is under common Control with, such Person;

"Agreement" includes the recitals and annexes to this agreement and any amendments made to this agreement by the Parties in writing;

Gana SK
Authenticated through Leegality.com (RxT68Xc)
Ganapathy SK
Date: Wed Jan 20 23:23:18 IST 2021

Tiasha Bhowmik
Authenticated through Leegality.com (RxT68Xc)
Tiasha Bhowmik
Date: Fri Jan 22 13:47:43 IST 2021

E-mail: Founders@ana.money
If to the Employee:
Address: Hojai GobindaPally, District – Hojai, Assam, Pin - 782435
E-mail: itstia987@gmail.com
In the event of any change in the address, the Employee shall communicate such change to the other Party in writing.

13. MISCELLANEOUS

13.1 This Agreement shall be interpreted in accordance with and governed by the laws of India without regard to any conflict of laws principles. All disputes arising out of or in connection with this Agreement shall be subject to the sole and exclusive jurisdiction of the courts of Bengaluru.
13.2 The rights of each Party under this Agreement shall not be to the exclusion of the rights granted under Applicable Law but shall be in addition to such rights.
13.3 Each of the provisions of this Agreement is severable. If any provision of this Agreement (or part of a provision) is found by any competent authority to be invalid, unenforceable or illegal, the other provisions shall remain in force. If any invalid, unenforceable or illegal provision would be valid, enforceable or legal if some part of it were deleted or modified, the provision shall apply with whatever modification is necessary to give effect to the commercial intention of the Parties.
13.4 No amendment or waiver of any of the provisions of this Agreement shall be effective unless made in writing and signed both Parties.
13.5 This Agreement along with the Confidentiality and Intellectual Property Assignment Agreement constitutes the entire agreement between the Parties with respect to the subject matter of this Agreement. This Agreement, supersedes all prior discussions and agreements (whether oral or written, including all correspondence) if any, between the Parties with respect to the subject matter of this Agreement.

IN WITNESS WHEREOF THE PARTIES HERETO HAVE EXECUTED THIS AGREEMENT ON THE DATE HEREINABOVE LAST MENTIONED.

For ONEFINITY LABS PVT LIMITED K. Ganapathy Subramanian - Director	Accepted Ms Tiasha Bhowmik
Place: Bengaluru	

Gana SK
Authenticated through Leegality.com (RxT68Xc)
Ganapathy SK
Date: Wed Jan 20 23:23:18 IST 2021

Tiasha Bhowmik
Authenticated through Leegality.com (RxT68Xc)
Tiasha Bhowmik
Date: Fri Jan 22 13:47:43 IST 2021

Anamoney

Annex –A- Compensation Breakup

The total Cost to Company (CTC) shall include statutory deductions/payments such as Tax Deducted at source, Profession Tax, Employee and employer contributions of EPF and ESI payments. (Currently ESI and EPF is not applicable for the employees of the company.). The CTC components are subject to reclassification /adjustments by the Company unilaterally at any time.

Employee Name	Tiasha Bhowmik
PAN Number	DBVPB0404C
CTC- Working from Home status	Rs 3,00,000/-per annum
CTC - On relocation to Bengaluru	Rs 3,60,000/- per annum

In WFH mode

CTC Components (INR)	Yearly	Monthly
Basic Salary	1,50,000	12,500
House Rent Allowance	1,20,000	10,000
Special Allowance	30,000	2,500
Total	3,00,000	25,000

On relocation to Bengaluru.

CTC Components (INR)	Yearly	Monthly
Basic Salary	1,80,000	15,000
House Rent Allowance	1,44,000	12,000
Special Allowance	36,000	3,000
Total	3,60,000	30,000

Gana SK
Authenticated through Leegality.com (RxT68Xc)
Ganapathy SK
Date: Wed Jan 20 23:23:18 IST 2021

Tiasha Bhowmik
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Tiasha Bhowmik
Date: Fri Jan 22 13:47:43 IST 2021

B Tech Civil 2020

GOVERNMENT OF ASSAM
OFFICE OF THE MISSION DIRECTOR, JAL JEEVAN MISSION, ASSAM.
PUBLIC HEALTH ENGINEERING DEPARTMENT : : HENGRABARI, GUWAHATI-36

No. PHE-251/Estt/2020/239 **Dated: Hengrabari, the 25th Jul, 2020**

To,
Name: Tonoy Goswami
Application ID: TUJJM20J2802

Subject: Appointment letter for the position of Technical Officer (Civil/Mechanical)

Dear Tonoy Goswami,

With reference to your application and subsequent selection process conducted by Tezpur University and as per their recommendation, we are pleased to offer you the position of Technical Officer (Contractual) in Jal Jeevan Mission, Assam.

The appointment will be made in accordance with the following terms and conditions.

Duration:	Initially for 11 (Eleven Months). Extension is subject to requirement of the project and performance of the candidate.
Remuneration:	Rs.30,000.00 (Thirty thousand only) per month.
Place of posting:	**Tezpur PHE Div I**

The date of joining in your allotted district will be 27/07/2020. This offer is valid subject to successful verification of your credentials. You will be governed under the detailed terms and conditions of the contract issued to you on your engagement which will be made available on the day of joining at your respective districts. You are liable to be transferred to any of the Districts as and when required or deemed necessary.

On the day of joining, you may please bring along the following documents:

1. Recent passport sized photographs.
2. Bank account details.
3. Education Qualification certificates (Original)
4. Copy of Permanent Account Number (PAN)
5. Address Proof and Permanent Residential Certificate of Assam.

We welcome you to the Jal Jeevan Mission and expect you to work in a mission mode to achieve the targets.

Thanking you.

(Er. Manin Kr. Das)
Chief Engineer (PHE), Water cum
Additional Mission Director, JJM, Assam.

No. PHE-251/Estt/2020/ **Dated: Hengrabari, the**

Copy to:

1. The Mission Director, JJM, Assam, for favour of kind information.
2. The ACE(PHE), _____ Zone/ EE (PHE). _____ Division for information and necessary action. The candidates may be allowed to join till 31/07/20 in case inter district travel is restricted.

Sd/-
(Er. Manin Kr. Das)
Chief Engineer(PHE), Water cum
Additional Mission Director, JJM, Assam.

TechVariable

Date: 24-03-2021

Tridip Chandra Das,
Emp ID- 1038
Programmer Trainee

Subject- Annual Performance Assessment 20-21

Dear **Tridip**,

It is indeed our pleasure to take the opportunity to thank you for your immense contribution last year in helping us to take the organization's success to greater heights.

Based on the recently concluded Annual Performance Review for the year 2020-21, you have been appraised as **A2** on your KRA achievement. Your revised designation is **Junior Programmer Analyst** at **Grade- ES, Band- E1**. Subsequently, w.e.f **April'21** payroll your CTC stands revised from **13500/-** per month to **30000/-** per month.

The new year 2021-22 as you would agree with me is expected to be as exciting as last year, with many transformational agenda that the organization has already embarked upon. With you level of energy, sheer dedication, and commendable contribution, we are sure we will achieve this and much more.

Best Wishes

Tridip Chandra Das

(Antara Saikia)
Manager – HR
TechVariable Private Limited, Guwahati.

APPOINTMENT LETTER

To,

Mr. Uddip Nath

We have pleasure in appointing you as Junior Chemistry Faculty in our organization, effective from 15/06/2020 on the following terms and conditions:

1. **Salary**
   Your remunerations will be Rs.37500/- per month along with travel expenses for traveling outstation in presentation of bills. Salary revisions are discretionary and will be subject to, and on the basis of, effective performance and results till March ’2021. Henceforth, the new pattern will be discussed with you at the Annual General Meeting at the last week of March 2021.

2. **Posting & Transfer**
   Your initial posting will be at Guwahati but you will be located at either Barpeta or Sibsagar or Dibrugarh as directed by the head of the organization. You cannot deny for travelling in due time.

3. **Confidentiality**

   You will not, at any time, during the employment or after, without the consent of the Managing 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.

4. **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.

5. **Responsibilities & Duties**
   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. You will always be alive to responsibilities and duties attached to your office and conduct yourself accordingly. You must effectively perform to ensure results. The normal timing of your services will be of 8 hours duration either in a continuous or a discontinuous manner.

6. **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.

7. **Termination of employment**
   During the probationary period and any extension thereof, your services may be terminated on either side by giving one month's notice or salary in lieu thereof. However, on confirmation the services can be terminated from either side by giving **two months** (60 days) notice or salary in lieu thereof as decided by the Managing Director.

   Upon termination of employment, you will immediately hand over to the Company all correspondence, specifications, formulae, books, documents, market data, cost data, drawings, affects or records belonging to the Company or relating to its business and shall not retain or make copies of these items.

   Upon termination of employment, you will also return all company property, which may be in your possession.

8. **Medical Fitness and Leaves**
   This appointment is subject to your being, and remaining, medically fit. You will be accommodated a total of 12(per month only 1) casual paid leaves in a year.

Please confirm your acceptance of the appointment on the above terms and conditions by signing and returning this letter for our records. This appointment letter is of 2 years of bond and if you wish to break the bond then you have to pay a 2 month's salary in post dated cheque which will be taken from you since your day of inception at Spectrum Eduventures.

Yours faithfully,

Avishek Barooah

For **Spectrum Eduventures,**

I have read the terms and conditions of this letter of appointment and confirm my acceptance of the same.

Mr.Uddip Nath
(Signature and Date)

27th November 2019

Dear Ms. UNMESHA BANERJEE,
Tezpur University
Assam

Sub: Offer Letter for Management Trainee

We thank you for successfully participating in ABB Management Trainee Selection Process and are pleased to inform that you have been selected for Training in our Organization as **Management Trainee**. Your tentative date of joining will be in the month of July / August 2020.

Your tenure for the said Management Training shall be subject to following terms and conditions:

1. You shall be imparted the prescribed training as per the Management Training Program designed and finalized by the Company. The total duration of the Training shall be for a period of Twelve months, commencing from the date of your reporting for the Training program. During the course of training, you shall be required to reside at such place wherein the Company has its facilities/locations or at which the Training would be imparted. Your date of Joining and Training venue details will be communicated to you subsequently. You will be allowed to join us provisionally, even if your final examination results may not have been announced. However further continuation of Training will depend upon your successfully graduating in academics on or before 30th September 2020, with a minimum of 60% aggregate with no backlogs in any semester.

   The location of training post induction would be in any of the location of **ABB Global Industries and Services Private Limited** and it can be changed depending upon the need of the company and you would accordingly be notified by the company as and when required.

   Your training shall be in any of our establishments within the Republic of India as may be directed by the Management from time to time and are liable to be transferred to any department, office or establishment forming part of our organization or our associates.

2. During the aforesaid period of Training, you shall be paid a remuneration of Rs.6,00,000/- per annum (Rupees Six Lakhs Only). A detailed break-up of the remuneration amount is enclosed herewith. Please note that during this training period, you will not be entitled to any reimbursement and/or payment or other benefits which are being provided to the employees of the Company.

   In addition to the above compensation, you will also be entitled to receive an amount of Rs. 1,50,000/- (Rupees One Lakh Fifty Thousand only), provided you satisfactorily complete three full years of continued service, from the date of your Appointment as a Regular employee of the Company (from the date of Absorption).The three year duration should be exclusive of the notice period if any, in the event of resignation.

   In case you leave the services of the company for any reason whatsoever, during the three years from the date of Absorption, you will not be eligible for any portion of this amount under any circumstance. As this amount is a one-time payment which is paid on satisfactory performance

ABB Global Industries and Services Private Limited
Global Business Services
5,6,7th Floor, Brigade Magnum
Kodigehalli Post
Bengaluru – 560 092

CIN: U72200KA2001PTC032179

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Fax: +91 80 2294 1998

Registered Office and Corporate Office
21st Floor, World Trade Center
Brigade Gateway, No. 26/1
Dr. Rajkumar Road, Malleshwaram West
Bengaluru – 560 055

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Fax : +91 80 2294 9148

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during the aforesaid three years, this amount will not be considered as a part of your Total Remuneration for the purpose of annual review.

3. You will be entitled to an amount of Rs.24,000/- per annum during your final academic year. It will be paid in the first salary.

4. You shall be required to execute a Letter of Commitment to the Company. The prescribed format for this Letter is enclosed herewith.

5. During the said training period, your performance will be closely monitored and evaluated by the Management. While the Company does not guarantee or assure any employment or absorption on the rolls of the Company after the completion of the Training, however, the Company may at its sole discretion and based on your performance during the training period consider offering you a suitable employment, provided the Company has any such need then. Therefore, you shall never claim or demand employment in the Company after the completion of your aforesaid Training period as a matter of right or otherwise.

6. The Company, at its sole discretion may terminate the Training, during the training period, at any time without assigning any reason. In case you wish to discontinue the Training before completion of the training period of One year, you shall do so by giving One month prior intimation to the Company. In such an event, the Company reserves the right to demand refund of the Stipend amount paid to you so far, at its sole discretion

7. Notwithstanding the above, your selection and joining for training shall be subject to you being found medically fit. Hence, you are required to undergo a complete medical check-up prior to reporting for Training as per the attached pre-employment medical examination form. A qualified Medical Practitioner (MD) will be required to examine you and duly certify medical fitness. You are requested to send the copy of the ABB Pre-employment medical by 31st May 2020 for getting the clearance from the company. You need to bring the Medical report when you report for your training.

8. If you, alone or jointly with any other person or persons, make, acquire or device any inventions, patents, trade / service marks, industrial designs, matters relating to copyrights or its related rights, discovery, process or improvement or compile any data relating to any plant, machinery, system, appliance or apparatus or device or product, project, model, process, technique or method of manufacture or constructions, data, source codes, compilation, know-how, formula, calculations, patterns, drawings, business model, explanations and demonstrations and any other form of intellectual property thereof, arisen in and by the course of your employment shall become the property of any of the ABB Group Companies or its affiliates (herein in this context referred to as Company). The Company be the owner of the entire rights, title and interest vested, contingent or in future in and to the said intellectual property in any country. If so required by the Company, you will sign and execute all documents and papers free of charge any time i.e. either during the course of employment or any time thereafter, to protect the Company's ownership relating to intellectual property in any form.

9. In consideration of the opportunities, training, communications / correspondences and access to techniques, know-how, trade secret that include but not limited to data, source codes, compilation, formula, calculations, designs, patterns, drawings, product, methods, processes, techniques, systems, business model, financial data, explanations and demonstrations etc. That will be made available to you or generated by you or accessed by you, you will be required to comply with the confidentiality norms of the company. Therefore, you shall maintain as secret and confidential all information, including proprietary information of any of the ABB Group company or its affiliates (herein in this context referred to as company), Terms of Employment and Compensation package except as may be required under obligation of Law or as may be required by the Company, in the course of your employment or any time thereafter

ABB Global Industries and Services Private Limited
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Fax : +91 80 2294 9148

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10. In the event you are required by law to disclose any Confidential Information of the Company, you shall give the Company a reasonable notice of any prospective disclosure and shall assist the Company in obtaining an exemption or protective order preventing such disclosure.

11. Apart from the National and Festival holidays applicable to the respective locations wherever you are posted, you will also be entitled for fifteen days of advanced paid leave which will be credited in your Leave Account during your training period. This will be governed as per the leave policy of the company applicable from time to time.

12. You shall abide by the Company's Code of Conduct and Business Ethics and to that effect you would provide an Undertaking or such declaration / acknowledgement as would ensure strict compliance thereof on your part.

13. You will also be required to submit the following documents at the time of joining.

    a. Original Mark Sheet of your Graduation - for verification.
    b. Documentary evidence of Date of Birth - for verification.
    c. Original Pan Card – for verification.
    d. Three sets of recent passport size photograph.
    e. One set of photocopies of a, b & c - for submission.

Kindly note that any expense that you may incur on account of reporting for Training will not be reimbursed.

We are sending you the original Offer Letter and a photocopy of the same. We request you to return the photocopy of the Letter, duly signed, within two weeks of receiving this Letter. This will be considered as a mark of acceptance of our Offer for Management Trainee, on the terms and conditions mentioned in the Letter. If we do not receive the signed acceptance copy of the Offer Letter within the said two weeks, it will be deemed that you are not interested in our offer as Management Trainee.

We trust your association with the company will be for mutual benefit.

Yours faithfully,

For **ABB Global Industries and Services Private Limited**

TKS Nair
Head – Payroll & Employee Benefits

Varsha R
Delivery Manager – Compensation & Benefits

I hereby accept the above Offer and the terms and conditions mentioned therein

(Signature of the Trainee)
UNMESHA BANERJEE

during the aforesaid three years, this amount will not be considered as a part of your Total Remuneration for the purpose of annual review.

3. You will be entitled to an amount of Rs.24,000/- per annum during your final academic year. It will be paid in the first salary.

4. You shall be required to execute a Letter of Commitment to the Company. The prescribed format for this Letter is enclosed herewith.

5. During the said training period, your performance will be closely monitored and evaluated by the Management. While the Company does not guarantee or assure any employment or absorption on the rolls of the Company after the completion of the Training, however, the Company may at its sole discretion and based on your performance during the training period consider offering you a suitable employment, provided the Company has any such need then. Therefore, you shall never claim or demand employment in the Company after the completion of your aforesaid Training period as a matter of right or otherwise.

6. The Company, at its sole discretion may terminate the Training, during the training period, at any time without assigning any reason. In case you wish to discontinue the Training before completion of the training period of One year, you shall do so by giving One month prior intimation to the Company. In such an event, the Company reserves the right to demand refund of the Stipend amount paid to you so far, at its sole discretion

7. Notwithstanding the above, your selection and joining for training shall be subject to you being found medically fit. Hence, you are required to undergo a complete medical check-up prior to reporting for Training as per the attached pre-employment medical examination form. A qualified Medical Practitioner (MD) will be required to examine you and duly certify medical fitness. You are requested to send the copy of the ABB Pre-employment medical by 31st May 2020 for getting the clearance from the company. You need to bring the Medical report when you report for your training.

8. If you, alone or jointly with any other person or persons, make, acquire or device any inventions, patents, trade / service marks, industrial designs, matters relating to copyrights or its related rights, discovery, process or improvement or compile any data relating to any plant, machinery, system, appliance or apparatus or device or product, project, model, process, technique or method of manufacture or constructions, data, source codes, compilation, know-how, formula, calculations, patterns, drawings, business model, explanations and demonstrations and any other form of intellectual property thereof, arisen in and by the course of your employment shall become the property of any of the ABB Group Companies or its affiliates (herein in this context referred to as Company). The Company be the owner of the entire rights, title and interest vested, contingent or in future in and to the said intellectual property in any country. If so required by the Company, you will sign and execute all documents and papers free of charge any time i.e. either during the course of employment or any time thereafter, to protect the Company's ownership relating to intellectual property in any form.

9. In consideration of the opportunities, training, communications / correspondences and access to techniques, know-how, trade secret that include but not limited to data, source codes, compilation, formula, calculations, designs, patterns, drawings, product, methods, processes, techniques, systems, business model, financial data, explanations and demonstrations etc. That will be made available to you or generated by you or accessed by you, you will be required to comply with the confidentiality norms of the company. Therefore, you shall maintain as secret and confidential all information, including proprietary information of any of the ABB Group company or its affiliates (herein in this context referred to as company), Terms of Employment and Compensation package except as may be required under obligation of Law or as may be required by the Company, in the course of your employment or any time thereafter

ABB Global Industries and Services Private Limited
Global Business Services
5,6,7th Floor, Brigade Magnum
Kodigehalli Post
Bengaluru – 560 092

CIN: U72200KA2001PTC032179

Phone: +91 80 2294 1999
Fax: +91 80 2294 1998

Registered Office and Corporate Office
21st Floor, World Trade Center
Brigade Gateway, No. 26/1
Dr. Rajkumar Road, Malleshwaram West
Bengaluru – 560 055

Phone : +91 80 2294 9150 - 54
Fax : +91 80 2294 9148

www.abb.com/in

10. In the event you are required by law to disclose any Confidential Information of the Company, you shall give the Company a reasonable notice of any prospective disclosure and shall assist the Company in obtaining an exemption or protective order preventing such disclosure.

11. Apart from the National and Festival holidays applicable to the respective locations wherever you are posted, you will also be entitled for fifteen days of advanced paid leave which will be credited in your Leave Account during your training period. This will be governed as per the leave policy of the company applicable from time to time.

12. You shall abide by the Company's Code of Conduct and Business Ethics and to that effect you would provide an Undertaking or such declaration / acknowledgement as would ensure strict compliance thereof on your part.

13. You will also be required to submit the following documents at the time of joining.

    a. Original Mark Sheet of your Graduation - for verification.
    b. Documentary evidence of Date of Birth - for verification.
    c. Original Pan Card – for verification.
    d. Three sets of recent passport size photograph.
    e. One set of photocopies of a, b & c - for submission.

Kindly note that any expense that you may incur on account of reporting for Training will not be reimbursed.

We are sending you the original Offer Letter and a photocopy of the same. We request you to return the photocopy of the Letter, duly signed, within two weeks of receiving this Letter. This will be considered as a mark of acceptance of our Offer for Management Trainee, on the terms and conditions mentioned in the Letter. If we do not receive the signed acceptance copy of the Offer Letter within the said two weeks, it will be deemed that you are not interested in our offer as Management Trainee.

We trust your association with the company will be for mutual benefit.

Yours faithfully,

For **ABB Global Industries and Services Private Limited**

TKS Nair
Head – Payroll & Employee Benefits

Varsha R
Delivery Manager – Compensation & Benefits

I hereby accept the above Offer and the terms and conditions mentioned therein

(Signature of the Trainee)
UNMESHA BANERJEE

ABB Global Industries and Services Private Limited
Global Business Services
5,6,7th Floor, Brigade Magnum
Kodigehalli Post
Bengaluru - 560 092

CIN: U72200KA2001PTC032179

Phone: +91 80 2294 1999
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Fax : +91 80 2294 9148

www.abb.com/in

REMUNERATION DETAILS

Name : Ms. UNMESHA BANERJEE

Details	Amount in INR.
Basic	15,000
HRA	13,500
Meal Card	1,300
Other Allowance & Conveyance	11,150
Monthly Total	40,950
Leave Travel Allowance Per Annum	24,000
Performance Bonus (PB) including Statutory Bonus	63,000
Provident Fund Per Annum	21,600
Total Cost to Company Per Annum	6,00,000
Total Cost to Company Per Month	50,000

For **ABB Global Industries and Services Private Limited,**

TKS Nair
Head – Payroll & Employee Benefits

Varsha R
Delivery Manager – Compensation & Benefits

(Signature of the Trainee)
UNMESHA BANERJEE

B-Tech ECE
2020

Toppr Technologies Pvt. Ltd.
A204, Supreme Business Park,
Hiranandani Powai, Mumbai - 400076
CIN No: U80904MH2015PTC261692

toppr

OFFER LETTER

Monday, June 22 2020

To,

Vishal Gupta,

Toppr Technologies Private Limited ("Company") is delighted to offer you employment on the following terms:

1 **Position and Date of joining:**
Your position in the Company will be of **"Software Engineer - Frontend"**.
Your date of joining shall be Monday, June 29 2020.

2 **Reporting and Employment Location:**
You will initially report to **Sridhar Reddy** and your initial employment location will be **Hyderabad**. The Company reserves the right to change your reporting manager or your location, based on business requirements.

3 **Compensation:**
Your remuneration will have a fixed component of **INR 6,00,000** per annum.

4 **Employment Relationship:**

a. You will be under probation for a period of **7 days** from your date of joining. During the period of probation, either you or the Company may terminate your employment at any time and for any reason, with or without cause by giving **7 days'** notice in writing. Alternatively, the Company may terminate your employment with immediate effect, upon giving you 7 days' salary.

b. On confirmation of your appointment, your employment with the Company will be "at will" and for no specific period of time, meaning that either you or the Company may terminate your employment at any time and for any reason, with or without cause by giving **60** days' notice in writing. Alternatively, the Company may terminate your employment with immediate effect, upon giving you **60** days' salary.

c. The Company reserves its legal right to terminate you immediately in case of deviation or non-adherence to Company's policies and rules as communicated via this letter and also in other physical or digital documents provided to you pursuant to your signing of this letter. The Company may also terminate you with immediate effect for any dishonest and malicious practices, involvement in criminal act or non-performance for prolonged period of time.

d. In case of termination, the Company, at its sole discretion, will recover such amount, as the case may be, in lieu of notice period against the full and final settlement upon your separation. In such case, the company will also not be liable to pay you any pending salary.

5 **Laptop Policy:**

You will be required to carry your own devices (laptops, tablets, phones as per your job requirements). Refer **Bring Your Own Device (BYOD)** policy to check if you are eligible for any reimbursement.

6 **Reimbursement for Expenses:**

You will be reimbursed for reasonable expenses incurred by you in performance of your duties, in accordance with the Company's Expense Policy.

7 **Absence/Leave:**

Your annual leaves will be as per the Company's Attendance and Leave Policy. Uninformed or unapproved absence from work for a continuous period of 3 days or beyond the period of approved leave, without prior approval of the reporting manager shall result in automatic termination of your employment without any further notice unless the Company waives such requirement.

8 **Indemnity:**

You are required to indemnify and keep indemnified the Company against any and all claims, damages, losses etc., which the Company might suffer, on account of any breach by you of any of the terms of your employment or the terms of any policy of the Company. The Company shall, in addition to any other remedies available by law, be entitled to an injunction restraining you from breaching or otherwise violating any terms of your employment.

9 **Acknowledgement:**

You acknowledge that the duration and scope of the undertakings above are reasonable under the circumstances in which they have been given, and your employment with the Company and the compensation payable under this letter shall be sufficient consideration for the undertakings.

10 **Understanding:**

This letter contains the entire understanding between the parties and supersedes all previous agreements and/or arrangements relating to engagement with the company.

11 **Company policies:**

You shall be bound by any and all policies and procedures of the Company, which may change from time to time. The management of the Company reserves the right to amend and update the policies and procedures of the Company.

We hope that you find the above-mentioned terms acceptable. Kindly indicate your agreement with these terms and accept this offer, by signing and dating the duplicate original of this letter and returning them to the Company.

We welcome you to our organization and look forward to your contribution to the growth of the organization and yourself.

Sincerely, on behalf of **Toppr Technologies Private Limited,**

Prakhar Srivastava

Prakhar Srivastava
Associate Vice President– Human Resource
Monday, June 22 2020

I have read and hereby accept this letter and terms thereof:

Vishal Gupta

Vishal Gupta
Monday, June 22 2020

Joining Formalities:

Kindly get the following list of documents (original and Xerox) while coming on the day of joining also send a copy of the same to pooja.jakka@toppr.in:

1. Identity Proof: Aadhar card mandatory
2. Copy of Pan card is mandatory.
3. Address proof: Of your current address
4. X and XII marks certificate
5. Degree Marksheet & Certificate
6. Three passport size photographs
7. Employment letter from last employer (Indicating termination date of last employment)
8. Last three payslips
9. Emergency Contact: Name, number, address and ID proof of the emergency contact person
10. Bank details for Salary processing: Cancelled Cheque

ANNEXURE B

(Fixed CTC Breakup)

Category	Component	Monthly	Yearly
Taxable	Basic	25,000	3,00,000
	HRA	12,500	1,50,000
	Children Education Allowance	200	2,400
	Statutory Bonus	2,083	24,996
	Special Allowance	1,417	17,004
Reimbursements	LTA (1)	5,000	60,000
	Professional Training & Development	1,000	12,000
	Books & periodicals	1,000	12,000
Gross Salary		48,200	5,78,400
Retirals	PF contribution (employer)	1,800	21,600
	ESIC contribution (employer)	0	0
Base cost to company (CTC)		50,000	6,00,000
Deductions	PF contribution (employee)	1,800	21,600
	ESIC contribution (employee)	0	0
	Professional Tax (2)	200	2,400
Net Pay before tax		**46,200**	5,54,400

ANTARES TECH
IN THE HEART OF THINGS

3rd Floor, Tower A,
Tapasya Corp Heights,
Sector 126,
Noida, UP 201301

http://www.antares-tech.com

Offer letter

Date: 9th October, 2020

Place: Noida, UP

Dear Vishal,

It is my pleasure to extend to you an offer to join **Antares Tech** as an **Associate Designer** starting 12th of October 2020.

Antares is an early startup, and we are poised to do some good things and make awesome products; both to satisfy our own creative urges as well as create value for the society. We put a great value to individual initiative and ownership. And we know that you will take pride in your own work, just like we all do.

At Antares, we provide an extremely flexible work environment. Being engineers, we realize that software writing is an art. And the craftsman working on his or her craft needs a free environment to bring out the best creation.

We are happy to offer you an annual compensation of ₹ **4,00,000** from the day of your joining. Should you find the offer acceptable, please send a signed & scanned copy of this letter to the company.

And welcome to Antares!

Sincerely,

Avinash Bhatia

CEO,

Antares Tech

I accept the offer of employment in accordance with this letter.

Vishal Kumar

Name: **Vishal Kumar** Signature: _____

Date: 09/10/2020

July 27, 2021

HRD/3T/21-22/1002136534

Ms. Ankita Bora
Candidate ID: 1002136534
Borigan Nabajyotipath Jorhat Assam, India
Borigan Nabajyotipath Jorhat Assam, India
Jorhat- 785001
Jorhat
India
Ph: (91) 91010 23782

Dear Ankita,

SUB: LETTER OF INTENT TO HIRE

Congratulations! Further to your application for Employment with Infosys Limited ('Company') and the subsequent selection process, we are delighted to communicate to you our intent to make you an offer for the position of **Systems Engineer** in Job Level 3 with the company. Your DoJ is **December 6, 2021** and you will receive the Letter of Appointment with all the elaborates soon.

This letter of intent would be superseded by a formal employment contract. The employment contract will detail out the scope, terms and conditions of your employment with the company, break up of your salary, proposed location of posting, date of joining etc.

Please be advised that our offer to you will be conditional upon you having successfully completed your graduation / post-graduation qualification and having completed all course requirements and examinations required for the award of the educational qualification mentioned by you in your application for employment with the Company. You are required to submit all marks sheets and other relevant documents (if any), on the day you join the Company. Further, you should have been declared as passed by the relevant examination authority. Please note that the determination of the adequacy or authenticity of all or any of the proofs and any condoning delay in submission of the same will be at the Company's absolute and sole discretion.

Should you meet the conditions of employment, your **Total Gross Salary** includes a Performance Incentive and will be **INR 360000** per annum. The complete breakdown of the compensation and increment will be provided in the Letter of Appointment.

This is a letter of intent only. It is not intended to be, and shall not constitute in any way a binding or legal agreement, or impose any legal obligation or duty on either you or the Company. Should you have any questions regarding the above, please do not hesitate to write to us at offer_update@infosys.com.

Welcome to Infosys Ltd. We are confident you will be able to make a significant contribution to the success of Infosys Limited. We wish you a long, rewarding and fulfilling career and look forward to working with you.

Yours sincerely,



RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

GOVERNMENT OF ASSAM
OFFICE OF THE MISSION DIRECTOR, JAL JEEVAN MISSION, ASSAM.
PUBLIC HEALTH ENGINEERING DEPARTMENT : : HENGRABARI, GUWAHATI-36

No. PHE-251/Estt/2020/239 **Dated: Hengrabari, the 25th Jul, 2020**

To,
Name: Tonoy Goswami
Application ID: TUJJM20J2802

Subject: Appointment letter for the position of Technical Officer (Civil/Mechanical)

Dear Tonoy Goswami,

With reference to your application and subsequent selection process conducted by Tezpur University and as per their recommendation, we are pleased to offer you the position of Technical Officer (Contractual) in Jal Jeevan Mission, Assam.

The appointment will be made in accordance with the following terms and conditions.

Duration:	Initially for 11 (Eleven Months). Extension is subject to requirement of the project and performance of the candidate.
Remuneration:	Rs.30,000.00 (Thirty thousand only) per month.
Place of posting:	**Tezpur PHE Div I**

The date of joining in your allotted district will be 27/07/2020. This offer is valid subject to successful verification of your credentials. You will be governed under the detailed terms and conditions of the contract issued to you on your engagement which will be made available on the day of joining at your respective districts. You are liable to be transferred to any of the Districts as and when required or deemed necessary.

On the day of joining, you may please bring along the following documents:

1. Recent passport sized photographs.
2. Bank account details.
3. Education Qualification certificates (Original)
4. Copy of Permanent Account Number (PAN)
5. Address Proof and Permanent Residential Certificate of Assam.

We welcome you to the Jal Jeevan Mission and expect you to work in a mission mode to achieve the targets.

Thanking you.

(Er. Manin Kr. Das)
Chief Engineer (PHE), Water cum
Additional Mission Director, JJM, Assam.

No. PHE-251/Estt/2020/ **Dated: Hengrabari, the**

Copy to:

1. The Mission Director, JJM, Assam, for favour of kind information.
2. The ACE(PHE), _____ Zone/ EE (PHE). _____ Division for information and necessary action. The candidates may be allowed to join till 31/07/20 in case inter district travel is restricted.

Sd/-
(Er. Manin Kr. Das)
Chief Engineer(PHE), Water cum
Additional Mission Director, JJM, Assam.

OFFICE OF THE
FOUNDATION FOR ENVIRONMENT AND ECONOMIC DEVELOPMENT SERVICES
(FEEDS)

(Host Institution: KVK-Sylvan, supported by ICAR, Ministry of Agriculture, GoI,
COGCEHR, supported by SERB, DST, GoI & EMRC, DST, GoI)
Hengbung, P.O. Kangpokpi, Senapati District, Manipur

ORDER

Hengbung, the 18th July, 2019

No.FEEDS/CSP-1/003/Recr-019/Appt : On recommendation of Recruitment/ Selection Committee, Foundation for Environment & Economic Development Services (FEEDS) has recommended **Dr. Rupam Patowary S/o Ramo Patowary, Qtr NO: C-23/4, HPC Colony, P.O: Kagajnagar, Dist: Morigaon, Assam 782413** is hereby appointed, purely on temporary basis as the **Senior Programme Officer** in the Department of Science & Technology (Govt. of India) sponsored **"Core Support Programme"**, on a consolidated pay of ₹ 55,000-1000-59,000/- p.m. under the service rules and regulation of the Host Institute. The continuation of service is subject to successful completion of one year probation period.

2. The term of appointment shall be co-terminus with the period of the project.
3. The person is requested to join the duty within 15 days of the receipt of this order and to submit a joining report to that effect.
4. The person is also required to acknowledge the receipt of this order & his willingness to join ASAP.

(Kimjaneng)
Secretary, FEEDS
Hengbung, the 18th July, 2019

Memo No.FEEDS/CSP-1/003/Recr-019/Appt:
Copy to :-

1. Dr. Sunil K. Agarwal, Scientist-E, SEED Div., New Delhi
2. Dr. Anuradha Pughat, Scientist-C, SEED Div., New Delhi
3. Dr. Dhanaraj Singh Thokchom, Principal Investigator
4. Sr, Account Officer, FEEDS
5. Person concerned
6. Guard file

(Kimjaneng)
Secretary, FEEDS

Scanned with CamScanner

भारत सरकार, रक्षा मंत्रालय
Govt of India, Ministry of Defence
रक्षा अनुसंधान तथा विकास संगठन
Defence Research & Development Organization
रक्षा अनुसंधान प्रयोगशाला
Defence Research Laboratory
पत्र बैग सं0.2, तेजपुर-784001, असम
Post Bag No.2, Tezpur-784001, Assam

No. DRL/1206/TC/RA/01/19

Date : 01 APR 2019

To
Dr. Sampriti Kataki
House No.12
Tarali Path, Panjabari
GUWAHATI – 781037 (Assam)
(Email: sam.kataki@gmail.com)

Subject : AWARD OF RESEARCH ASSOCIATESHIP IN DRDO

Dear Madam,

1. With reference to Walk-in-Interview held on 26th Mar 2019 at this laboratory, you are offered Research Associateship in DRDO on the following terms and conditions :-

   (i) The Associateship is awarded for two years and no extension will be given at any circumstances as per scheme of Research Fellowship in DRDO.

   (ii) You will be paid monthly stipend for Research Associate @Rs 40,000/-p.m.

   (iii) You will not be entitled to DA, SCA, SDA, Bonus, LTC etc. except HRA and medical benefit as per rules. For this propose, the stipend admissible will be treated as the basic pay.

   (iv) You will not be entitled to any traveling allowances for reporting to your duty as Research Associate.

   (v) You have to produce valid certificates of educational qualifications at the time of joining.

   (vi) The Associateship may be terminated at any time with a notice of one month.

2. If you accept the offer of Research Associateship with the terms and conditions as above, you should intimate your acceptance within 21 days and should report to Director, DRL Tezpur within 30 days from the date of issue of this letter. You have to submit Medical Certificate alongwith two Character Certificates duly signed by Gazetted officers at the time of joining. In case you fail to report within the specified date, it will be assumed that you are not interested to take up the Associateship offered to you and offer will be treated as cancelled without any further information.

Thanking you,

Yours faithfully

(Dr. SANJAI K. DWIVEDI)
DIRECTOR

फोन/Phone:03712-258836 फैक्स/Fax: 03712-258534 ईमेल/Email: director@drl.drdo.in/ drteztc@gmail.com



Candidate Name (ID)	Date of Joining	Telephone Number	Blood Group
Bobyraj Tamuli (13981341)	05 Dec 2020	9957213495	O+

Date of Birth	PAN Card	Aadhar Card Number
02 Aug 1998	BAYPT0384B	627331943157

Cognizant Address
Cognizant Technology Solutions India Pvt. Ltd.IDB Auditorium, Plot No. 26 & 27, Rajiv Gandhi Infotech Park,Hinjewadi Ph-1, MIDC, Pune - 411057

This Pass is only Valid on 05 Dec 2020

Security Health & Safety Guidelines for Visitors in Cognizant Premises

- Please do not enter any 'Restricted' or Access controlled area unless authorized
- Cognizant prohibits carrying arms, explosives or incendiary materials into the premises
- Please wear and display your visitor ID badge when you are in the premises
- This is a smoke free campus and smoking is strictly prohibited
- All our buildings are monitored by CCTV cameras and fire alarms systems
- Please do not connect your Laptop or any Mobile Computing Devices to Cognizant Network without specific approval from Cognizant Information Security Team
- Kindly return this pass to the Security Personnel at the Gate ti record your exit from the Campus
- Cognizant has a safety Policy to ensure the wellbeing of all its associates, visitors and business partners. We request your cooperation by following all safety notices and instructions at all times
- Speed limit for vehicle inside the campus is 20 kmph.
- Please park your vehicle only at designated parking lot
- Please walk along the designated pathways
- In case of fire, the fire alarm will ring. Listen carefully to the voice announcement on the PA system for further instructions
- Follow the fire exist signs to safety exit the building to the nearest Assembly point
- Follow the instructions of Emergency Response Team (ERT) members to safely evacuate the building
- In case of fire, do not use the elevators; use the staircase
- Vendors must obtain necessary work permits prior to starting any work. Cognizant reserves the right to turn away/stop the vendor's work where required safety precautions are not followed

Emergency Contact

- If you witness / are involved in a safety incident please report to Cognizant Emergency Call Center immediately at
- 1800 258 2345

For office use only



Candidate Name (ID)	Date of Joining	Telephone Number	Blood Group
Bobyraj Tamuli (13981341)	05 Dec 2020	9957213495	O+

Date of Birth	PAN Card	Aadhar Card Number
02 Aug 1998	BAYPT0384B	627331943157

Cognizant Address
Cognizant Technology Solutions India Pvt. Ltd.IDB Auditorium, Plot No. 26 & 27, Rajiv Gandhi Infotech Park,Hinjewadi Ph-1, MIDC, Pune - 411057

2-5

From: "aminul hussain" <hr.mgr.af@gmail.com>
Subject: Regarding Campus Recruitment
Date: Sat, February 29, 2020 3:41 pm
To: "Deena Davy" <deena@tezu.ernet.in>
Cc: pijush@tezu.ernet.in

Madam,
Greetings from Ajmal Foundation !!
This refers to our Campus Recruitment Drive at your esteemed University on 24.02.2020. In this regard we would like to inform you that we are going to recruit the below mentioned candidates in our colleges/ institutes.
1.Mr. Himangshu Chakroborty M.Sc. Mathematics ; Selected for the post of Faculty. His monthly salary will be Rs 20,000/- (Twenty thousand only).
2.Mr. Amrit Ranjan Borah M.A. English; selected for the post of Faculty (at H.S. Level). His monthly salary will be Rs18,000/- (Eighteen thousand only).
3.Ms. Puspita Paul B.Sc. B. Ed. Mathematics selected for the post of Residential Teacher. Her Monthly salary will be Rs.15000/- (Fifteen thousand only)
4.Mr. Raktim Ranjan Saikia, M.Sc. Mathematics selected for the post of Residential Teacher. His Monthly salary will be Rs15,000/- (Fifteen thousand only)
5.Mr. Kumar Karan Kishore M.Sc. Mathematics selected for the post of Residential Teacher. His Monthly salary will be Rs15,000/- (Fifteen thousand only).
6. Please send Ms. Nikita Bhandari to our Head Office for the final interview, she has been shortlisted for a Non Teaching Profile.

We will be sending the Offer Letters in the next week.
Thanking you.

Regards
Md. Aminul Hussain
HR Manager,
Ajmal Foundation
Haji Mufossil Ali Complex,Hojai
Assam,India
M.No.+91-6900010058

Attachments:

untitled-[1].plain	
Size:	1.3 k
Type:	text/plain

From:	"Devashish Dey" <devashish.dey@amul.coop>
Subject:	Shortlisted candiate
Date:	Tue, November 19, 2019 10:40 am
To:	deena@tezu.ernet.in
Cc:	"Apurba Misra" <apurba.misra@amul.coop>

Madam

We have shortlisted below candidate

1. Mr. Preethwijit Biswas
2. Ms. Dipshikha Mahanta

Wait listed

1. Mr. Debadrist Saikia
2. Ms. Tanushree Sarkar

Shortlisted candidate from FET

1 Mr. Sagar Sarma

Regards

Devashish Dey

Attachments:

untitled-[1].plain	
Size:	0.2 k
Type:	text/plain

From: "Rajatkumar Singh" <rajatkumar.singh@asianpaints.com>
Subject: RE: [Fwd: RE: [External Sender][Fwd: Few more Int M.sc students]]
Date: Tue, October 29, 2019 1:24 pm
To: "Deena Davy" <deena@tezu.ernet.in>

Dear Mam,

PFA.

RS
022 6250 3562 +91 7045009450
Mission 2023: Transforming billions of living spaces through Power of Science

-----Original Message-----
From: Deena Davy [mailto:deena@tezu.ernet.in]
Sent: Wednesday, October 23, 2019 3:17 PM
To: Rajatkumar Singh
Cc: Deena Davy
Subject: RE: [Fwd: RE: [External Sender][Fwd: Few more Int M.sc students]]

Dear Sir,

Thank you for selecting Sneha Paul as Asian Paints - R&T(Researcher I).

We would request you to help us to build a research partnership with your esteemed organization.

Look forward to hear from you.

Regards,
Deena Davy

-
Training & Placement Officer
Tezpur University
Tezpur 784028, Assam (INDIA)
Phone : +91 3712 273005(O)
Mob:+91 9706368501

Rajatkumar Singh wrote:
> Dear Mam,

>

> Please note, following student is selected for Asian Paints - R&T

> (Researcher I) role. Kindly treat this email as confirmation email.

>

> 1. Sneha Paul

>

> Shall share the offer letter in March 2020 before her date of joining.

> Also, I am attaching application form which needs to be filled by student

> and send us the soft copy.

>

> Request you to inform the same to the student.

> Looking for a long term and fruitful relationship with Tezpur University.

>

>

>

> RS

> 022 6250 3562 +91 7045009450

> Mission 2023: Transforming billions of living spaces through Power of

> Science

>

> -----Original Message-----

> From: Deena Davy [mailto:deena@tezu.ernet.in]

> Sent: Monday, October 21, 2019 3:18 PM

> To: Rajatkumar Singh

> Cc: deena@tezu.ernet.in

> Subject: [Fwd: RE: [External Sender][Fwd: Few more Int M.sc students]]

>

From:	"Namrata Gurung" <namrata.gurung@asianpaints.com>
Subject:	RE: [External Sender]Re: Asian Paints| Campus Placement & Summer Internship Programme
Date:	Sat, January 4, 2020 1:31 pm
To:	"Deena Davy" <deena@tezu.ernet.in>

Hi Mam

Kapil Pratim Das has been selected for the final placement.

You may please inform him of the same. You are also required to confirm whether he has accepted this offer and signed out of the Final Placement Process.

Post your confirmation, we will place him in our list of selects.

We will get in touch with him with an offer and posting based on our requirements once they have completed their studies and met all the requirements of the degree. Please note that the candidate's selection and this offer would be subject to the following criteria:

•Clearing of the final exams as part of the curriculum at your college in the first attempt for each individual semester
•Medical fitness as certified by the Company's Medical Consultant or any other Doctor nominated by the Company
•Background verification check

Regards,
Namrata Gurung
Divisional Officer - Human Resources
Asian Paints

-----Original Message-----
From: Namrata Gurung
Sent: 20 December 2019 17:17
To: Deena Davy
Subject: RE: [External Sender]Re: Asian Paints| Campus Placement & Summer Internship Programme
Importance: High

Hi Mam

As discussed we have scheduled interview of Kapil Pratim Das on 30th December, 2019

PFB the details -
Venue - Asian Paints Ltd., 10th Floor, Haute Street, Behind showroom of Mahindra at Topsia Road, 86A, Topsia Road, Kolkata 700046
Contact Person - Aayush Bhardwaj
Reporting Time - 10:00 AM

Also, please note the following -

- To and Fro Bus/Rail travel can be claimed from home city to the interview city. For Rail, upto AC II tier can be claimed.
- Flight tickets will not be reimbursed.
- Rail tickets booked on premium tatkal will not be reimbursed. However tickets booked through normal tatkal can be claimed.
- Local travel and Hotel Stay in interview city will not be reimbursed.

Request your confirmation for the same

Regards,
Namrata

-----Original Message-----
From: Namrata Gurung
Sent: 06 November 2019 13:05
To: Deena Davy
Subject: RE: [External Sender]Re: Asian Paints| Campus Placement & Summer Internship Programme
Importance: High

Hi Mam

PFB the list of students who has been selected for PI round for SIP Process -

1.Farzanah Ahmed
2.Bandan Bishnu Saikia

We have scheduled their PI round on 11th November, 2019. The details are below -

Address - Asian Paints Ltd., Century Plaza, 4th Floor, Ganeshguri, GS Road, Guwahati 781005
Reporting Time - 10:30 AM
Dress Code - Formal
Documents - Updated CV & One Passport Size Photograph
Contact Person - Rajib Sarma

Also please note, Kapil Pratim Das has been selected for final campus, we will update about his final PI round shortly

LIFE GOALS. **DONE.**

BAJAJ | Allianz

Strictly Personal & Confidential

Name: Sweety Balmiki
Date: 4th Feb, 2020
Location: Tezpur University

Subject: Offer Letter

Dear *Sweety Balmiki*, with reference to our recent discussion and meeting, we are pleased to offer you the position of Senior Relationship Manager in Grade L1B at Bajaj Allianz Life Insurance Co. Ltd. ("BALIC"). Please note that the location will be mentioned at the time of actual appointment/joining. Your CTC will be Rs. 3,50,000/- (Rupees Three Lakh fifty thousand Only) which also includes the company's contributions towards Provident Fund and Gratuity. Also enclosed with the offer letter is the annexure conveying the other benefits and terms that are normally made available to the employee.

We would request your confirmation and acceptance within 48 hours through email or by returning us a signed copy of this letter. Please send us a copy of your resignation letter duly accepted by your organization (if applicable). This letter is not to be construed as your appointment letter, which will be issued separately.

The offer of employment may be withdrawn /modified if any information or representation furnished by you is found to be incorrect or if any material information is detected by BAJAJ Allianz Life as being suppressed by you.

Please keep the below documents ready before your Date of Joining. These documents need to be submitted to Bajaj Allianz Life Insurance Company on/before the date communicated to you.

- Copy of certificate & Mark sheets – Highest Qualification.
- Copy of relieving letters of last to last company (if applicable).
- Copy of resignation acceptance / relieving letter of current company.
- Copy of Aadhaar Card.
- Copy of PAN Card.
- Softcopy of a passport size photograph.

Thanks again for your interest in being employed with BAJAJ Allianz Life Insurance and we look forward to you joining our organization at the earliest.

Thanking you,
For Bajaj Allianz Life Insurance Company Limited

Authorized Signatory

Accepted the offer
Sweety Balmiki
11.02.2020

Other Benefits:

1. **Group Term Life Insurance:** You will be covered by a life insurance cover, for a sum assured equivalent to 60 of your monthly fixed basic salary. This cover remains only as long as you remain in the service of the Company, subject to the minimum limit of INR 10 lakhs. The premium for this sum assured shall be paid by the company directly to the insurance company and this is not a part of your CTC. In addition to this, in case of accidental death the legal heir / nominee would be entitled to an additional death benefit.

2. **Group Personal Accident:** Under this policy, employees are covered for disability arising out of accidents. It compensates for the employee's loss of pay due to the disability. Death is not covered under this policy. The Capital Sum Insured (CSI) is INR 5 lakhs. The premium for this sum assured shall be paid by the company directly to the insurance company and this is not a part of your CTC.

3. You will be covered under the company group med claim policy. The company shall subsidize the annual premium to a limit of INR. 5,000 per annum. The balance amount, if any, shall be borne by you and recovered from your salary.

4. Gratuity Benefit will be provided as per the provisions Payment of Gratuity Act, 1972.

5. Provident fund will be provided as per the provisions of the Employees' Provident Funds and Miscellaneous Provisions Act, 1952.

6. In the event there is any enhancement in the total emoluments to be paid to you on account of change in any statute (Central Government or State Government) or notification, then the said enhanced payment will be adjusted from the total CTC payable to you as shown hereinabove. In such a case the company will have the right to restructure your emoluments within the specific CTC.

7. All future ex-gratia Variable pay/ Performance pay would include prospective/retrospectively increased or additional Statutory payments liable*to be paid by the Company because of changes in statues. Also the Company reserves the right to adjust/ recover such increased/ additional statutory payments from the Cost to Company (CTC). Further the Company will not be liable to pay any amount over and above CTC which includes all statutory payments applicable. Company reserves right to change your salary structure at any time by treating this as required notice, if any, under any Law & without any separate/further notice/ intimation. This is basis the fact that the CTC as mentioned in the offer letter is inclusive of all liability/ compensation obligations of the Company [whether towards statutory payments as well as towards Basic pay and other components of pay] unless specified otherwise in writing by the Company

8. If your employment is terminated by you for any reason prior to completion of 12 months of services, then you will pay back to the Company the entire joining expense incurred by the Company.

Accepted the offer
Sweety Balmiki
11.02.2020

LIFE GOALS. **DONE.**

BAJAJ | Allianz

Strictly Personal & Confidential

Name: Tanushree Sarkar
Date: 4th Feb, 2020
Location: Tezpur University

Subject: Offer Letter

Dear *Tanushree Sarkar*, with reference to our recent discussion and meeting, we are pleased to offer you the position of Senior Relationship Manager in Grade L1B at Bajaj Allianz Life Insurance Co. Ltd. ("BALIC"). Please note that the location will be mentioned at the time of actual appointment/joining. Your CTC will be Rs. 3,50,000/- (Rupees Three Lakh fifty thousand Only) which also includes the company's contributions towards Provident Fund and Gratuity. Also enclosed with the offer letter is the annexure conveying the other benefits and terms that are normally made available to the employee.

We would request your confirmation and acceptance within 48 hours through email or by returning us a signed copy of this letter. Please send us a copy of your resignation letter duly accepted by your organization (if applicable). This letter is not to be construed as your appointment letter, which will be issued separately.

The offer of employment may be withdrawn /modified if any information or representation furnished by you is found to be incorrect or if any material information is detected by BAJAJ Allianz Life as being suppressed by you.

Please keep the below documents ready before your Date of Joining. These documents need to be submitted to Bajaj Allianz Life Insurance Company on/before the date communicated to you.

- Copy of certificate & Mark sheets – Highest Qualification.
- Copy of relieving letters of last to last company (if applicable).
- Copy of resignation acceptance / relieving letter of current company.
- Copy of Aadhaar Card.
- Copy of PAN Card.
- Softcopy of a passport size photograph.

Thanks again for your interest in being employed with BAJAJ Allianz Life Insurance and we look forward to you joining our organization at the earliest.

Thanking you,
For Bajaj Allianz Life Insurance Company Limited

Authorized Signatory

Accepted the offer.
Tanushree Sarkar
11.02.2020

LIFE GOALS. **DONE.**

BAJAJ | Allianz

Other Benefits:

1. **Group Term Life Insurance:** You will be covered by a life insurance cover, for a sum assured equivalent to 60 of your monthly fixed basic salary. This cover remains only as long as you remain in the service of the Company, subject to the minimum limit of INR 10 lakhs. The premium for this sum assured shall be paid by the company directly to the insurance company and this is not a part of your CTC. In addition to this, in case of accidental death the legal heir / nominee would be entitled to an additional death benefit.

2. **Group Personal Accident:** Under this policy, employees are covered for disability arising out of accidents. It compensates for the employee's loss of pay due to the disability. Death is not covered under this policy. The Capital Sum Insured (CSI) is INR 5 lakhs. The premium for this sum assured shall be paid by the company directly to the insurance company and this is not a part of your CTC.

3. You will be covered under the company group med claim policy. The company shall subsidize the annual premium to a limit of INR. 5,000 per annum. The balance amount, if any, shall be borne by you and recovered from your salary.

4. Gratuity Benefit will be provided as per the provisions Payment of Gratuity Act, 1972.

5. Provident fund will be provided as per the provisions of the Employees' Provident Funds and Miscellaneous Provisions Act, 1952.

6. In the event there is any enhancement in the total emoluments to be paid to you on account of change in any statute (Central Government or State Government) or notification, then the said enhanced payment will be adjusted from the total CTC payable to you as shown hereinabove. In such a case the company will have the right to restructure your emoluments within the specific CTC.

7. All future ex-gratia Variable pay/ Performance pay would include prospective/retrospectively increased or additional Statutory payments liable*to be paid by the Company because of changes in statues. Also the Company reserves the right to adjust/ recover such increased/ additional statutory payments from the Cost to Company (CTC). Further the Company will not be liable to pay any amount over and above CTC which includes all statutory payments applicable. Company reserves right to change your salary structure at any time by treating this as required notice, if any, under any Law & without any separate/further notice/ intimation. This is basis the fact that the CTC as mentioned in the offer letter is inclusive of all liability/ compensation obligations of the Company [whether towards statutory payments as well as towards Basic pay and other components of pay] unless specified otherwise in writing by the Company

8. If your employment is terminated by you for any reason prior to completion of 12 months of services, then you will pay back to the Company the entire joining expense incurred by the Company.

Accepted the offer.
Tanushree Sarkar
11.02.2020

Bandhan Bank
Aapka Bhala, Sabki Bhalai.

Bandhan Bank Limited
Head Office: DN 32, Sector V, Salt Lake City, Kolkata 700 091 | CIN: U67190WB2014PLC204622
Phone: +91-33-6609 0909, 4045 6456 | Fax: 033 6609 0502 | Website: www.bandhanbank.com

PRIVATE AND CONFIDENTIAL

Ref. No.: BBL/HR/MT/052/2019-20 Date: 27/12/2019

Mr. Tuhin Poran Das
Tezpur University
Napaam
Tezpur, Assam-784028

Dear Mr. Das,

Greetings from Bandhan!

With reference to your application and subsequent discussion, we are pleased to offer you an **'Area Manager - Management Trainee'** position at an Assistant Manager Grade with Bandhan Bank. You shall be appointed under the following terms & conditions, subject to successful completion of your course of studies:

1. You will be required to join the Bank on or before 30th June, 2020. The exact date of joining shall be confirmed through mail and place of posting shall be provided by a letter during the Induction Program.
Further, your joining shall be subject to you being found medically fit by a physician as mentioned in point 12 of this letter.
2. You will be paid monthly salary and allowances as under:

Particulars	Monthly(Rs.)	Yearly(Rs.)
Basic Salary	₹ 9,683	₹ 1,16,196
HRA	₹ 4,842	₹ 58,104
Special Allowance	₹ 10,091	₹ 1,21,092
Medical Allowance	₹ 1,250	₹ 15,000
Conveyance Allowance	₹ 1,600	₹ 19,200
Child Education Allowance	₹ 200	₹ 2,400
Gross Salary	**₹ 27,666**	**₹ 3,31,992**
Benefits		
PF(Employer Contribution)	₹ 1,800	₹ 21,600
Gratuity#	₹ 466	₹ 5,592
Insurance Valuation - Mediclaim, Term Life and Accidental Benefit	₹ 401	₹ 4,812
Cost to Company(CTC)	**₹ 30,333**	**₹ 3,63,996**

*** Yearly Performance Bonus: Upto Rs. 38,219.** Over and above the stated CTC (based on performance)
 # Payable as per the Payments of Gratuity Act.
In addition to the above, you shall also be eligible for the following benefits as per the grade entitlement/s:

- Mediclaim benefits
- Term Life and Accident policy
- Mobile bill reimbursement
- Business Travel Allowances

3. You will be under probation for 'One Year' and on the basis of 'performance feedback' from your reporting manager, you shall be confirmed on satisfactory completion of the probation period

Bandhan Bank

Bandhan Bank Limited
Head Office: Floors 12 - 14, Adventz Infinity@5, BN 5, Sector V, Salt Lake City, Kolkata - 700091
CIN: L67190WB2014PLC204622 | Phone: +91 33 6609 0909, 4045 6456 Fax: +91 33 6609 0502
Email: info@bandhanbank.com | Website: www.bandhanbank.com

4.During the course of your probation period, you will be posted at any of the Doorstep Service Centers of Bandhan Bank. Your services are transferable and you can be seconded or deputed by the Company to any of its operations or operations of its associate companies in India or abroad. The Company further reserves the right to transfer your employment to any other company or legal entity, as part of any transfer of undertaking of the Company or as part of any restructuring or amalgamation or such other plan implemented by the Company or by which the Company is bound, on such terms and conditions as applicable to such plan.

5. You will be accountable for duties & responsibilities to Divisional Manager or to any such person in Company as may be indicated to you from time to time, with respect to the duties assigned to you.

6. While working, you shall act with utmost fidelity and shall not disclose or divulge any confidential information to third parties or make use of such information for your own benefit or otherwise howsoever.

7. You will be governed by the leave rules and other benefits as mentioned in the HR Policy.

8. During probation period, either party may terminate this appointment by giving the other one month notice in writing or one month salary in lieu of notice period.

9. During the employment with the organization, you shall not engage yourself in any other business or occupation and shall devote your whole time and skill to the faithful and diligent performance of your duties.

10. You will be governed by the Code of Conduct and Ethics, rules, regulations and other policies (together the "Company Policies") as enforced and as may be amended from time to time. The Bank reserves the right to vary the terms and conditions of service governing your appointment including your duties and responsibilities at any time.

11. You must abide by the rules and regulations of the Organization and any defamatory comments against the Organization or questionable behavior on your part will tantamount to termination of your services from the organization.

12. You shall be required to produce a medical fitness certificate at the time of joining. You have to get stipulated tests done, at your own expense and obtain a certificate from a registered medical practitioner and submit the same at the time of joining.

We would like to take the opportunity here of welcoming you to Bandhan and trust that your association and involvement with the Organization will be beneficial and satisfying to both of us.

A duplicate copy of this letter should be signed and returned to us in acceptance of the terms and conditions mentioned above.

For **Bandhan Bank Limited**

Santanu Banerjee
Head - Human Resources

Agreed and Accepted: Tuhin Ponan Das (Candidate Name) Tuhin Ponan Das (Candidate Signature)

14-20

Gmail

Tezpur University T&P <tuplacement@gmail.com>

Documents Required

9 messages

HRD\SRIDHAR <sridhar2327@bharatbiotech.com> Tue, Sep 8, 2020 at 2:36 PM
To: tuplacement@gmail.com

Dear Deena Davy,

Per our discussions please find attached data of selected candidates.

Sr. No	Name of the Student	Department
1	Mr. Biswanath Jana	QCC
2	Mr. Himanshu Goswami	QCV
3	Ms .Kangana Barman	QCC/DQC
4	Mr S. Ganguli.	QCC
5	Mr Deep J. Chaudhuri	QCC
6	Mr Subhadeep Paul	QCC
7	Mr Pawan Kumar	QCC

Please advice the selected candidates to submit following documents, we would be glad to evaluate their candidature further with all the following documents.
Please take the printout or fill electronically the Application form (Editable Document) and share it back with following listed documents.

- One Passport sized photograph, Please affix on Application form.
- ID proofs - Aadhar card and Pan card .
- Photocopies of the all academic certificates with consolidated marks sheets, provisional and Degree Certificates.
- SSC Marks Memorandum.
- Intermediate Marks Memorandum.
- Graduation - Consolidate marks Memorandum, Provisional / Convocation
- Post Graduation - Consolidate marks Memorandum. Provisional / Convocation
- Two reference details with contact numbers and Mail Id's.

Regards,
Y. Sridhar
Manager
HR Department

2 attachments

INTERVIEW APPLICATION FORM.doc
62K

Declaration Form.doc
29K

Tezpur University T&P <tuplacement@gmail.com> Tue, Sep 8, 2020 at 4:00 PM

From: "Chegg Campus Connect" <campusconnect@chegg.com>
Subject: Chegg India | Online Test Results 2020
Date: Thu, August 6, 2020 3:16 pm
To: "deena@tezu.ernet.in" <deena@tezu.ernet.in>,"tuplacement1@gmail.com" <tuplacement1@gmail.com>,"pijush@tezu.ernet.in" <pijush@tezu.ernet.in>,"tuplacement2@gmail.com" <tuplacement2@gmail.com>

Dear Ms. Deena and team,

Hope your students had wonderful time attending the drive as we had conducting it!

Thank you for extending uninterrupted support for the smooth conduction of the Campus Drive. We take immense pleasure in sharing the list of selected students who were the part of Chegg India's Campus Drive for the profile of "Subject Matter Experts".

Kindly inform your students that, all the information related to onboarding will be mailed on student's registered email id. Also, our team will soon connect with them on their registered mobile number. They will be getting their login credentials of the Chegg Portal and then they can start working as per their convenience.

Wishing all the students, All the Best for their new journey with Chegg!! See you Onboard!

Get...Set...Chegg!!

Prakriti Shrivastava | Campus Team

[M] 9560047051 [E] campusconnect@chegg.com

Chegg India Pvt. Ltd.

Expert Testimonials | Chegg Inc. | Chegg India

Attachments:

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Tezpur University.xlsx	
Size:	13 k
Type:	application/vnd.openxmlformats-officedocument.spreadsheetml.sheet
Info:	Tezpur University.xlsx

Date	Email	Referal Code	Subject	Name	Final Status	Onboarding date	Selection S
28-07-2020	aditiisingh08@gr	TUAH22020	Mechanical Engir	Aditi Singh	To be onboarded	18-09-2020	YES
28-07-2020	anujkumarnath@	TUAH22020	Computer Scienc	Anuj Kumar Nath	To be onboarded	18-09-2020	YES
28-07-2020	karanuja6@gmai	TUAH22020	Economics	ANUJA KAR	To be onboarded	18-09-2020	YES
28-07-2020	shyamalima.gog	TUAH22020	Economics	Shyamalima Gogoi	To be onboarded	18-09-2020	YES
28-07-2020	kritiyadav1902@	TUAH22020	Chemistry	Kriti Yadav	To be onboarded	18-09-2020	YES
28-07-2020	arpitaanudita12(	TUAH22020	Chemistry	Arpita Das	To be onboarded	18-09-2020	YES
28-07-2020	rahulchn08@gm	TUAH22020	Civil Engineering	Rahul chauhan	To be onboarded	18-09-2020	YES
28-07-2020	charmis1923@gr	TUAH22020	Psychology	charmi haque	To be onboarded	04-10-2020	YES
28-07-2020	sutradharshilpa1	TUAH22020	Psychology	Shilpa Sutradhar	To be onboarded	04-10-2020	YES
28-07-2020	ljigyashree@gma	TUAH22020	Earth Science	Jigyashree Lahon	To be onboarded	04-10-2020	YES
28-07-2020	gupta29shubhi@	TUAH22020	Earth Science	SHUBHI GUPTA	To be onboarded	04-10-2020	YES
28-07-2020	dipomkumarnath	TUAH22020	Earth Science	Dipom Nath	To be onboarded	04-10-2020	YES
28-07-2020	kritina.boro2017	TUAH22020	Earth Science	KRITINA BORO	To be onboarded	04-10-2020	YES
28-07-2020	deyrituparna199	TUAH22020	Accounting	Rituparna Dey	To be onboarded	04-10-2020	YES
30-07-2020	limikonwar93@g	TUAH22020	Operations Mana	LIMI KONWAR	To Be Onboarded	12-09-2020	YES
30-07-2020	prakashcsb2017(	TUAH22020	Computer Scienc	PRAKASH BHUSAL	To Be Onboarded	13-09-2020	YES
30-07-2020	abhijitsaikia94@	TUAH22020	Chemistry	ABHIJIT SAIKIA	To Be Onboarded	13-09-2020	YES
30-07-2020	jonalidaimary14	TUAH22020	Civil Engineering	Jonali Daimary	To Be Onboarded	13-09-2020	YES
30-07-2020	niharikadas0723	TUAH22020	Psychology	Niharika Das	To Be Onboarded	05-10-2020	YES
30-07-2020	kangkanabarmar	TUAH22020	Earth Science	Kangkana Barman	To Be Onboarded	05-10-2020	YES
30-07-2020	arun345.das@gn	TUAH22020	Accounting	Arunjyoti Das	To Be Onboarded	05-10-2020	YES
31-07-2020	ankita4earth@gr	TUAH22020	Earth Science	ANKITA SAHA	To be onboarded	05-Oct-20	YES
31-07-2020	prachurjyaprotim	TUAH22020	Economics	Prachurjya Protim Sabh	To be onboarded	18-Sep-20	YES
31-07-2020	mahashweta.ma	TUAH22020	Civil Engineering	Mahashweta Mazumda	To be onboarded	18-Sep-20	YES

From: "Prakriti Shrivastava" <pshrivastava@chegg.com>
Subject: Chegg India- Results
Date: Mon, November 4, 2019 4:23 pm
To: "deena@tezu.ernet.in" <deena@tezu.ernet.in>
Cc: "Chegg Campus Connect" <campusconnect@chegg.com>

Hi,

Hope your students had wonderful time attending the drive as we had conducting it!

Thank you for extending uninterrupted support for the smooth conduction of the Campus Drive. We take immense pleasure in sharing the list of students who were the part of Chegg India's Campus Drive for the profile of "Subject Matter Experts". Kindly refer column "D" for final selection status (Sheet attached).

Kindly inform your students that, all the information related to onboarding will be mailed on student's registered email id. Also, our team will soon connect with them on their registered mobile number. They will be getting their login credentials of the Chegg Portal and then they can start working as per their convenience.

Wishing all the students, All the Best for their new journey with Chegg!! See you Onboard!

Get...Set...Chegg!!

Thanks for the support !

Chegg
A Smarter Way to Student

Prakriti Shrivastava | Campus Team

[M] 9560047051 [E] campusconnect@chegg.com

Chegg India Pvt. Ltd.

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Attachments:

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image001.png	
Size:	16 k
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image003.png	
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image004.jpg	
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Info:	image004.jpg

Tezpur University.xlsx	
Size:	16 k
Type:	application/vnd.openxmlformats-officedocument.spreadsheetml.sheet
Info:	Tezpur University.xlsx

CHEGG - Candidature update

Inbox

Chegg Expert Hiring 28 Jul

to

Dear Candidate,

Congratulations on being selected as a Managed Network Expert!

We are pleased to inform you that you have successfully completed all the recruitment steps and are selected for the position of Managed Network Expert. We will be on boarding all new experts in Oct-20.

We will be activating your answering account on 04-OCT-2020.

You will receive a detailed activation mail along with the things to do, once your answering rights are granted in OCT -20.

Note: Granting answering rights is always subject to successful verification.

Thanks & Regards,
Expert Hiring Team
Chegg India Pvt. Ltd.

Activation mail - Login and other details from CHEGG

1 message

Nilima Vadlamani <nilima.v@chegg.com> Mon, 4 May 2020 at 11:47 pm
To: dipendranathmahato13@gmail.com <dipendranathmahato13@gmail.com>

Dear Dipendranath Mahato,

Congratulations and a warm welcome to our Chegg family!

We are pleased to inform that you that your expert answerer account is now activated, and you may now start answering questions on the Q&A board.

How to start working?

- Open **http://www.chegg.com/my/expertqa** and sign in with your credentials:
  - Login ID: dipendranathmahato13@gmail.com
  - Password: Chegg123 (Please change your password for security reasons)

Note : Answering rights are being granted based on the digital acceptance of engagement terms and conditions

- Click on "I agree" on the terms and conditions page to navigate to your answering dashboard.

If you have queries about how to answer, you can watch a short tutorial on Chegg Q&A dashboard walkthrough **here**.

Compensation:

- Registered subject - Advanced Maths
- Rate per question: INR - ? 168.00
- You will be paid for every question answered correctly as per guidelines
- The no. of answers that you can submit in a day will dynamically change based on your answering performance
- Payment for all correct answers shall be made on a monthly basis to your bank account registered with us

We value your time and want to resolve your queries at the earliest. Click here to visit our self-help section for faster query resolution.

If you still did not receive an answer to your query, you may submit a support ticket

Please Note: No subject changes/addition requests will be entertained.

*you will also be added to a WhatsApp group of expert answerers.

Thanks & Regards,

Chegg
A Smarter Way to Student™

Expert Hiring Team

[E] eas_support@chegg.com

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EA Testimonials | Chegg Inc. | Chegg India

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Like Chegg India on Facebook

Gmail Tezpur University T&P <tuplacement@gmail.com>

wd: Campus Placements 2019-2020 - Finalised Candidate Details.

-------- Forwarded message --------
From: **Sunil Naik (DHL IN)** <Sunil.Naik@dhl.com>
Date: Fri, Dec 23, 2019 at 6:51 AM
Subject: Campus Placements 2019-2020 - Finalised Candidate Details.
To: Tezpur University T&P <tuplacement@gmail.com>

Dear Deena,

At the outset, I would like to thank you and the entire placement team for providing us excellent support during our placement process at your campus. It was a pleasure dealing with all of you and both Dr Girishankar and myself were extremely happy to work with such professionals. Congratulations and Well Done !!

As discussed during the process, the details of the candidate that we have selected for our Management Trainee Batch of 2020 is as follows.

Devangana Bora

We are in touch with her on her email ID and will keep you posted once the letter is sent to her mailing address. We expect to send the letter out next week.

Could I also request you to please send me the excel list of all the candidates who were a part of our placement process.

Thank you once again for all the help provided and we look forward to continuing our association with you in the coming years as well.

Wishing you a Merry Xmas and a very Happy and successful 2020 as well ☺

Regards

Sunil P Naik
Director - Human Resource

DHL LOGISTICS PVT. LTD.

201 A, Silver Utopia,
Cardinal Gracias Road, Chakala,

Andheri (E),Mumbai - 400099.

Phone : (+91 22) 61985400/61985458

Fax : (+91 22) 61985481/61985615

Mob : (+91) 8879270310

sunil.naik@dhl.com

Earthkids
Humanity Foundation

Engaging Communities
Inspiring Change, Improving Outcomes

Gurjari Complex, Air Force Station Childoda, Gandhinagar, GUJ
https://earthkids.in | earthkids@ymail.com | 9137 265 124

EHF/GUJ/011/2020 15 Jul 2020

To,
Ms Upasna Handique
Ward No.3 Mission Patty Golaghat P.O: Golaghat Pin: 785621

OFFER LETTER FOR THE POST OF EDUCATION WARRIOR

Dear Upasna Handique
Greetings of the day!!!

1 This letter is in response to interview held on 09 Jul 2020 for the post of Education Warrior.

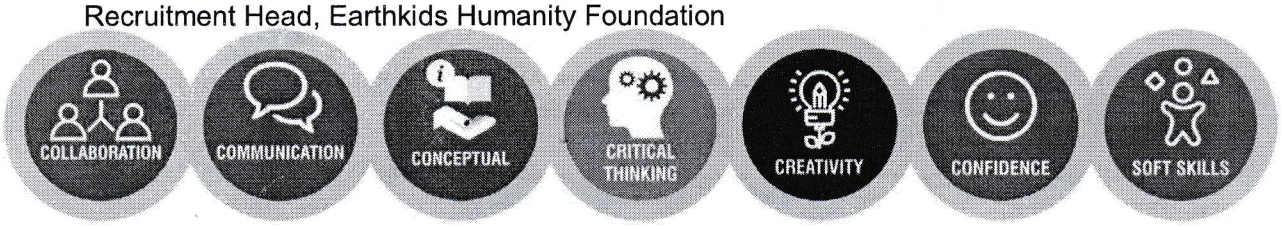
2. We are happy to offer you letter of joining as trainee for the post of Education Warrior. Education Warrior is very responsible post in the Foundation. Journey for all the appointments / promotions start from this post. EWs are motivated educationists and are on mission to bring change in the society. To take up such a challenging work foundation remain vigilant to search such inspired soul around the Nation. Details of your joining journey are described below:

a. With effect from 20 Jul 2020, your training for a period of 2 months will start. During this session, you will get an opportunity to learn about the responsibilities as an education warrior. As an EW, you will be giving 80% of your time to give academic services to students and 20% of time will be utilized in different social initiative to bring happiness in society around.
b. After initial briefing, you will be allowed to enter in 02 classes daily to observe the classes, teaching methodology, using digital gadgets etc.
c. You will be required to go through all the concerned books from class 5th to 10th and make necessary e-notes by using PPTs, animations and videos.
d. No (repeat) No stipend will be payable to you during the training session. This training session will be for 2 months. Successful completion of your training will promote you to the post of Education Warrior. You will be eligible for an amount of INR 20,000/- per month on joining the institute at Gandhinagar Centre.

3. You are requested to submit a hand written willingness to join the training, If you agree to the conditions explained in para 2. Last date of submitting the willingness is 17 Jul 2020 (10 AM).

Looking forward to welcome you in team Earthkids, Feel Free to speak at 8847468924

Sd/-
(Shabnam Jindal)
Recruitment Head, Earthkids Humanity Foundation



Gmail Tezpur University T&P <tuplacement@gmail.com>

Recruitment of Programme Executive-Trainee in ETV Network [for kids genre channels)

---------- Forwarded message ---------
From: **S P Singh** <sp.singh@etv.co.in>
Date: Fri, Jul 2, 2020 at 10:45 AM
Subject: Re: Recruitment of Programme Executive-Trainee in ETV Network [for kids genre channels)
To: Tezpur University T&P <tuplacement@gmail.com>
Cc: Ramu K <ramu@etv.co.in>

To,

Ms. Deena

Training & Placement Officer

Tezpur University

Tezpur 784028, Assam (INDIA)

Dear Madam,

We are pleased to share with you that based on the skype interview we had, we have shortlisted Ms. Himakshi Thakuriya for the position of Programme Executive in ETV Kids channel .
HR Division will shortly be sending the communication to her on the joining formalities.

Thank you for your support and please keep us updated on the campus placement dates so that we can plan in advance for the recruitment positions.

With warm regards,

SP Singh/Sr. Manager/ETPL
ETV, Ramoji Film City, Hyderabad-501512
Contact Number: 8008943337//8008016212
E mail : sp.singh@etv.co.in // ramu@etv.co.in

From: "Indrani Deka" <indranideka1234@gmail.com>
Subject: Fwd: Your Kotak Life Insurance application
Date: Tue, April 7, 2020 10:45 am
To: deena@tezu.ernet.in

Respected Ma'am,

Kindly find attached the offer letter given to me by Kotak life insurance.
I have already conveyed about the examination date but the date of joining given by them is 11th May 2020.
Kindly help me with this ma'am.

The details to open the offer letter are-
Email id- indranideka1234@gmail.com
Password-Indrani1@

Thanks and Regards
Indrani Deka
MBA 4th semester

---------- Forwarded message ---------
From: **Kotak Life Insurance** <myhr.kotaklife@darwinbox.in>
Date: Sat 4 Apr, 2020, 8:35 PM
Subject: Your Kotak Life Insurance application
To: <indranideka1234@gmail.com>
Cc: <ankita.a-patil@kotak.com>

This image has been removed for security reasons.

Hi **Indrani Deka**,

We are pleased to extend the employment offer to you. The offer letter acceptance link will be emailed to you separately. Another email will be sent with the link details in order to formally accept or decline this offer by **7 April 2020**,. This is a send-only email address, please do not reply to this email. Should you have any questions, please contact your recruiter.

Regards,
HR Team,
Kotak Life Insurance

Powered By : Darwinbox

Gmail

Tezpur University T&P <tuplacement@gmail.com>

RE: MAX Bupa is Hiring || MBA/BBA/B.Com/B.Sc/B.A/BCA Candidates || Batch of 2019/2020

---------- Forwarded message ---------
From: **Snigdha Zakharia** <snigdha.zakharia@firstnaukri.com>
Date: Mon, Aug 17, 2020 at 7:42 PM
Subject: RE: MAX Bupa is Hiring || MBA/BBA/B.Com/B.Sc/B.A/BCA Candidates || Batch of 2019/2020
To: tuplacement@gmail.com <tuplacement@gmail.com>

Dear Deena,

Greetings from Firstnaukri.com!!

PFB the list of selected candidates from your institute for Max Bupa:

NAME			Institute
ANANYA BORA	ananya.ece2016@gmail.com	8723077642	School of Management Sciences, Tezpur University
Prakhyat Sarmah	prakhyatsarmah123@gmail.com	8136042721	School of Management Sciences, Tezpur University

In case of any query, feel free to revert.

Best Regards,

Snigdha Zakharia

Mobile: +91-8811088805

A-88, A Block, Sector 2, Noida

A Naukri.com Group Portal
Firstnaukri.com
A jobsite for campus hiring!

From: Snigdha Zakharia
Sent: Friday, July 10, 2020 10:44 AM
To: 'tuplacement@gmail.com' <tuplacement@gmail.com>
Subject: MAX Bupa is Hiring || MBA/BBA/B.Com/B.Sc/B.A/BCA Candidates || Batch of 2019/2020

Dear Placement Officer,

Greetings from Firstnaukri.com!!

***MAX Bupa* is hiring for 2019 & 2020 Batch Graduates and MBA candidates and we are glad to share this exciting opportunity with you.**

MAX Bupa

HEALTH INSURANCE

19 August 2020

Prakhyat Sarmah
Kolkata - I Kolkata, West Bengal, India, (Branch Location)

OFFER LETTER

Dear **Prakhyat,**

We are pleased to offer you the position of **Post Graduate Trainee - Sales** in **Band M8**, subject to the following terms and conditions:

1. This offer remains subject to the terms of the appointment letter to be executed by you on the day of joining and to the procedures, policies, benefits and other terms of Max Bupa Health Insurance (MBHI), which will be provided to you at the time of your joining or communicated to you from time to time. All such procedures, policies and benefits will be subject to our periodic review and can be changed with or without notice.
2. You will be based at **Kolkata - I Kolkata, West Bengal, India, (Branch Location)** and will be reporting to **Branch Manager.**

From: "Dr.Pijush Chandra Das(Dy. Director, T&P Cell, TU)" <pijush@tezu.ernet.in>
Subject: [Fwd: Pre-Employment Medical examination (PEME)]
Date: Thu, September 3, 2020 1:36 pm
To: rwtsan95@gmail.com,rwtsan95@gmail.com,akshayburagohain4@gmail.com

---

Please Refer trailing mail and the attachments & do the needful ASAP.

---------- Original Message ----------
Subject: Pre-Employment Medical examination (PEME)
From: "OILREC" <OILREC@oilindia.in>
Date: Thu, September 3, 2020 10:09 am
To: "pijush@tezu.ernet.in" <pijush@tezu.ernet.in>

Madam/Sir,

This is with reference to the Campus Interview held for your Institute in the month of June, 2020 and the provisional selection of 02 candidate in Oil India Limited.

In this regard, the Pre-Employment Medical examination (PEME) of the following candidate has been scheduled as per the details given here under:

Discipline

Name of the Candidate

Last Date of Submission of scanned images of the PEME reports to the OIL India Limited

Bachelors in Mechanical Engineering

Shri Akshay Buragohain

30.09.2020

Masters degree in HR
Shri Santosh Rawat

30.09.2020

The selection of the candidates are provisional and subject to being declared medically fit by Company's Head (Medical services) or the authorized doctor of Oil India Limited Hospital, Duliajan, Assam, scoring overall minimum of 65 % marks in Bachelors in Mechanical Engineering/60% and above marks in Masters degree in HR and Verification of documents with the originals and found correct from our end at the time of joining. The instructions for information of the individual candidates concerned about his/her PEME are being attached herewith this mail along with the relevant Annexures.

Please arrange to inform the same to the candidates accordingly and confirm via return email.

For any further clarification, you may kindly contact the following Officers as under:

Ms Manashi Chetia, Manager (Personnel), OIL, Duliajan
Phone no. : 8486691950, Email: manashi_chetia@oilindia.in<mailto:manashi_chetia@oilindia.in>

OR

Shri Biswajyoti Gogoi, Manager (Personnel), OIL, Duliajan
Phone no. : 7002034969, Email: biswajyoti.gogoi@oilindia.in<mailto:biswajyoti.gogoi@oilindia.in>

Kindly acknowledge the receipt of the email.

Regards,
Team HR
Oil India Limited

Disclaimer: The information contained herein (including attachments) is confidential and is intended solely for the addressee(s). If you have erroneously received this message, please notify the sender immediately and delete this message. If you are not the intended recipient, you are hereby notified that any disclosure, copying or distribution of this message or any accompanying document is strictly prohibited and is unlawful. Oil India Limited is not responsible for any damage caused by a virus or alteration of the e-mail by a third party or otherwise. Views or opinions in this email are not necessarily those of Oil India Limited.

Thanks and Best Regards,
Dr.Pijush Chandra Das,
Deputy Director,
Training & Placement Cell,
Tezpur University
(Ranked among the 20th best small universities of 2018,by Times Higher Education World University ranking on 3rd August 2018. NAAC "A" Accredited)
Tezpur-784028, Assam (INDIA)
Mob:+91 9678003942
03712-273258 (Direct)
Extn-3258
pijush@tezu.ernet.in
tuplacement1@gmail.com

* * * D I S C L A I M E R * * *
This e-mail may contain privileged information and is intended solely for the individual named. If you are not the named addressee you should not disseminate, distribute or copy this e-mail. Please notify the sender immediately by e-mail if you have received this e-mail in error and destroy it from your system. Though considerable effort has been made to deliver error free e-mail messages but it can not be guaranteed to be secure or error-free as information could be intercepted, corrupted, lost, destroyed, delayed, or may contain viruses. The recipient must verify the integrity of this e-mail message.

Attachments:

untitled-[1.2].html	
Size:	15 k
Type:	text/html

Annexure A.pdf	
Size:	3 M
Type:	application/pdf

PROFESSIONAL ASSISTANCE
FOR DEVELOPMENT ACTION

प्रदान Pradan

425/146/APTR/72 June 15, 2020

Ms. Amrita Priyam Borchetia
Rupnagar,
Cinnamara, Jorhat,
Assam – 785008.

Dear Ms. Borchetia,

On behalf of PRADAN, I am happy to welcome you to our Development Apprenticeship programme.

Rural community development is a complex process, involving the interplay of social, economic and political forces. It is our belief that a well-educated person motivated to help the disadvantaged sections of the society can accelerate this process and make the society more humane. It requires sustained engagement with people in the villages and many educated youth like you wish to do that. However, most lack the perspective and skills needed for effective grassroots work. These perspectives and skills can be acquired through guided reflective practice. The purpose of the Apprenticeship programme is to provide such learning opportunities.

Your Apprenticeship is for a period of 12 months from August 05, 2020. During this period you would be engaged in grassroots action in a team and participate in events designed for reflection. Through this process we expect you to develop your perspective about village community and its interactions with the rest of the society; and develop your ability to facilitate the process of social transformation.

We also expect you to judge your own commitment and suitability for this kind of work as 'making an informed choice' is imperative to a sustained and meaningful contribution in this field. I would urge you to utilize the first seven days to observe the life and work of PRADAN professionals and the life condition of the people with whom we work. You may not have fully anticipated the kind of pressures such a choice would exert on you. Do use this chance to reflect on the choice you are making. There are lots of opportunities for sensitive, committed and skilled youth willing to work in villages.

For the initial period of your Apprenticeship you will be placed in our Jashipur team located in Mayurbhanj district of Odisha with my colleague Ms. Jyoti Rekha Roy Pradhan, Team Coordinator. Your placement may change due to organisational needs and in such a case you will be intimated atleast 15 days before your date of joining.

You will receive a monthly stipend of ₹ 24,000 (Rupees twenty four thousand only) for the period of your Apprenticeship. You will abide by the General Administrative Rules applicable to all Development Apprentices, a copy of which is included with this offer.

As an Apprentice you shall not accept or take up any employment or engage yourself in any business, etc. You will also not make yourself directly or indirectly interested in the business of any other person or entity. Further, PRADAN will have the discretion of assigning you with any work suitable for your qualification and/or experience.

You may be placed anywhere within the operational area of PRADAN, whether existing or future, anywhere in India. Your Apprenticeship may be terminated at a day's notice on either side and entails no obligation on either side.

If the perspective and terms set out in this letter are acceptable to you please sign a copy of this letter and mail it to us along with self-attested copies of all your certificates and mark-sheets as a token of your agreement by July 10, 2020. Please note, if we do not receive the acceptance of the offer letter by **July 10, 2020,** then the offer will stand **null and void.**

Please report to my colleague Ms. Jyoti Rekha Roy Pradhan, Team Coordinator, at our office (address given below) on forenoon of August 05, 2020.

PRADAN, Near Indian Oil Petrol Pump, Jashipur Hata Podia, Jashipur, Distt. – Mayurbhanj, Odisha – 757034. Telephone No: 07894366330, Email: jyotirekha@pradan.net

At the time of joining please bring with you (a) two copies of your latest passport sized photographs (b) report on blood group and (c) original copies of your certificates and testimonials, etc. in support of your qualification and experience and produce them to whom you report for verification. You also need to provide either original or provisional certificate and mark sheets of your final degree at the time of your joining. **The offer is valid only if you meet PRADAN's eligibility criterion which is enclosed for your reference.**

Kindly inform (***only by email***) Ms. Jyoti Rekha Roy Pradhan, Team Coordinator about your time of arrival on August 05, 2020. This information needs to reach latest by *July 20, 2020.*

In case you do not want to join us please do let us know by email at recruit@pradan.net so that we can arrange for somebody else to join in your place. This communication will help somebody else realize her/his dream.

I take this opportunity to congratulate you for choosing a career in public service for rural community development and welcome you to the fraternity of grassroots development workers.

With my good wishes,

Yours sincerely,

Narendranath Damodaran
Executive Director

Encl.: A/a

I have read this letter and the General Administrative Rules for the Apprenticeship Programme and accept the terms therein. At the time of joining Apprenticeship, I would have completed all course requirements for my final degree.

Signature: Name:

Place : Date :

PROFESSIONAL ASSISTANCE
FOR DEVELOPMENT ACTION

प्रदान Pradan

425/147/APTR/72 June 15, 2020

Ms. Chinmoyee Deka
Ward No. – 4,
LNB Road,
Karimchowk, Mangaldoi,
Assam – 784125.

Dear Ms. Deka,

On behalf of PRADAN, I am happy to welcome you to our Development Apprenticeship programme.

Rural community development is a complex process, involving the interplay of social, economic and political forces. It is our belief that a well-educated person motivated to help the disadvantaged sections of the society can accelerate this process and make the society more humane. It requires sustained engagement with people in the villages and many educated youth like you wish to do that. However, most lack the perspective and skills needed for effective grassroots work. These perspectives and skills can be acquired through guided reflective practice. The purpose of the Apprenticeship programme is to provide such learning opportunities.

Your Apprenticeship is for a period of 12 months from August 05, 2020. During this period you would be engaged in grassroots action in a team and participate in events designed for reflection. Through this process we expect you to develop your perspective about village community and its interactions with the rest of the society; and develop your ability to facilitate the process of social transformation.

We also expect you to judge your own commitment and suitability for this kind of work as 'making an informed choice' is imperative to a sustained and meaningful contribution in this field. I would urge you to utilize the first seven days to observe the life and work of PRADAN professionals and the life condition of the people with whom we work. You may not have fully anticipated the kind of pressures such a choice would exert on you. Do use this chance to reflect on the choice you are making. There are lots of opportunities for sensitive, committed and skilled youth willing to work in villages.

For the initial period of your Apprenticeship you will be placed in our Gumla team located in Gumla district of Jharkhand with my colleague Ms. Payel Chakraborty, Team Coordinator. Your placement may change due to organisational needs and in such a case you will be intimated atleast 15 days before your date of joining.

You will receive a monthly stipend of ₹ 24,000 (Rupees twenty four thousand only) for the period of your Apprenticeship. You will abide by the General Administrative Rules applicable to all Development Apprentices, a copy of which is included with this offer.

As an Apprentice you shall not accept or take up any employment or engage yourself in any business, etc. You will also not make yourself directly or indirectly interested in the business of any other person or entity. Further, PRADAN will have the discretion of assigning you with any work suitable for your qualification and/or experience.

You may be placed anywhere within the operational area of PRADAN, whether existing or future, anywhere in India. Your Apprenticeship may be terminated at a day's notice on either side and entails no obligation on either side.

If the perspective and terms set out in this letter are acceptable to you please sign a copy of this letter and mail it to us along with self-attested copies of all your certificates and mark-sheets as a token of your agreement by July 10, 2020. Please note, if we do not receive the acceptance of the offer letter by **July 10, 2020,** then the offer will stand **null and void.**

Please report to my colleague Ms. Payel Chakraborty, Team Coordinator, at our office (address given below) on forenoon of August 05, 2020.

PRADAN, 2nd Floor, Narsaria Complex, Jashpur Road, P.O. & Distt. – Gumla, Jharkhand – 835207.
Telephone No: 09934973962, Email: payelchakraborty @pradan.net

At the time of joining please bring with you (a) two copies of your latest passport sized photographs (b) report on blood group and (c) original copies of your certificates and testimonials, etc. in support of your qualification and experience and produce them to whom you report for verification. You also need to provide either original or provisional certificate and mark sheets of your final degree at the time of your joining. **The offer is valid only if you meet PRADAN's eligibility criterion which is enclosed for your reference.**

Kindly inform (***only by email***) Ms. Payel Chakraborty, Team Coordinator about your time of arrival on August 05, 2020. This information needs to reach latest by *July 20, 2020.*

In case you do not want to join us please do let us know by email at recruit@pradan.net so that we can arrange for somebody else to join in your place. This communication will help somebody else realize her/his dream.

I take this opportunity to congratulate you for choosing a career in public service for rural community development and welcome you to the fraternity of grassroots development workers.

With my good wishes,

Yours sincerely,

Narendranath Damodaran
Executive Director

Encl.: A/a

I have read this letter and the General Administrative Rules for the Apprenticeship Programme and accept the terms therein. At the time of joining Apprenticeship, I would have completed all course requirements for my final degree.

Signature: Name:

Place : Date :

PROFESSIONAL ASSISTANCE
FOR DEVELOPMENT ACTION

प्रदान Pradan

425/148/APTR/72 June 15, 2020

Ms. Happy Das
Ward No. – 4,
Barada Road,
Rangapara,
Distt. – Sonitpur,
Assam – 784505.

Dear Ms. Das,

On behalf of PRADAN, I am happy to welcome you to our Development Apprenticeship programme.

Rural community development is a complex process, involving the interplay of social, economic and political forces. It is our belief that a well-educated person motivated to help the disadvantaged sections of the society can accelerate this process and make the society more humane. It requires sustained engagement with people in the villages and many educated youth like you wish to do that. However, most lack the perspective and skills needed for effective grassroots work. These perspectives and skills can be acquired through guided reflective practice. The purpose of the Apprenticeship programme is to provide such learning opportunities.

Your Apprenticeship is for a period of 12 months from August 05, 2020. During this period you would be engaged in grassroots action in a team and participate in events designed for reflection. Through this process we expect you to develop your perspective about village community and its interactions with the rest of the society; and develop your ability to facilitate the process of social transformation.

We also expect you to judge your own commitment and suitability for this kind of work as 'making an informed choice' is imperative to a sustained and meaningful contribution in this field. I would urge you to utilize the first seven days to observe the life and work of PRADAN professionals and the life condition of the people with whom we work. You may not have fully anticipated the kind of pressures such a choice would exert on you. Do use this chance to reflect on the choice you are making. There are lots of opportunities for sensitive, committed and skilled youth willing to work in villages.

For the initial period of your Apprenticeship you will be placed in our Godda team located in Godda district of Jharkhand with my colleague Mr. Mehmood Hasan, Team Coordinator. Your placement may change due to organisational needs and in such a case you will be intimated atleast 15 days before your date of joining.

You will receive a monthly stipend of ₹ 24,000 (Rupees twenty four thousand only) for the period of your Apprenticeship. You will abide by the General Administrative Rules applicable to all Development Apprentices, a copy of which is included with this offer.

As an Apprentice you shall not accept or take up any employment or engage yourself in any business, etc. You will also not make yourself directly or indirectly interested in the business of any other person or entity. Further, PRADAN will have the discretion of assigning you with any work suitable for your qualification and/or experience.

You may be placed anywhere within the operational area of PRADAN, whether existing or future, anywhere in India. Your Apprenticeship may be terminated at a day's notice on either side and entails no obligation on either side.

If the perspective and terms set out in this letter are acceptable to you please sign a copy of this letter and mail it to us along with self-attested copies of all your certificates and mark-sheets as a token of your agreement by July 10, 2020. Please note, if we do not receive the acceptance of the offer letter by **July 10, 2020,** then the offer will stand **null and void.**

Please report to my colleague Mr. Mehmood Hasan, Team Coordinator, at our office (address given below) on forenoon of August 05, 2020.

PRADAN, C/o Mr. Sahdev Mandal, Infront of Aaloo Godam, Pathra Road, Sarkanda, Distt. – Godda, Jharkhand – 814133. Telephone No: 08084215959, Email: mehmoodhasan@pradan.net

At the time of joining please bring with you (a) two copies of your latest passport sized photographs (b) report on blood group and (c) original copies of your certificates and testimonials, etc. in support of your qualification and experience and produce them to whom you report for verification. You also need to provide either original or provisional certificate and mark sheets of your final degree at the time of your joining. **The offer is valid only if you meet PRADAN's eligibility criterion which is enclosed for your reference.**

Kindly inform (***only by email***) Mr. Mehmood Hasan, Team Coordinator about your time of arrival on August 05, 2020. This information needs to reach latest by *July 20, 2020.*

In case you do not want to join us please do let us know by email at recruit@pradan.net so that we can arrange for somebody else to join in your place. This communication will help somebody else realize her/his dream.

I take this opportunity to congratulate you for choosing a career in public service for rural community development and welcome you to the fraternity of grassroots development workers.

With my good wishes,

Yours sincerely,

Narendranath Damodaran
Executive Director

Encl.: A/a

I have read this letter and the General Administrative Rules for the Apprenticeship Programme and accept the terms therein. At the time of joining Apprenticeship, I would have completed all course requirements for my final degree.

Signature: Name:

Place : Date :

PROFESSIONAL ASSISTANCE
FOR DEVELOPMENT ACTION

प्रदान Pradan

425/149/APTR/72 June 15, 2020

Mr. Manash Phukan
PUB Shanti Nagar,
Kahilipara,
Guwahati,
Assam – 781019.

Dear Mr. Phukan,

On behalf of PRADAN, I am happy to welcome you to our Development Apprenticeship programme.

Rural community development is a complex process, involving the interplay of social, economic and political forces. It is our belief that a well-educated person motivated to help the disadvantaged sections of the society can accelerate this process and make the society more humane. It requires sustained engagement with people in the villages and many educated youth like you wish to do that. However, most lack the perspective and skills needed for effective grassroots work. These perspectives and skills can be acquired through guided reflective practice. The purpose of the Apprenticeship programme is to provide such learning opportunities.

Your Apprenticeship is for a period of 12 months from August 05, 2020. During this period you would be engaged in grassroots action in a team and participate in events designed for reflection. Through this process we expect you to develop your perspective about village community and its interactions with the rest of the society; and develop your ability to facilitate the process of social transformation.

We also expect you to judge your own commitment and suitability for this kind of work as 'making an informed choice' is imperative to a sustained and meaningful contribution in this field. I would urge you to utilize the first seven days to observe the life and work of PRADAN professionals and the life condition of the people with whom we work. You may not have fully anticipated the kind of pressures such a choice would exert on you. Do use this chance to reflect on the choice you are making. There are lots of opportunities for sensitive, committed and skilled youth willing to work in villages.

For the initial period of your Apprenticeship you will be placed in our Bhanupratappur team located in Kanker district of Chhattisgarh with my colleague Mr. Preetam Gupta, Team Coordinator. Your placement may change due to organisational needs and in such a case you will be intimated atleast 15 days before your date of joining.

You will receive a monthly stipend of ₹ 24,000 (Rupees twenty four thousand only) for the period of your Apprenticeship. You will abide by the General Administrative Rules applicable to all Development Apprentices, a copy of which is included with this offer.

As an Apprentice you shall not accept or take up any employment or engage yourself in any business, etc. You will also not make yourself directly or indirectly interested in the business of any other person or entity. Further, PRADAN will have the discretion of assigning you with any work suitable for your qualification and/or experience.

You may be placed anywhere within the operational area of PRADAN, whether existing or future, anywhere in India. Your Apprenticeship may be terminated at a day's notice on either side and entails no obligation on either side.

If the perspective and terms set out in this letter are acceptable to you please sign a copy of this letter and mail it to us along with self-attested copies of all your certificates and mark-sheets as a token of your agreement by July 10, 2020. Please note, if we do not receive the acceptance of the offer letter by **July 10, 2020,** then the offer will stand **null and void.**

Please report to my colleague Mr. Preetam Gupta, Team Coordinator, at our office (address given below) on forenoon of August 05, 2020.

PRADAN, Karmachari Colony, Bhanupratappur, Distt. – Uttar Bastar Kanker,
Chhattisgarh – 494669. Telephone No: 09098826438, Email: preetamgupta@pradan.net

At the time of joining please bring with you (a) two copies of your latest passport sized photographs (b) report on blood group and (c) original copies of your certificates and testimonials, etc. in support of your qualification and experience and produce them to whom you report for verification. You also need to provide either original or provisional certificate and mark sheets of your final degree at the time of your joining. **The offer is valid only if you meet PRADAN's eligibility criterion which is enclosed for your reference.**

Kindly inform (***only by email***) Mr. Preetam Gupta, Team Coordinator about your time of arrival on August 05, 2020. This information needs to reach latest by *July 20, 2020.*

In case you do not want to join us please do let us know by email at recruit@pradan.net so that we can arrange for somebody else to join in your place. This communication will help somebody else realize her/his dream.

I take this opportunity to congratulate you for choosing a career in public service for rural community development and welcome you to the fraternity of grassroots development workers.

With my good wishes,

Yours sincerely,

Narendranath Damodaran
Executive Director

Encl.: A/a

I have read this letter and the General Administrative Rules for the Apprenticeship Programme and accept the terms therein. At the time of joining Apprenticeship, I would have completed all course requirements for my final degree.

Signature: Name:

Place : Date :

From: "HR.agropratyaksha" <hr.agropratyaksha@gmail.com>
Subject: Intimation regarding selection of candidate
Date: Sat, February 15, 2020 3:09 pm
To: deena@tezu.ernet.in
Cc: sreejita.chakraborty6@gmail.com,mriganko@agropratyaksha.com,agro.pratyaksha@gmail.com

---

Dear Madam

Greetings,

We, at Pratyaksha Agrotech Pvt. Ltd. whole heartedly appreciate you and your team for the time and opportunity that you have provided to us.

I am pleased to extend the offer of employment to Ms. Prerana Baruah, a student of the Department of Molecular Biology and Biotechnology, Tezpur University on behalf of Pratyaksha Agrotech Pvt. Ltd. She has been selected as the best candidate for the position of Lab Assistant. Congratulations!

We believe that her knowledge and skills would be an ideal fit for our R&D team. We hope she will enjoy her role and make a significant contribution to the overall success of Pratyaksha Agrotech Pvt. Ltd.

Please take the time to inform her the same. All the other formalities will be carried out once we receive an acceptance from her end. We look forward for an early response.

We expect more such associations in the future.

Regards,

Shruti Bhattacharjee

Human Resource

Pratyaksha Agrotech Pvt Ltd

Attachments:

untitled-[1].plain	
Size:	0.9 k
Type:	text/plain

RBL FINSERVE
A subsidiary of RBL Bank

HR/2019/63704

Jan 23, 2020
To,
Alok Kumar Das,
Rahman Building,
KB Road,
Nowsolia Gaon,
Jorhat Air Field,
Assam- 785005

OFFER LETTER

Dear Alok Kumar Das,

With reference to our discussion, we are pleased to offer you the position of Business Trainee in Sales at a grade of **Business Trainee** and invite you to join **RBL FinServe Ltd** at Head Office-Maharashtra.
Your Cost to the Company will be INR **450000/-per annum**

(Rupees.Four Lakhs Fifty Thousand Only),the detailed break-up is attached in Annexure1.

The allowances, benefits and other terms and conditions of your employment would be as per company policies as applicable from time to time. Your compensation would be reviewed based on your performance in future as per Company Policy.

We welcome you on board the detailed appointment letter would be given to you at the time of joining. As discussed you are required to join on or before **June 01, 2020**failing which your offer will be considered as cancelled, until & unless the DOJ is extended with the consent of management. You are requested to get the documents mentioned in the attached checklist (Annexure 2) at the time of joining.

Validity of this offer is subject to the appropriate reference checks & verifications, if found unsatisfactory this offer will be considered as null & void, the decision regarding the same would be totally at the discretion of the company.

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

We look forward to your enduring relationship with the Company.

Warm Regards,

For RBL FinServe Ltd.

Yashoda

Yashoda B Reddy

Head – Corporate HR www.rblfinserve.com

RBL FINSERVE
A subsidiary of RBL Bank

COMPENSATION ANNEXURE	
Employee Name	Alok Kumar Das
Grade	Business Trainee
Designation	Business Trainee
DOJ	June 01, 2020
Details	
A) **Salary**	
Basic	225000
HRA	112500
LTA	0
Medical	0
Other Allowance	52944
Statutory Bonus	18743
B) **Reimbursement**	
Mobile	0
Fuel Allowance	0
Total Gross	409188
C) **Retirals**	
Employer Provident Fund	27000
Gratuity*	10817
Sub Total (A+B+C)	447000
d) **Benefits**	
Medical Insurance	3000
Annual Total - CTC	450000
e) **Deductions**	
Employee Provident Fund	27000
Professional Tax	As per applicability

Please note:

*Payable as per the Gratuity Act

**The Professional Tax, EPF, ESIC, LWF and Other Taxes will be deducted as per applicable laws from time to time.

Additional Benefits:

1. Mediclaim Insurance Coverage in case of hospitalization.
2. Accident Group Insurance Coverage for Self.
3. Term-Life Insurance Coverage for Self.

Speed Post No.
ES779511081IN
Dt. 4/12/19

(3)

SBI Life
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Ms. Ajija Arin
Tezpur University
Tezpur

28-11-2019

SBIL-Mark-57037

Offer Letter for Assistant Manager

Dear Ajija Arin,

1. We congratulate you on your selection for the position of **Assistant Manager** with our Company.

2. You will be on probation for one year. During the probation period, your performance will be assessed continually. On satisfactory completion of probation, your service in the Company will be confirmed.

3. Your fixed compensation will be Rs 6,00,000/- (Rupees Six Lakhs) p.a. Besides, you will be eligible for performance linked variable pay upto Rs 1,50,000/- (Rupees One Lakh Fifty Thousand only). The details of the compensation are enclosed for reference.

4. We will communicate your posting location, date of joining and other details in due course.

5. This is a provisional Offer. Your formal appointment and the issuance of the final letter of Appointment is subject to the following conditions:

- ✓ Qualifying Post Graduate Degree/ Diploma Programme on the day of joining OR
  Clearing PG Degree/ Diploma in first attempt if the results are awaited. You will have to submit final Degree/ Diploma mark sheets within 15 days of declaration of the results at university/institute concerned, failing which this offer automatically stands withdrawn.
- ✓ Submitting, in original, certificates of academic qualifications, age and other testimonials;

6. Please complete the medical fitness certificate and submit it along with signed copy of Offer Letter.

7. Please arrange to return the duplicate copy of this letter, duly signed by you, in token of acceptance of the offer within 10 days of receiving this letter.

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Salary Sheet			
Name	Ajija Arin		
Designation	Assistant Manager		
Grade Level	M7L1		
Annual Cost to Company	6,00,000		
Salary Component	**Amt per month (Rs)**	**Amt per annum (Rs)**	**Remarks**
Basic Salary	20,000	2,40,000	40% of Fixed Compensation
House Rent Allowance	10,000	1,20,000	50% of Basic Salary
Flexible Components	16,638	1,99,656	Flexibility to the employees to plan a tax-effective compensation structure by balancing the monthly net income, yearly benefits and income tax payable.
Total Monthly Salary (A)	**46,638**	**5,59,656**	
Retiral Benefits			
PF	2,400	28,800	Company's contribution to PF @ 12% of Basic Salary
Gratuity	962	11,544	You will be entitled to gratuity as per the Payment of Gratuity Act, 1972 after completion of five years of service with the Company.
Total Retiral (B)	**3,362**	**40,344**	
Fixed Compensation (A+B)	**50,000**	**6,00,000**	
Performance linked Variable Pay as per Company policy up to		1,50,000	
Potential Annual Remuneration on a Cost to Company basis		**7,50,000**	

In addition, you are entitled for the following:

- Mediclaim Coverage for parents, spouse and up to two children up to ceiling of Rs 2 lakhs p.a.
- Group Life Insurance coverage of Rs 20 lakhs.

Kindly note that Remuneration is a contract between you and the company and should be treated as strictly confidential.

SBI Life
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Mr. Aritra Kundu
Tezpur University
Tezpur

28-11-2019

SBIL-Mark-57038

Offer Letter for Assistant Manager

Dear Aritra Kundu,

1. We congratulate you on your selection for the position of **Assistant Manager** with our Company.

2. You will be on probation for one year. During the probation period, your performance will be assessed continually. On satisfactory completion of probation, your service in the Company will be confirmed.

3. Your fixed compensation will be Rs 6,00,000/- (Rupees Six Lakhs) p.a. Besides, you will be eligible for performance linked variable pay upto Rs 1,50,000/- (Rupees One Lakh Fifty Thousand only). The details of the compensation are enclosed for reference.

4. We will communicate your posting location, date of joining and other details in due course.

5. This is a provisional Offer. Your formal appointment and the issuance of the final letter of Appointment is subject to the following conditions:

- ✓ Qualifying Post Graduate Degree/ Diploma Programme on the day of joining OR
  Clearing PG Degree/ Diploma in first attempt if the results are awaited. You will have to submit final Degree/ Diploma mark sheets within 15 days of declaration of the results at university/institute concerned, failing which this offer automatically stands withdrawn.
- ✓ Submitting, in original, certificates of academic qualifications, age and other testimonials;

6. Please complete the medical fitness certificate and submit it along with signed copy of Offer Letter.

7. Please arrange to return the duplicate copy of this letter, duly signed by you, in token of acceptance of the offer within 10 days of receiving this letter.

SBI Life
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8. For any clarification, you may contact Swapnil Charde on 022-61910429 or email at swapnil.charde@sbilife.co.in.

9. In case of your resignation or termination from the services of SBI Life Insurance Co. Ltd for any reasons whatsoever, the admissibility or otherwise of payment of variable pay / incentive and the quantum of such incentive to be paid shall be at the sole discretion of the Management and no correspondence shall be entertained in this regard.

10. The normal age of superannuation shall be 60 years.

Yours faithfully,

(Nishant Kumar)
Senior Vice President – Human Resources

I, Mr / Ms Aritra Kundu accept the above offer as Assistant Manager in SBI Life Insurance Company Limited.

Signature: Date:

SBI Life
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Salary Sheet			
Name	Aritra Kundu		
Designation	Assistant Manager		
Grade Level	M7L1		
Annual Cost to Company	6,00,000		
Salary Component	**Amt per month (Rs)**	**Amt per annum (Rs)**	**Remarks**
Basic Salary	20,000	2,40,000	40% of Fixed Compensation
House Rent Allowance	10,000	1,20,000	50% of Basic Salary
Flexible Components	16,638	1,99,656	Flexibility to the employees to plan a tax-effective compensation structure by balancing the monthly net income, yearly benefits and income tax payable.
Total Monthly Salary (A)	**46,638**	**5,59,656**	
Retiral Benefits			
PF	2,400	28,800	Company's contribution to PF @ 12% of Basic Salary
Gratuity	962	11,544	You will be entitled to gratuity as per the Payment of Gratuity Act, 1972 after completion of five years of service with the Company.
Total Retiral (B)	**3,362**	**40,344**	
Fixed Compensation (A+B)	**50,000**	**6,00,000**	
Performance linked Variable Pay as per Company policy up to		1,50,000	
Potential Annual Remuneration on a Cost to Company basis		**7,50,000**	

In addition, you are entitled for the following:

- Mediclaim Coverage for parents, spouse and up to two children up to ceiling of Rs 2 lakhs p.a.
- Group Life Insurance coverage of Rs 20 lakhs.

Kindly note that Remuneration is a contract between you and the company and should be treated as strictly confidential.

SBI Life
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Mr. Parthadeep Sharma
Tezpur University
Tezpur

28-11-2019

SBIL-Mark-57039

Offer Letter for Assistant Manager

Dear Parthadeep Sharma,

1. We congratulate you on your selection for the position of **Assistant Manager** with our Company.

2. You will be on probation for one year. During the probation period, your performance will be assessed continually. On satisfactory completion of probation, your service in the Company will be confirmed.

3. Your fixed compensation will be Rs 6,00,000/- (Rupees Six Lakhs) p.a. Besides, you will be eligible for performance linked variable pay upto Rs 1,50,000/- (Rupees One Lakh Fifty Thousand only). The details of the compensation are enclosed for reference.

4. We will communicate your posting location, date of joining and other details in due course.

5. This is a provisional Offer. Your formal appointment and the issuance of the final letter of Appointment is subject to the following conditions:

- ✓ Qualifying Post Graduate Degree/ Diploma Programme on the day of joining OR
  Clearing PG Degree/ Diploma in first attempt if the results are awaited. You will have to submit final Degree/ Diploma mark sheets within 15 days of declaration of the results at university/institute concerned, failing which this offer automatically stands withdrawn.
- ✓ Submitting, in original, certificates of academic qualifications, age and other testimonials;

6. Please complete the medical fitness certificate and submit it along with signed copy of Offer Letter.

7. Please arrange to return the duplicate copy of this letter, duly signed by you, in token of acceptance of the offer within 10 days of receiving this letter.

SBI Life
INSURANCE
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8. For any clarification, you may contact Swapnil Charde on 022-61910429 or email at swapnil.charde@sbilife.co.in.

9. In case of your resignation or termination from the services of SBI Life Insurance Co. Ltd for any reasons whatsoever, the admissibility or otherwise of payment of variable pay / incentive and the quantum of such incentive to be paid shall be at the sole discretion of the Management and no correspondence shall be entertained in this regard.

10. The normal age of superannuation shall be 60 years.

Yours faithfully,

(Nishant Kumar)
Senior Vice President – Human Resources

I, Mr / Ms Parthadeep Sharma accept the above offer as Assistant Manager in SBI Life Insurance Company Limited.

Signature: Date:

SBI Life
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Salary Sheet			
Name	Parthadeep Sharma		
Designation	Assistant Manager		
Grade Level	M7L1		
Annual Cost to Company	6,00,000		
Salary Component	**Amt per month (Rs)**	**Amt per annum (Rs)**	**Remarks**
Basic Salary	20,000	2,40,000	40% of Fixed Compensation
House Rent Allowance	10,000	1,20,000	50% of Basic Salary
Flexible Components	16,638	1,99,656	Flexibility to the employees to plan a tax-effective compensation structure by balancing the monthly net income, yearly benefits and income tax payable.
Total Monthly Salary (A)	**46,638**	**5,59,656**	
Retiral Benefits			
PF	2,400	28,800	Company's contribution to PF @ 12% of Basic Salary
Gratuity	962	11,544	You will be entitled to gratuity as per the Payment of Gratuity Act, 1972 after completion of five years of service with the Company.
Total Retiral (B)	**3,362**	**40,344**	
Fixed Compensation (A+B)	**50,000**	**6,00,000**	
Performance linked Variable Pay as per Company policy up to		1,50,000	
Potential Annual Remuneration on a Cost to Company basis		**7,50,000**	

In addition, you are entitled for the following:

- Mediclaim Coverage for parents, spouse and up to two children up to ceiling of Rs 2 lakhs p.a.
- Group Life Insurance coverage of Rs 20 lakhs.

Kindly note that Remuneration is a contract between you and the company and should be treated as strictly confidential.

SBI Life
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Mr. Usham Sushant Singha
Tezpur University
Tezpur

28-11-2019

SBIL-Mark-57036

Offer Letter for Assistant Manager

Dear Usham Sushant Singha,

1. We congratulate you on your selection for the position of **Assistant Manager** with our Company.

2. You will be on probation for one year. During the probation period, your performance will be assessed continually. On satisfactory completion of probation, your service in the Company will be confirmed.

3. Your fixed compensation will be Rs 6,00,000/- (Rupees Six Lakhs) p.a. Besides, you will be eligible for performance linked variable pay upto Rs 1,50,000/- (Rupees One Lakh Fifty Thousand only). The details of the compensation are enclosed for reference.

4. We will communicate your posting location, date of joining and other details in due course.

5. This is a provisional Offer. Your formal appointment and the issuance of the final letter of Appointment is subject to the following conditions:

- ✓ Qualifying Post Graduate Degree/ Diploma Programme on the day of joining OR
  Clearing PG Degree/ Diploma in first attempt if the results are awaited. You will have to submit final Degree/ Diploma mark sheets within 15 days of declaration of the results at university/institute concerned, failing which this offer automatically stands withdrawn.
- ✓ Submitting, in original, certificates of academic qualifications, age and other testimonials;

6. Please complete the medical fitness certificate and submit it along with signed copy of Offer Letter.

7. Please arrange to return the duplicate copy of this letter, duly signed by you, in token of acceptance of the offer within 10 days of receiving this letter.

SBI Life
INSURANCE
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8. For any clarification, you may contact Swapnil Charde on 022-61910429 or email at swapnil.charde@sbilife.co.in.

9. In case of your resignation or termination from the services of SBI Life Insurance Co. Ltd for any reasons whatsoever, the admissibility or otherwise of payment of variable pay / incentive and the quantum of such incentive to be paid shall be at the sole discretion of the Management and no correspondence shall be entertained in this regard.

10. The normal age of superannuation shall be 60 years.

Yours faithfully,

(Nishant Kumar)
Senior Vice President – Human Resources

I, Mr / Ms Usham Sushant Singha accept the above offer as Assistant Manager in SBI Life Insurance Company Limited.

Signature: Date:

SBI Life
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Salary Sheet			
Name	Usham Sushant Singha		
Designation	Assistant Manager		
Grade Level	M7L1		
Annual Cost to Company	6,00,000		
Salary Component	**Amt per month (Rs)**	**Amt per annum (Rs)**	**Remarks**
Basic Salary	20,000	2,40,000	40% of Fixed Compensation
House Rent Allowance	10,000	1,20,000	50% of Basic Salary
Flexible Components	16,638	1,99,656	Flexibility to the employees to plan a tax-effective compensation structure by balancing the monthly net income, yearly benefits and income tax payable.
Total Monthly Salary (A)	**46,638**	**5,59,656**	
Retiral Benefits			
PF	2,400	28,800	Company's contribution to PF @ 12% of Basic Salary
Gratuity	962	11,544	You will be entitled to gratuity as per the Payment of Gratuity Act, 1972 after completion of five years of service with the Company.
Total Retiral (B)	**3,362**	**40,344**	
Fixed Compensation (A+B)	**50,000**	**6,00,000**	
Performance linked Variable Pay as per Company policy up to		1,50,000	
Potential Annual Remuneration on a Cost to Company basis		**7,50,000**	

In addition, you are entitled for the following:

- Mediclaim Coverage for parents, spouse and up to two children up to ceiling of Rs 2 lakhs p.a.
-Group Life Insurance coverage of Rs 20 lakhs.

Kindly note that Remuneration is a contract between you and the company and should be treated as strictly confidential.

SeSTA
Seven Sisters Development Assistance

Ref : SeSTA/HR/28/2020- 21

Date 2nd June, 2020

To,
Ms. Arifa Rohman
Address: Kathkotia-Duklingia,
Mariani, Jorhat,
Assam – 785634.

Subject: Offer of Appointment as Executive Trainee

Dear Ms. Arifa Rohman,

Greetings from SeSTA!

On behalf of the Seven Sisters development Assistance (SeSTA) and all my colleagues, I am happy to appoint you as **Executive Trainee** in SeSTA with effect from 8th June, 2020. The terms and conditions of your appointment are given below. Kindly read those carefully. If the terms of this offer are acceptable to you, kindly sign and return to us the enclosed copy of this letter as a token of your agreement.

1. Your initial place of posting would be at one of our field office, in Sidli block of Chirang district, Assam under the supervision of my colleague Mr. Prakash Lakra. Your place of posting might change as per need of the organization.

2. Please report for duty on 8th June, 2020 to Mr. Amar Acharjee, at Bongaigaon office by 9:30 AM and then kindly report to Mr. Prakash Lakra, Integrator at Sidli field office, Chirang on the same day by afternoon. Please send your acceptance letter to us within 4 days. You will have to present before us attested copy of marksheets and credentials for verification.

3. You will be paid a monthly stipend of Rs 18.000/- per month during your ETship period. Please note that you will not be eligible for any other benefit/ allowance.

4. Your services are subject to the policies and rules of SeSTA.

5. You are entitled to reimbursement of travel expenses related to official work as per the prevailing travel rules of SeSTA. A copy of the current travel rules is available at each SeSTA office.

6. This contract can be terminated by either side after giving one month's (30 days') notice in writing:

PROVIDED that if any of the information furnished by you through your bio-data/ application form or any other document in connection with your employment with SeSTA is found to be false or incorrect OR it is found at any time that you have not revealed any relevant information, your services may be liable to be terminated forthwith without any compensation whatsoever.

7. As a full time Trainee at SeSTA, you cannot accept any other employment on any terms without the prior written approval of the Executive Director of SeSTA. You will also not make yourself directly or indirectly interested in the business of any other person or entity without the prior written approval of the Executive Director of SeSTA.

8. You will be responsible for safe-keeping and return in good condition all the office property, equipment, instruments, tools, books, vehicles, etc., which may be given to you for your use or under your custody/charge. In the event of your failure to account for the aforesaid property, etc., SeSTA shall have the right to deduct/recover the money from your dues or otherwise and/or take such action as SeSTA may deem fit/proper.

9. You will observe due confidentiality with respect to all transactions and activities of SeSTA and shall not, except in performance in good faith of the duties assigned to you, disclose, communicate or part with any confidential, classified or technical information, know-how, details or data, etc., to any other person(s) at any time during your employment in SeSTA. Failure to observe this condition of apprenticeship entitles SeSTA to summarily dispense with your services without any notice

10. Your acceptance as a Trainee in SeSTA shall be subject to your medical examination by a registered medical practitioner of the allopathic system of medicine, possessing at least a MBBS qualification, and upon your being found fit as per her/his certificate and the test reports being furnished at the time of your joining SeSTA. Actual expenses will be reimbursed to you by SeSTA upon your filling the prescribed form for claiming reimbursement of medical expenses available at each office.

We hope that your association with us will provide you an opportunity to enhance your abilities, both conceptually as well as in practical application. We also hope that you will stay with us for long and derive a sense of fulfillment by contributing significantly and meaningfully to the organization and to society. In course of time, we are sure you will also help others to learn about the practice of development and initiating action to change things on the ground.

We take this opportunity to welcome you on board and look forward to a fruitful and purposive association with you.

This offer of appointment to you is valid till 15/06/2020 and will stand withdrawn if you do not join by that date. Please, therefore, inform us immediately the date on which you will join SeSTA as a Trainee.

With my best wishes,

Yours Sincerely,

Executive Director

Encl.: As above

I have carefully read the terms and conditions of this offer of appointment and these are acceptable to me. I shall join duty on 9th June forenoon.

Place: Jorhat
Date: 5/06/2020

Signature: Anjifa Begum
Name: ARIFA BEGUM
Address: Kathkotia - Duklingia
P.O - Duklingia, Pin - 785634
Maxiani, Jorhat, Assam.

cc: - Supervisor
- Finance & Administration (HO)
- Finance & Administration (Location)
- Personal Dossier (PD)

Mar 26, 2020

To,

Sujata Gogoi,
Lachit Nagar, Saraswaty Bidya Mandir Road,
Dibrugarh, Assam

SUB: Offer of Employment

Dear Sujata,

With reference to your recent application and the subsequent assessments and interviews you had with us, we are pleased to offer you employment in our organization at **Kolkata**, as "**Management Trainee**" on the terms and conditions discussed and agreed. Your tentative date of joining will be **Jun 22, 2020**.

You shall be on probation for a period of 6 months from the date of joining. However, the probationary period is liable to be extended/reduced at the discretion of the Management depending upon your conduct and performance during the period. Your service during the probationary period is liable to be terminated with/without any notice. You will continue to remain under probation unless confirmed in writing.

Your annual cost to company (CTC) will be **Rs 3.6 LPA per annum (Three Lakhs and Sixty Thousand only per annum).**

We would mandatorily require the following documents from you:

- Aadhar Card
- Relieving and/or Experience Letters from previous three employers (if employed)
- Last three months' pay slips from the immediate previous employer
- Graduation/ highest degree/ diploma certificates AND mark sheets
- PAN Card and Passport
- 6 passport size Photographs (Formal clothes headshot)

Please note you will be needed to e-mail all the above (scanned copies) documents, without which this Offer stands invalid and carry all the original documents along with you on the day of joining. The originals will be returned to you after verification.

As a token of your acceptance of this Offer and the associated terms and conditions as mentioned above, please sign this letter in the spaces provided and return the signed duplicate copy to us.

We look forward to welcoming you at StepToStrategy!

Sincerely,
For StepToStrategy Software Consulting Private Limited,

Santana Roy

Santana Roy
Director – HR

Accepted

Sujata Gogoi

DT20195938942_OL (1).pdf - Adobe Acrobat Reader DC
File Edit View Window Help
Home Tools TU MBA APPLICATI... DT20195938942_... Sign In
1 / 18 100% Share

TATA

Offer: Computer Consultancy
Ref: TCSL/DT20195938942/Kolkata
Date: 11/12/2019

Ms. Anupa Kanungoe
Room No. 217, Kapili Womens HostelNapaam,
Tezpur University,
Tezpur-784028,
Assam.
Tel# 91-9864129487

Dear Anupa Kanungoe,

Sub: Letter of Offer

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

Search 'Footer'
Export PDF
Adobe Export PDF
Convert PDF Files to Word or Excel Online
Select PDF File
DT2019593...OL (1).pdf
Convert to
Microsoft Word (*.docx)
Document Language:
English (U.S.) Change
Convert
Create, edit and sign PDF forms & agreements
Start Free Trial
1:32 PM

Offer: Computer Consultancy
Ref: TCSL/DT20195983048/Kolkata
Date: 12/12/2019

Mr. Nayan Jyoti Kalita
House No. 8Umanand Path, Kalyankuchi,
Satgaon Phc,
Guwahati-781027,
Assam.
Tel# -

Dear Nayan Jyoti Kalita,

Sub: Letter of Offer

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

Offer: Computer Consultancy
Ref: TCSL/DT20195940571/Kolkata
Date: 11/12/2019

Ms. Sushweta Kar
House No. 55, C/O Late N. C. KarA. K. Azad Road,
Rehabari, Opp. State Bank Of India,
Guwahati-781008,
Assam.
Tel# 91-8486927224

Dear Sushweta Kar,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Management Trainee** in Grade **Y**.

From: "Krupa D. Pandya" <krupa.pandya@uti.co.in>
Subject: Job Posting - Location - Compliance with pre-joining formalities(Ignore the previous mail)
Date: Wed, July 22, 2020 10:55 pm
To: "Nazmeen Ahmed" <nazmeenahmed95@gmail.com>
Cc: "Gunwanti Ahuja" <Gunwanti.Ahuja@uti.co.in>,"Veena Choughule" <Veena.Choughule@uti.co.in>,"Deena Davy" <deena@tezu.ernet.in>

Dear Nazmeen,

Greetings & Warm Wishes!!!!!!

We thank you for choosing UTI AMC Ltd. as your preferred organisation.

Congratulations for being part of our team !!! Our whole team welcomes you. We believe that your abilities will help our company to grow bigger and also you will have an excellent time working with us.

A) The details of your posting are given hereunder: -

Department/Channel	**Retail Channel**
Function	Sales
Location	**Guwahati UFC**
UTI UFC Address	Guwahati UFC ,1st Floor, Hindustan Building,Motilal Nehru Road, Panbazar,Guwahati,Assam,Pincode-781 001
Functional Designation	Relationship Manager
Band based gnation	Management Trainee
Annual CTC	Annual CTC has already been communicated to your placement earlier. It will also be annexed with formal offer of Appointment Letter; which will be handed over to you at the time of your joining.

Your date of joining and details of induction program will be shared with you separately.

You will also be receiving a separate mail for completion of psychometric assessment before your joining. (Not an eliminator)

Please confirm your acceptance of the above posting location by 23rd July,2020

The above posting details are subject to approval of the Competent Authority and are liable to change as per the organisation's requirement.

(B) Please ensure and confirm that the below mentioned pre-recruitment formalities have been complied at your end : -

1. Acceptance/Confirmation of the above details as mentioned at Point No. (A)
2. Passing of NISM V-A Distributor's Module Certificate Examination
3. Submission of other requisite documents.

Kindly find attached the list of all requisite documents and forms to be submitted. You are requested to mention Y/N against each and every document and mention the reason for non submission of any particular document. Kindly attached this document duly filled along with your reply.
Please save the excel sheet in the following format : - "Full Name- Pre-recruitment status" (Eg. "Krupa Pandya- Pre-recruitment status")

Your appointment and confirmation in UTI AMC Ltd, is subject to completion of the following pre-recruitment formalities and submission of the following documents as and when you are in the receipt of the same: -

1. Submission of final MBA marksheet and certificate of having successfully completed the degree / course from the respective Institute / University.
2. Successful completion and clearance of NISM Certification.
3. Incase of non submission of medical reports before joining, taking the medical tests and being declared medically fit by our Trust's Medical Officer within a period of six months from the date of your joining.

Request you to confirm the above mentioned details at point No. (B) at the earliest by revert mail to enable us to proceed with the offer of Appointment Letters and finalisation of your date of joining at respective locations.

Your reply should be precise in a single sentence as mentioned below : -

Incase of compliance with all the formalities - *I accept the posting location allocated to me and I do hereby confirm that I have complied with all the formalities as mentioned at point (B) above and the details of all the documents submitted by me are given in the attached file.*

OR

Incase of non compliance with few formalities - *I accept the posting location allocated to me and I am yet to complete few formalities as mentioned at point (B) above and the details of all the same are given in the attached file.*

OR

Incase of non acceptance of location- *I will not be able to accept the posting location allocated to me.*

Regards,

From: "Krupa D. Pandya" <krupa.pandya@uti.co.in>
Subject: Job Posting - Location - Compliance with pre-joining formalities
Date: Wed, July 22, 2020 10:26 pm
To: "ria mazumder" <123riamazumder@gmail.com>
Cc: "Gunwanti Ahuja" <Gunwanti.Ahuja@uti.co.in>,"Veena Choughule" <Veena.Choughule@uti.co.in>,"Deena Davy" <deena@tezu.ernet.in>,"Tezpur University T&P" <tuplacement@gmail.com>

Dear Ria,

Greetings & Warm Wishes!!!!!!

We thank you for choosing UTI AMC Ltd. as your preferred organisation.

Congratulations for being part of our team !!! Our whole team welcomes you. We believe that your abilities will help our company to grow bigger and also you will have an excellent time working with us.

A) The details of your posting are given hereunder: -

Department/Channel	**Retail Channel**
Function	Sales
Location	**Tinsukia UFC**
UTI UFC Address	Tinsukia UFC, Ward No 6,Chirwapatty Road,Tinsukia,Assam,Pincode-786 125
Functional Designation	Relationship Manager
Band based designation	Management Trainee
Annual CTC	Annual CTC has already been communicated to your placement earlier. It will also be annexed with formal offer of Appointment Letter; which will be handed over to you at the time of your joining.

Your date of joining and details of induction program will be shared with you separately.

You will also be receiving a separate mail for completion of psychometric assessment before your joining. (Not an eliminator)

Please confirm your acceptance of the above posting location by 23rd July,2020

The above posting details are subject to approval of the Competent Authority and are liable to change as per the organisation's requirement.

(B) Please ensure and confirm that the below mentioned pre-recruitment formalities have been complied at your end : -

1. Acceptance/Confirmation of the above details as mentioned at Point No. (A)
2. Passing of NISM V-A Distributor's Module Certificate Examination
3. Submission of other requisite documents.

Kindly find attached the list of all requisite documents and forms to be submitted. You are requested to mention Y/N against each and every document and mention the reason for non submission of any particular document. Kindly attached this document duly filled along with your reply.
Please save the excel sheet in the following format : - "Full Name- Pre-recruitment status" (Eg. "Krupa Pandya- Pre-recruitment status")

ur appointment and confirmation in UTI AMC Ltd, is subject to completion of the following pre-recruitment formalities and submission of the following documents as and when you are in the receipt of the same: -

1. Submission of final MBA marksheet and certificate of having successfully completed the degree / course from the respective Institute / University.
2. Successful completion and clearance of NISM Certification.
3. Incase of non submission of medical reports before joining, taking the medical tests and being declared medically fit by our Trust's Medical Officer within a period of six months from the date of your joining.

Request you to confirm the above mentioned details at point No. (B) at the earliest by revert mail to enable us to proceed with the offer of Appointment Letters and finalisation of your date of joining at respective locations.

Your reply should be precise in a single sentence as mentioned below : -

Incase of compliance with all the formalities - *I accept the posting location allocated to me and I do hereby confirm that I have complied with all the formalities as mentioned at point (B) above and the details of all the documents submitted by me are given in the attached file.*

OR

Incase of non compliance with few formalities - *I accept the posting location allocated to me and I am yet to complete few formalities as mentioned at point (B) above and the details of all the same are given in the attached file.*

OR

Incase of non acceptance of location- *I will not be able to accept the posting location allocated to me.*

Regards,

VIVEKANANDA KENDRA VIDYALAYAS ARUNACHAL PRADESH TRUST

Registered Office :
"VKV Complex", Nirjuli
Papumpare District 791 109
Arunachal Pradesh
☎ 0360-2257125 :: E-mail : vkvapt@vkendra.org
Website : www.vkvapt.org :: www.vkendra.org

Administrative Office (for correspondence) :
"Breezy Meadows"
Post Box 104, Riverside
DIBRUGARH 786 001, Assam
☎ 0373-2324320 Fax : 0373-2321293
E-mail : vkvapt@vkendra.org

Ref. No. : Z/512/H/2020

Date : 13.03.2020
Chaitra, Krishna 4/5, Yugabd 5121

Smt. Deena Davy ji
Training & Placement Officer,
Tezpur University,
Tezpur,
Assam.

Subject: Selection of Candidates from Campus Interviews in Tezpur University

Respected Madam,

Namaskar,

This refers to the Campus Interviews conducted by representatives of Vivekananda Kendra Vidyalayas Arunachal Pradesh Trust (VKVAPT) in your esteemed University on 28th February 2020 for B.Ed. and MCA qualifying Teacher-candidates.

It is with great pleasure we would like to inform you that following candidates have been declared as **SELECTED**:

Sl. No.	Name of Selected Candidate	Subject	Educational Qualification after course completion in Tezpur University	Starting Salary per month
1	Su. Prarthana Kakoty	English – Secondary	B.A., B.Ed.	Rs.20,000/-
2	Su. Puspita Paul	Mathematics – Secondary	B.Sc., B.Ed.	Rs.20,000/-
3	Su. Divyashree Sarnah	Math+Physics – Secondary	B.Sc., B.Ed.	Rs.20,000/-

The school of posting shall be decided later. It can be in any of our 40 VKV schools throughout Arunachal Pradesh.

The individual Selection Letters are enclosed herewith, with a request to you to kindly personally hand over the Selection letters to the respective selected candidates. All of them are expected to join our organization by first week of July 2020.

Apart from this, the following candidates are put under **Short-listed** category. In their cases, if other candidates in our All-India ranking list above them decline to join, then these candidates may get an opportunity to get selected. Validity of Short-listing is till 30th November 2020:

- Su. Shilpa Sutradhar, Science, B.Sc., B.Ed.
- Sri. Pranab Malakar, Science, B.Sc., B.Ed.

Cont to Page No. 2

- Sri. Shanti Bijoy Chakma, Computers, MCA
- Sri. Bishal Kr Nath, Computers, MCA

We at VKVAPT Administrative Office express our deep gratitude to you for permitting us to conduct Campus-interviews in your esteemed Institution. We hope and pray, if the selected candidates from your esteemed University join our organization as teachers, then they shall definitely have a rewarding career in Vivekananda Kendra Vidyalayas (VKVs) of Arunachal Pradesh.

With warm regards & prayers,

Yours, In Service of the Nation,

(Nitin R. Jain)
HRD Manager,
VKVs of Arunachal Pradesh

Human Resource Development Manager
Vivekananda Kendra Vidyalayas
Arunachal Pradesh

Vivekananda Kendra Vidyalayas Arunachal Pradesh Trust
DIBRUGARH

VIVEKANANDA KENDRA VIDYALAYAS ARUNACHAL PRADESH TRUST

Registered Office :
"VKV Complex", Nirjuli
Papumpare District 791 109
Arunachal Pradesh
☎ 0360-2257125 :: E-mail : vkvapt@vkendra.org
Website : www.vkvapt.org :: www.vkendra.org

Administrative Office (for correspondence) :
"Breezy Meadows"
Post Box 104, Riverside
DIBRUGARH 786 001, Assam
☎ 0373-2324320 Fax : 0373-2321293
E-mail : vkvapt@vkendra.org

Ref. No. : Z/516/H/2020

Date : 13.03.2020

Chaitra, Krishna 4/5, Yugabd 5121

Su. Prarthana Kakoty,
D/O Putul Kakoty,
Naharjan Tinali,
Bokakhat, Dist - Golaghat,
Assam – 785612.

Namaste.

The Administrative Office of Vivekananda Kendra Vidyalayas, Arunachal Pradesh is pleased to inform you that you have been provisionally selected to work as a **Teacher** in Vivekananda Kendra Vidyalayas in Arunachal Pradesh on the basis of your performance in Interview conducted at **Tezpur University** on **28.02.2020.** The selection will be confirmed only when:

- The reporting to the Administrative office at Dibrugarh (Next to S.P. Office, Near Phool Bagan / District Court, River Side, Dibrugarh) on **01.07.2020, 10 a.m.** to get the appointment order.

You may note the following:

3. *You will be posted in any one of the Vivekananda Kendra Vidyalayas in Arunachal Pradesh. Please come prepared to go to the posting school directly from Dibrugarh.*

2. ***Conditions and Terms:-***

7. ***Appointment**: - You will be appointed on purely contractual basis till 31st March 2021. Consolidated salary of rupees **Rs. 20,000.00 (Rupees Twenty Thousand only)** per month from the date of appointment will be paid to you. You will be placed on the regular scale after the successful completion of the stipulated period with all the benefits of other employees of the Trust, provided your performance is satisfactory throughout your contractual period.*

8. ***Accommodation**: - You would be provided for single accommodation inside the school campus/rented by the school near the school campus.*

5. ***Things to carry:-***

m) ***Original & Photocopy of all educational qualification certificate (From Class X Onwards all Mark Sheet, Pass Certificate & Admit Card).***

n) ***5 nos. of Recent Passport size photo.***

o) ***Aadhaar Card, PAN Card, SBI Bank Passbook** for KYC Purposes.*

p) *Personal clothing (+ warm clothing), Light bedding (light mattress, bed sheets, pillow, mosquito net), Umbrella, Torch. Please note the Dress Code during school hours, it is **compulsory** for Lady Staff members to wear Saree, and for Gents Staff members to wear Formal Shirt and Trousers.*

4. ***Other points to note:-***

q) The traveling expenses up to Dibrugarh will be borne by you. Traveling expenses from Administrative Office to the posting place will be reimbursed in case you directly proceed to school from the Office.

r) Please visit our website:**www.vkvapt.org** to have a firsthand information about the schools in Arunachal Pradesh.

You are free to contact if any clarification or information needed in this regard on the phone No. **+916026515507 during working days office hours from 10 am to 5 pm.**

With Best Wishes and regards.

HRD Manager

VIVEKANANDA KENDRA VIDYALAYAS ARUNACHAL PRADESH TRUST

Registered Office :
"VKV Complex", Nirjuli
Papumpare District 791 109
Arunachal Pradesh
☎ 0360-2257125 :: E-mail : vkvapt@vkendra.org
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Administrative Office (for correspondence) :
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DIBRUGARH 786 001, Assam
☎ 0373-2324320 Fax : 0373-2321293
E-mail : vkvapt@vkendra.org

Ref. No. : Z/514/H/2020

Date : 13.03.2020

Chaitra, Krishna 4/5, Yugabd 5121

Su. Puspita Paul,
D/O Samiran Paul,
C. K. Das Road,
Dist - Tezpur,
Assam – 784001.

Namaste.

The Administrative Office of Vivekananda Kendra Vidyalayas, Arunachal Pradesh is pleased to inform you that you have been provisionally selected to work as a **Teacher** in Vivekananda Kendra Vidyalayas in Arunachal Pradesh on the basis of your performance in Interview conducted at **Tezpur University** on **28.02.2020.** The selection will be confirmed only when:

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2. ***Conditions and Terms:-***
3. ***Appointment**: - You will be appointed on purely contractual basis till 31st March 2021. Consolidated salary of rupees **Rs. 20,000.00 (Rupees Twenty Thousand only)** per month from the date of appointment will be paid to you. You will be placed on the regular scale after the successful completion of the stipulated period with all the benefits of other employees of the Trust, provided your performance is satisfactory throughout your contractual period.*
4. ***Accommodation**: - You would be provided for single accommodation inside the school campus/rented by the school near the school campus.*
3. ***Things to carry:-***

a) ***Original & Photocopy of all educational qualification certificate (From Class X Onwards all Mark Sheet, Pass Certificate & Admit Card).***
b) ***5 nos. of Recent Passport size photo.***
c) ***Aadhaar Card, PAN Card, SBI Bank Passbook** for KYC Purposes.*
d) *Personal clothing (+ warm clothing), Light bedding (light mattress, bed sheets, pillow, mosquito net), Umbrella, Torch. Please note the Dress Code during school hours, it is **compulsory** for Lady Staff members to wear Saree, and for Gents Staff members to wear Formal Shirt and Trousers.*

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You are free to contact if any clarification or information needed in this regard on the phone No. **+916026515507 during working days office hours from 10 am to 5 pm.**

With Best Wishes and regards.

HRD Manager

यूनियन बैंक Union Bank of India

आनंद Anudhan

Salary Slip For January 2022

Employee ID	823117 NATH,DEEPJYOTI		
Job Code	Asst.Manager (Marketing)		
Location	RO - MEHABOOBNAGAR	**PAN**	AQFPN2590K
Date Of Increment	01/12/2021	**Account Nbr**	121610100131741
		PRAN Number:	110115824711
Date of FPP Release		**Date of PQP Release**	

Earnings

Element	Amount	Cumulative Amount
1 Base Salary	37490.00	362980.00
2 Dearness Allowance	11389.46	100898.92
3 House Rent Allowance	2624.30	25408.60
4 Special Allowance (Grade Pay)	6148.36	59528.72
5 DA on Sp Allow(Grade Pay)	1867.87	16547.43
6 Location allowance	700.00	7000.00
7 Learning Allowance	600.00	6000.00
8 DA on Learning allowance	182.28	1666.56
Total Earnings	**61002.27**	**580030.23**

Deductions

Element	Amount	Cumulative Amount
1 Profession Tax	200.00	2000.00
2 TDS	3946.00	27156.00
3 Contributory Pension Scheme	4887.95	46387.90
4 Union Levy deduction	0.00	0.00
5 Covid Special Advance	2360.00	18880.00
Total Deductions	**11393.95**	**94423.90**
Net Salary	**49608.32**	**485606.33**

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SPECTRUM
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25 YEARS OF CONNECTING TALENT AND OPPORTUNITY

Mr. Mustafizur Rahman
Bangalore

16 October 2021

Dear Mustafizur,

Sub: Offer for Appointment

Further to the discussions we have had with you, we are pleased to offer you the position of **Material Assistant** with us based in **Bangalore**.

Your gross monthly remuneration will be **Rs. 18,000/-.** You will also be covered by the benefit policies as existing in the company from time to time.

You are required to join us on **18th October 2021** failing which this offer stands cancelled. This offer is subject to the condition that your background verification is cleared as per Spectrum norms.

If any information furnished by you is found incorrect or misleading this offer stands cancelled.
Please furnish the following on joining:

1. 6 Passport Size Color Photographs.
2. Photocopies of 10th, 12th, Graduation, Post-Graduation Results.
3. Experience and Relieving Letters from past employers if previously employed.
4. Name and Relationship with Nominee for Mediclaim and Personal Accident Insurance.
5. Emergency contact phone number
6. Blood Group
7. 2 Photocopies of Pan Card, Aadhar Card & Address Proof
8. Form 16 for the current year from past employer, if previously employed
9. Provide UAN number.
10. If your already Employees' Pension Scheme (EPS member), please provide PF passbook statement to confirm EPS contribution from the previous employment.

You are required to convey acceptance of the above offer by signing a copy of this offer.

Thanking you,
For Spectrum Consultants India Pvt Ltd



Vijayalakshmi S
General Manager-HR & Accounts

Accepted

Mustafizur Rahman

SALARY SHEET

Name

Designation

Date of Joining

Location

Effective Date

Sl #	Particulars	Amount (Rupees) Per Month	Per Annum
1	Basic	15000	180000
2	Basket of Allowances	3000	36000
	Sub Total	**18000**	**216000**
3	Employer's Provident Fund Contribution	1800	21600
4	Employer's ESI Contribution	585	7020
5	Gratuity Contribution	722	8658
	Gross Total	**21107**	**253278**
6	**Benefits**		
	Hospitalisation Insurance		100000
	Personal Accident Insurance		200000
7	**Deductions**		
	PF	1800	
	ESI	135	
	PT	200	
	Food Charges	175	
	Total	**2310**	
8	**Net Salary(Gross-Deductions)**	**15690**	
9	**Basket of Allowances Include:**		
	Statutory Bonus	1499	17993
	House Rent Allowance	1501	18007
	Leave Travel Assistance	0	0
	Special Allowance	0	0

Note: Income Tax as applicable will be deducted

Undertaking for Provisional Appointment to TCS

From

NOMITA GOGOI (Name)

BLR145A/2122 (Batch #)

06/12/2021 (DOJ #)

Tezpur University (Name of College/Institute/University)

To

The Human Resource Head
Tata Consultancy Services Ltd.
TCS Location

Sir,

I, Nomita Gogoi from Tezpur University part of TCS Xplore, undertake to produce the documents as stated in the Table below at TCS-Bangalore Xplore Center / at Base location as per submission date stated therein.

Pending document	Date of Submission

I accept that my appointment with TCS is subject to the submission of the above documents and meeting the TCS Eligibility criteria (including 60% for all the academics for engineering graduates, 50 % for all academics of Science graduates & No extended education) as specified in the offer letter. I understand that if I fail to meet any of the eligibility criteria the offer of employment will be revoked at the discretion of TCS.

Employee ID: 2188445

Signature: Nomita Gogoi

Date: 06/12/2021

Place Bangalore

To,

President/ Secretary,
Ad- hoc Committee (Assam State Karate Association)
Assam Olympic Association

Sub: Confirmation/details of District Karate Associations

As required, please fill below the details of the District Karate Associations which are the affiliated units of District Sports Association, which is a registered body and duly affiliated / recognized with District Sports Association.

1) Name of the District Karate Association – DIBRUGARH DISTRICT KARATE-DO ASSOCIATION.

2) President – Name: DHARMENDRA DOWARAH.

Office address: CHABUA, P.O HATIALI, PIN- 786184

Contact No.: 9954594498.

E-mail: ddkadibrugarh@gmail.com

3) Secretary - Name: NIREN PHUKAN.

Office address: CHABUA, P.O HATIALI, PIN- 786184

Contact No.: 9954594498

E-mail: nirenwado@gmail.com

Name & signature of the President/ Secretary of the District Karate Association

(DHARMENDRA DOWARAH)
President
Dibrugarh District Karate-Do Association
Dibrugarh (Assam)

(NIREN PHUKAN)
General Secretary
Dibrugarh District Karate Do Association
Dibrugarh

Date: 24 January 2022

To,
President/ Secretary,
Ad- hoc Committee (Assam State Karate Association)
Assam Olympic Association

Sub: Confirmation/ details of Style Karate Units

As required, please fill below the details of the Style Karate Associations.

Sl No.	Name of the Style Association	Name of the National Style Head	Name of the State Style Head	Contact No.
1	NATIONAL SHOTOKAN KARATE FEDERATION INDIA	LIKHA TARA	NIREN PHUKAN	99545944998
2	KARATE KOKUSAI INDEPENDENT FEDERATION, INDIA	RAVIKNT MESHRAM	ATUL KALITA	9954448683
3	ASHIHARA KARATE SCHOOL OF ASSAM	SHIHAN PANKAJ KUMAR SAHNI	HEMANTA BORTHAKUR	8402999872
4	SHOTOKAN KARATE-DO SCHOOL OF INDIA	MR. JITEN DAS	PURNA TIMUNG	9101456972
5	INTERNATIONAL SHOTOKAI KARATE FEDERATION, INDIA.	SHIHAN-GURUWANT SINGH LADHI	SENSAI RAJ KUMAR BORAH	9854209789

Name & signature of the President/ Secretary of the District Karate Association

(DHARMENDRA DOWARAH)
President
Dibrugarh District Karate-Do Association
Dibrugarh (Assam)

(NIREN PHUKAN)
General Secretary
Dibrugarh District Karate Do Association
Dibrugarh

Date: 24 January 2022.

To,
President/ Secretary,
Ad- hoc Committee (Assam State Karate Association)
Assam Olympic Association

Sub: Confirmation/ details of Club Karate Units

As required, please fill below the details of the Club Karate Units which are the affiliated units of District Karate Association.

Sl No.	Name of the Club	Instructor's Name	Office address of the club	Contact No.
1	CHABUA KARATE-DO ACADEMY	NIREN PHUKAN	CHABUA HATIALI	9954594498
2	SHIMPHU KARATE DOJO	SASHANKA SUKLA BOIDYA	DIKOM	8133840620
3	HATIMURA KARATE-DO ACADEMY	TRIBEDI DUTTA	HATIMURA TARUN SANGHA	967862350
4	TENGAKHAT KARATE ACADEMY	BISWAJIT SONOWAL	TENGHAKHAT GHANHI GAON	9954558974
5	TINGRAI KARATE ACADEMY	BISWAJIT SONOWAL	TINGRAI CHARIALI	9954558974
6	MODERKHAT KARATE ACADEMY	BABUL DUTTA	GHURAMORA BOZAR	9954683326
7	LAHOWAL KARATE-DO ACADEMY	BINUD BORUAH	LAHOWAL NEAR RAIL GATE	8638542748
8	SUOUTH DIBRUGARH KARATE – DO ACADEMY	NIREN PHUKAN	NIRMALIGAON DIBRUGARH	8011654104
9	ASHIHARA KARATE SCHOOL OF DIBRUGARH	TAPAN BHUYAN	KHALIHAMARI DIBRUGARH	8402999872
10	SHOTOKAN KARATE- DO SCHOOL OF INDIAN DIBRUGARH BRANCH	NAYAN JYOTI PANGINH	MILAN NAGAR J- LANE	9854004729
11	ASSAM VALLEY MARTIAL ARTS	PRANJAL PHUKAN	KADAMONI RAILWAY COLONY	9085736343

P. T. O. →

	ACADEMY, DIBRUGARH DOJO			
12	RAJGARH SPORTS KARATE ACADEMY	ANANTA CHANGMAI	RAJGARH, DUBRUGARH	8011646528
13	BOKUL MAJGAON KARATE-DO ACADEMY	SUNIL DUTTA	BOKUL	9365741510
14	BOKPARA SHOTOKAI ACADEMY	KISHORE GOGOI	BOKPARA GOAN	6003240455

Name & signature of the President/ Secretary of the District Karate Association

(DHARMENDRA BOWARAH)

President
Dibrugarh District Karate-Do Association
Dibrugarh (Assam)

(NIREN PHUKAN)

General Secretary
Dibrugarh District Karate Do Association
Dibrugarh

ডিব্রুগড় জিলা কাৰাটে-ড' সন্থা
DIBRUGARH DISTRICT KARATE DO ASSOCIATION
Correspondance Address:
District Sports office, Chowkidingee Playground, Dist: Dibrugarh (Assam),
Pin: 786001
Regd. No.: DIB/257/A/43

PRESIDENT
Dharmendra Dowerah
(Contact: 96789-50234)

GENERAL SECRETARY
Niren Phukan
(Contact: 99545-04498)

Ref. No.: DDKA/2021/10/AFF/02 *Date:* 11/10/2021

To,

The Instructor,
Shimphu Karate Dojo,
Dikom, Dist: Dibrugarh (Assam)

Sub: Approval of Academy / Club affiliation under DDKA.

Dear Sir/Ma'am,

With respect to your application requesting for affiliation under Dibrugarh District Karate-Do Association (DDKA), we, the undersigned, feel the pleasure to inform you that affiliation has been granted to **SHIMPHU KARATE DOJO** for the session 2021- 2022. **This affiliation letter is valid from 11th October 2021 to 31st March 2022**.

Within this valid affiliation period, you can use the name and style of DDKA to promote, propagate and teach Karate. ***After the said period, you are required to renew the affiliation, as the this affiliation letter will be null and void***.

Please Note:

1. Acceptance of this affiliation letter also implies that you and your associates, shall abide by all the rules and regulation laid down by DDKA.

2. DDKA has the right to cancel the membership/affiliation without any prior notice in case you or any associate under your academy/club, are found to be convicted in socially unacceptable activities and/or involved in any activity against DDKA and/or its affiliates and/or associates.

We whole-heartedly welcome you to DDKA and let us make a united effort to create world class karate players free from all kinds of prejudice.

Thanking You,

Yours Sincerely,

(Dharmendra Dowerah)
President

(Niren Phukan)
General Secretary

(Biswajit Sonowal)
Chairperson
Affiliation Commission

Dibrugarh District Karate-Do Association (DDKA)
Dibrugarh (Assam)

GT US Shared Services Center India Pvt. Ltd.

4th Floor, No. 65/2, Block "A", Tridib, Bagmane Tech Park, C V Raman Nagar, Bengaluru - 560093
CIN: U74999KA2012FTC065099

T+91 80 66966500
www.gtsharedservices.co.in

November 23, 2021

Subharaj Nath
Bengaluru

LETTER OF OFFER

Dear Subharaj,

It was our pleasure to meet with you and discuss the professional opportunities available at GT US Shared Services Center India Pvt. Ltd ("Grant Thornton," "GTSSC" or the "firm"). We are impressed with your accomplishments and enthusiasm and believe that you will be a valuable addition to our firm. On behalf of GTSSC, I am pleased to extend to you an offer of employment for the position of **Analyst** in **NATIONAL TAX STRATEGIC SOLUTIONS (NTSS)** in our Bengaluru office. We expect that you will begin your employment with GTSSC no later than **December 06, 2021**. Upon the start of your employment you will be given an orientation on the firm's policies and benefits.

Beginning with the first day of your employment with GTSSC on **December 06, 2021** through a six (6) month period from the Joining Date, you will be in a probationary employment period. If necessary and at the discretion of GTSSC, the probationary period may be extended by a period not exceeding two (2) additional months. You will be confirmed for employment upon successful completion of the probation period.

Further to our discussions, you will work exclusively for GTSSC and your employment will be on the following terms and conditions:

1. Your **Total Fixed Cost to the Company** would be **Rs. 500,000 (Rupees Five Lakhs).** At your level you will be eligible for a performance linked variable bonus opportunity, which could range from **0-15%** on your annual Fixed CTC subject to you being employed with the company at the time of disbursement. Tax will be deducted at source in compliance with prevailing tax regulations. Annexure A outlines the break-up of your compensation and benefits.

2. You will be initially employed by GTSSC based out of Bengaluru, India. However the firm reserves the right to transfer your employment services under substantially the same terms and conditions contained herein, to any location or successor–in-interest by virtue of any corporate restructuring, amalgamation or merger/ acquisition or to an affiliated third-party.

3. Your appointment with GTSSC subjects you to be bound by all employment rules, regulations, policies and guidelines issued by the firm from time to time, in relation to personal and professional conduct including, but not limited to, non-disclosure of confidential information, privacy guidelines, discipline and independence as are outlined in more detail directly below and available on Canvas (the firm's internal intranet-based knowledge management system).

OIL AND NATURAL GAS CORPORATION LTD.
Assam Asset, Nazira
Umesh Kaushik
Manager (Industrial Engineering)
I/C Recruitment & Promotion
Recruitment & Promotion Section
ROB-III, Second Floor
Tel. 03772-241024/241076

No: AA/R&P/OL_01_2019/688 Date: 16/03/2021

Dear Mr. AFJALUR RAHMAN,

Please accept our congratulations for successfully completing the selection process of Oil and Natural Gas Corporation Ltd. It gives me pleasure to extend the offer of employment to you on behalf of ONGC, and welcome you to one of the Nation's Biggest and Most profitable Maharatna Public Sector Undertaking.

2. We are pleased to offer you the position of **Technical Assistant Gd. III (Chemistry)** which carries pay scale of **12,000-27,000/-**. In addition, you will be entitled to draw DA and other allowances, as per company rules.

3. The terms and conditions of your appointment are annexed to this letter as **Annexure-I** and we trust that the same would be acceptable to you and request you to go through them carefully. We request you to communicate in writing your acceptance of the same to the undersigned within 10 days i.e. by 26/03/2021, through return mail, and thereafter report to **I/c HR/ER NAZIRA** for further assignment of duties.

4. At the time of joining, you will need to submit all your original qualification documents, which include your complete testimonials, PRC (Permanent Residence Certificate)/Domicile Certificate issued by office of Deputy Commissioner (DC/ADC/SDO), valid Caste Certificate in case of candidates belonging to SC/ST/OBC Category issued by competent authority with caste/community name as per Centre's list of SC, ST & OBC for the State of Assam, PwD/Disability Certificate (If applicable) in prescribed format, NOC if employed in PSU/ Government etc. along-with photocopies of the same. Submission of necessary documents confirming that you meet the prescribed qualification criteria is mandatory.

5. Further, the appointment is subject to the production of certificate of medical & physical fitness from the Medical Officer of ONGC Clinic/Hospital, as mentioned in **Annexure-I**.

6. It is advisable to have a valid PAN card and Aadhaar card at the time of joining, to facilitate payment of pay and allowances/statutory benefits in ONGC.

7. Please join the position offered to you on or before **30/04/2021**. For any other query or help, please feel free to call my office on 03772-241024/241076. You are posted at **SURFACE GROUP - ASSAM ASSET.**

8. We eagerly look forward to you becoming part of this great Organization.

Yours sincerely,

(UMESH KAUSHIK)

Mr. AFJALUR RAHMAN,
RANGAGORA NO 1,
RANGAGORA NO 2, DHEKIAJULI,
SONITPUR, ASSAM – 784110.

Regn. No. 180301042220, Name-Afjalur Rahman, Post-Technical Assistant Gd. III (Chemistry)

ANNEXURE –I

Terms and Conditions of the Appointment

i) The post is temporary and the appointment is provisional.

ii) The appointment carries with it the liability to serve in any part of India or world.

iii) You will be on probation for a period of one year from the date of appointment. Depending upon your performance, this period may be extended at the discretion of the Competent Authority if necessary. During the period of probation, your services are liable to be terminated at any time without notice, and/or assigning reasons, whatsoever.

iv) After completion of the period of probation, the appointment may be terminated at any time, by one / three months' notice to be given by side, you or the appointing authority, without assigning any reasons. The appointing authority, however, reserves to itself the right of terminating the services of you without notice or before expiry of the stipulated period of notice by making payment of a sum equivalent to the pay and allowance for the period of notice or the expired portion thereof.

v) You are required to serve in the ONGC (Territorial Army) for a period of 7 years in the Territorial Army and 8 years in the Territorial Army Reserve or for such period as may be laid down, in this behalf, from time to time.

vi) The Corporation will not take any responsibility for the posting of husband and wife together except where it does not hamper growth of the individual in the Corporation or does the Corporation suffer due to the lack of rotation of the individual in various types of work.

vii) You will undergo such training and such tests as may be specified by the corporation from time to time.

viii) On accepting and joining employment, a woman employee shall be covered under the Maternity Benefit Act, 1961(as amended time to time) which regulates the employment of women in certain establishments for certain periods before and after child birth and provides for maternity benefit and certain other benefits. Subject to the provisions of the Act, a woman employee shall be entitled to the following inter-alia:

a) Prohibition of work or employment during certain period (Sec. 4)
b) Payment of maternity benefit (Sec. 5, 7, 9, 10 and 13)
c) Facility to work from home on mutually agreed terms (Sec. 5 (5))
d) Nursing breaks (Sec. 11)
e) Provision of crèche facilities (Sec. 11A (1))
f) Protection from dismissal during absence of pregnancy (Sec. 12)

Further, ONGC follows the policy of zero tolerance for sexual harassment at work place and provides safe and secure workplace for women employees as per the provisions of Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

ix) Other conditions of service will be governed by the relevant rules, regulations and orders in force from time to time.

x) At the time of reporting for joining you should bring the medical examination form (enclosed) along-with all relevant test reports duly signed by (Any Govt. Doctor / Registered Medical Practitioner) with seal clearly indicating Registration Number. The appointment is subject to final certification of medical/ physical fitness by ONGC medical authority.

xi) You will have to take an oath of allegiance (or make a solemn affirmation to the effect).

xii) You will have to take an Oath, under Official Secret Act, 1923.

xiii) You will be required to furnish a declaration before appointment that in the event of you having more than one spouse living; or being married to a person having more than one spouse living, the appointment will be subject to you being formally exempted from the enforcement of requirement in his behalf for good and sufficient reasons.

xiv) The appointment is further subject to the production of the following original certificates at the time of joining:

a) Domicile Certificate/PRC (Permanent Residence Certificate) issued by office of Deputy Commissioner (DC/ADC/SDO)-PRC issued for the purpose of higher education is also acceptable;
b) Discharge Certificate from the previous employer, if any;
c) Self-Attested copies of certificates and mark-sheets of the essential qualification and experience prescribed for the post such as 10th Class/HSC/ITI/Trade Certificate/ Diploma/Degree /Post Graduation etc.;
d) Necessary valid heavy vehicle driving license and valid certificate of competency as electrical supervisor, if applicable for the post;
e) National Apprentice Certificate (NAC) issued by National Council for Vocational Training (NCVT) for the posts of Junior Assistant Technician (Production/Cementing/Electrical/Diesel/Welding/Machining/Fitting;
f) Certificate of Proficiency (COP) issued by Ministry of Human Resource Development for the posts of Assistant Rigman (Drilling), Assistant Technician (Production/Mechanical/Electrical/Instrumentation);
g) 10th Pass Certificate as proof of age;
h) Relevant Disability/PwD Certificate (if applicable) in prescribed format (available on www.ongcindia.com);
i) **Caste Certificate in the prescribed format issued by competent authority (as mentioned in the caste certificate format) in support of claim belonging to SC/ST/OBC category, with caste/community name as per Centre's list of SCs, STs and OBCs applicable for the State of Assam. The prescribed caste certificate format for SC, ST & OBC along-with Centre's list of SCs, STs and OBCs are available on www.ongcindia.com under the tab 'Recruitment of Non-Executives for Assam-2019 – Advt. No. 1/2019'.** In case of OBC candidates, the appointment is subject to the submission of **Latest Non Creamy Layer Certificate** issued by the Competent Authority indicating that he / she does not belong to the persons / Sections (Creamy Layer) as mentioned in Column 3 of the Schedule to the Memorandum No. No.36012/22/93-Est. (SCT) dated 08/09/1993 of GOI, Department of Personnel and Training, and subsequent instructions / modifications issued by the Department of Personnel and Training in this regard, from time to time, failing which the candidature for appointment would not be considered.

xv) Your offer of appointment has been issued as per the name given in 10th Pass Certificate. In case of any discrepancy in Name's/Surname's spelling or Date of Birth in any other document (s), the same needs to be aligned with the details given in 10th Pass Certificate.

xvi) You will submit the following documents in prescribed format (attached in email) at the time of joining:

a) Affidavit as per attached format on Rs.10/- non judicial stamp paper duly notarized.
b) Attestation form (in triplicate) duly completed along with 3 copies of photographs of passport size. As a special case the condition of verification of character and antecedents has been relaxed, on the specific condition that the appointee gives an undertaking in the form of affidavit, as per the pro-forma, which should be sufficiently stamped and sworn in before a 1st class Magistrate.
c) Character certificate.
d) Declaration of Citizenship in the prescribed form.
e) Combined Nomination against Contributory Provident Fund (CPF), Gratuity, Composite Social Security Scheme (CSSS), Post Retirement Benefit Scheme (PRBS) and other dues.
f) Declaration for home town for the purpose of grant of leave fare assistance to be furnished within 6 months from the date of appointment, failing which the permanent address entered in the application form at the time of initial appointment in the Corporation will be taken into consideration for the purpose.
g) Legal undertaking as per attached format on Rs.10/- non judicial stamp paper duly notarized.
h) Declaration of marriage.
i) Medical examination form with medical norms.
j) Declaration of movable and immovable assets in the pro-forma to be submitted on joining.
k) Oath of allegiance.
l) Declaration of relationship with Directors.
m) Territorial Army (TA) joining form.

xvii) In case the offer of appointment is accepted by you, you should join on or before the date mentioned in your offer of appointment. After expiry of the period as aforesaid the offer of appointment shall automatically and without further reference stand cancelled unless extension is granted by the Competent Authority of the Corporation. In case you join after expiry of 45 days period, as above but within the extended period you shall be considered junior to all those who have joined before you in the cadre.

***

OIL AND NATURAL GAS CORPORATION LTD.
Assam Asset, Nazira
Recruitment & Promotion Section
ROB-III, Second Floor
Tel. 03772-241024/241011

Umesh Kaushik
Manager (Industrial Engineering)
I/C Recruitment & Promotion

No: AA/R&P/OL_01_2019/537 **Date: 26.08.2020**

Dear Mr. ASHOK MISRA,

Please accept our congratulations for successfully completing the selection process of Oil and Natural Gas Corporation Ltd. It gives me pleasure to extend the offer of employment to you on behalf of ONGC, and welcome you to one of the Nation's Biggest and Most profitable Maharatna Public Sector Undertaking.

2. We are pleased to offer you the position of **Junior Technical Assistant (Chemistry)** which carries pay scale of **11,000 - 24,000/-**. In addition, you will be entitled to draw DA and other allowances, as per company rules.

3. The terms and conditions of your appointment are annexed to this letter as **Annexure-I** and we trust that the same would be acceptable to you and request you to go through them carefully. We request you to communicate in writing your acceptance of the same through return mail to this email id-(recruitmentassam@ongc.co.in) within 10 days i.e. by **05.09.2020**, and thereafter report to **I/c HR/ER NAZIRA,** for further assignment of duties.

4. At the time of joining, you will need to submit all your original qualification documents, which include your complete testimonials, PRC (Permanent Residence Certificate)/Domicile Certificate issued by office of Deputy Commissioner (DC/ADC/SDO), valid Caste Certificate in case of candidates belonging to SC/ST/OBC Category issued by competent authority with caste/community name as per Centre's list of SC, ST & OBC for the State of Assam, PwD/Disability Certificate (If applicable) in prescribed format, Release Letter if employed in PSU/ Government etc. along-with photocopies of the same. Submission of necessary documents confirming that you meet the prescribed qualification criteria is mandatory.

5. Further, the appointment is subject to the production of certificate of medical & physical fitness from the Medical Officer of ONGC Clinic/Hospital, as mentioned in **Annexure-1**.

6. It is advisable to have a valid PAN card and Aadhaar card at the time of joining, to facilitate payment of pay and allowances/statutory benefits in ONGC.

7. Please join the position offered to you on or before **10.10.2020**. For any other query or help, please feel free to call my office on 03772-241024/241011. You are posted at **SURFACE GROUP - ASSAM ASSET.**

8. We eagerly look forward to you becoming part of this great Organization.

Yours sincerely,

26/08/2020
(UMESH KAUSHIK)

Mr. ASHOK MISRA,
EAST LACHITNAGAR,
TINSUKIA, ASSAM- 786157.

Scanned by TapScanner

GOVERNMENT OF ASSAM
OFFICE OF THE **DIRECTOR OF HIGHER EDUCATION**, ASSAM
KAHILIPARA, GUWAHATI-19.
****

No.DHE/CE/AC/NET/SLET/350/2020/66 Dated Kahilipara, the 21-11-2020

O R D E R

In exercise of the authority conferred under provision of Rules, 7(a) of the Assam College Employees (Provincialization) Rules, 2010 and on the basis of the recommendation of the Selection Committee and the Governing Body's resolution **No. 3, dated 14-10-2020** of the Governing Body of **D.D.R. College, Chabua, District-Dibrugarh**, the following person is hereby appointed as Assistant Professor with the following terms and conditions mentioned below:

Name of the person	*Designation*	*Department*	*The Post against which the appointment is made*	*Scale of pay*
Dr. Biraj Das, SC, as per Roster Point No.36, (SLET,Ph.D.)	**Assistant Professor**	**Chemistry**	**Newly created post for Science stream.**	**Rs. 57,700-1,82,400/-**

This has the approval of Govt. vide No. AHE.594/2018/20, dated 31-07-2020.

Terms and conditions:-

1. *The appointed **Assistant Professor** will be entitled to enjoy regular **U.G.C. scale of pay of** Rs. 57,700-1,82,400/- with other allowances as per rules as admissible.*
2. *The appointee concerned will have to furnish an undertaking before joining in the college as prescribed by the Finance (Budget) Department vide its letter No.BW.3/2003/Pt./11/1, dated 25-01-2005 regarding introduction of "New Pension" Rules along with the joining report.*
3. *This appointment letter is issued in anticipation of receipt of satisfactory PVR and the undersigned reserves the right to cancel the appointment order in case of receipt of unsatisfactory PVR.*

Sd/- G. Phukan, ACS
Director of Higher Education, Assam
Kahilipara, Guwahati-19.

Memo No.DHE/CE/AC/NET/SLET/350/2020/66-A Dated Kahilipara, the 21-11-2020

Copy to:-

1. The Commissioner & Secretary to the Govt. of Assam, Education (Higher) Department, Dispur, Guwahati-6.
2. The Principal, **D.D.R. College, Chabua, District: Dibrugarh,** with reference to his letter No. DDRC/DHE/Apptt/TS/SC/20/1148, dated 16-10-2020. He is directed to certify confirming that there is no court case against the said post / incumbent. While accepting the joining report, the authority should allot routine works/ academic activities as per job chart and report compliance.
3. The Treasury Officer, **Dibrugarh.**
4. The person concerned **(Dr. Biraj Das).** He is directed to submit the undertaking on the new pension policy alongwith the joining report to the Principal.
5. The Guard File.

23/11/2020
Director of Higher Education, Assam
Kahilipara, Guwahati-19.

GOVERNMENT OF ASSAM
OFFICE OF THE DIRECTOR OF HIGHER EDUCATION, ASSAM
KAHILIPARA, GUWAHATI-19.

No.DHE/CE/AC/NET/SLET/300/2019/166 Dated Kahilipara, the 13-08-2020

O R D E R

In exercise of the authority conferred under provision of Rules, 7(a) of the Assam College Employees (Provincialization) Rules, 2010 and on the basis of the recommendation of the Selection Committee and the Governing Body's resolution **No. 7, dated 28-10-2019** of the Governing Body of Bahona College, Bahona, District- Jorhat, the following person is hereby appointed as Assistant Professor with the following terms and conditions mentioned below:

Name of the person	*Designation*	*Department*	*The Post against which the appointment is made*	*Scale of pay*
Dr. Champak Dutta, U.R., as per Roster Point No. 9, SLET/Ph.D.	Assistant Professor	Chemistry	Vice Dr. Dipika Baruah, retired on 30-09-2014	Rs. 57,700-1,82,400/-

This has the approval of Govt. vide No. AHE.614/2018/8, dated 10-04-2019 as per authority of Finance SIU Department letter No.FSI.5/2005/Vol-VI/76, dated 30-03-2012.

Terms and conditions:-

1. *The appointed* ***Assistant Professor*** *will be entitled to enjoy regular* ***U.G.C. scale of pay of*** Rs. 57,700-1,82,400/- *with other allowances as per rules as admissible.*
2. *The appointee concerned will have to furnish an undertaking before joining in the college as prescribed by the Finance (Budget) Department vide its letter No.BW.3/2003/Pt./11/1, dated 25-01-2005 regarding introduction of "New Pension" Rules along with the joining report.*
3. *This appointment letter is issued in anticipation of receipt of satisfactory PVR and the undersigned reserves the right to cancel the appointment order in case of receipt of unsatisfactory PVR.*

Sd/- G. Phukan, ACS
Director of Higher Education, Assam
Kahilipara, Guwahati-19.

Memo No.DHE/CE/AC/NET/SLET/300/2019/166-A Dated Kahilipara, the 13-08-2020

Copy to :-

1. The Commissioner & Secretary to the Govt. of Assam, Education (Higher) Department, Dispur, Guwahati-6.
2. The Principal, **Bahona College, Bahona, District: Jorhat,** with reference to his letter No. BC/A-2(T)/2019/3712-A, dated 25-11-2019. He is directed to certify confirming that there is no court case against the said post / incumbent. While accepting the joining report, the authority should allot routine works/ academic activities as per job chart and report compliance.
3. The Treasury Officer, **Jorhat.**
4. The person concerned **(Dr. Champak Dutta).** He is directed to submit the undertaking on the new pension policy alongwith the joining report to the Principal.
5. **The Guard File.**

Debajit Saikia, Ph.D.
PRINCIPAL (DDO) & SECRETARY
✆ 9435208367/ 9508719181/ 8638769040

MAJULI COLLEGE

Estd. 1962
P.O. KAMALABARI, DIST. MAJULI (ASSAM) :: PIN-785106
Tele/ Fax : 03775 - 273359
web site : www.majulicollege.org
e.mail : majulicollege@gmail.com

No. MC/ Apptt./ 2020/09/148 *Date* 28.02.2020

To,

Dr. Debajyoti Bhattacharjee
C/O Mr. Dipak Kr. Bhattacharjee
H. No. 14, Progoti Nagar,
Bongal Pukhuri, Jorhat, Assam
PIN – 785001

Sub : **Appointment of Assistant Professor in the Department of Chemistry in Majuli College, Majuli.**

Ref. : **DHE's order No. DHE/CE/AC/NET/SLET/367/2019/181 dtd. 13.02.2020.**

Dear Sir,

You are hereby appointed as Asstt. Professor in the Department of Chemistry of Majuli College, Majuli vide DHE/CE/AC/NET/SLET/367/2019/181 dtd. 13.02.2020 with following terms and conditions :

1. You will be entitled to enjoy regular UGC scale of pay of Rs. 57,700-1,82,400/- per month with other allowances as admissible under rules.
2. You will have to furnish an undertaking before joining in the college as prescribed by Finance (Budget) Department vide its letter No. BW.3/2003/ Pt./ 11/ 1, dtd. 25-01-2005 regarding introduction of "New Pension" Rules along with the joining report.

Your are requested to join the college within 7 (seven) days after receiving this letter.

Yours faithfully,

28/02/2020

Principal & Secretary
MAJULI COLLEGE

PRINCIPAL & SECRETARY
MAJULI COLLEGE
KAMALABARI

Memo No. MC/**Apptt./ 2020/09/ 148 -A** Date : **28.02.2020**

Copy to :

The Director of Higher Education, Assam,
Kahilipara, Guwahati-19, for favour of his
kind information.

Principal & Secretary
MAJULI COLLEGE

Date: 03 03 2020

To,

The Principal
Majuli College,
Kamalabari, Majuli, Assam

Sub: Joining Report

Ref: DHE/CE/AC/NET/SLET/367/2019/181 dt 13.02.20

Ref: MC/Apptt./2020/09/148 dt 28.02.2020

Respected Sir,

With reference to the subject as cited above and ref no. DHE/CE/AC/NET/SLET/367/2019/181 dt 13.02.20 and ref. no. MC/Apptt/2020/09/148 dt 28.02.2020, I have joined in the department of Chemistry, Majuli College, Majuli, Assam on 03.03.2020 at 10:30 A.M.

This is for your kind information and necessary action only.

Thanking you.

Yours faithfully
Debajyoti Bhattacharjee
(Dr. Debajyoti Bhattacharjee)
S/o: Dilak Kr. Bhattacharjee
H.No 14, Progoti-Nagar,
Bongal Pukhuri, Jorhat, Assam.

Received and allowed to join today, on 03.03.2020 at 10.30 am.

03.03.2020
PRINCIPAL

GOVERNMENT OF ASSAM
OFFICE OF THE **DIRECTOR OF HIGHER EDUCATION**, ASSAM
KAHILIPARA, GUWAHATI-19.
****

No.DHE/CE/AC/NET/SLET/592/2020/146 Dated Kahilipara, the 14-12-2020

O R D E R

In exercise of the authority conferred under provision of Rules, 7(a) of the Assam College Employees (Provincialization) Rules, 2010 and on the basis of the recommendation of the Selection Committee and the Governing Body's resolution **No. 4(D), dated 14-11-2020** of the Governing Body of **Nowgong Girls' College**, **Nagaon, District- Nagaon,** the following person is hereby appointed as Assistant Professor with the following terms and conditions mentioned below:

Name of the person	*Designation*	*Department*	*The Post against which the appointment is made*	*Scale of pay*
Dr. Gangutri Saikia, OBC, as per Roster Point No. 74, (SLET, Ph.D.)	**Assistant Professor**	**Chemistry**	**Newly created post**	**Rs. 57,700-1,82,400/-**

This has the approval of Govt. vide No. AHE.594/2018/20, dated 31-07-2020.

Terms and conditions:-

1. *The appointed **Assistant Professor** will be entitled to enjoy regular **U.G.C. scale of pay of** Rs. 57,700-1,82,400/- with other allowances as per rules as admissible.*
2. *The appointee concerned will have to furnish an undertaking before joining in the college as prescribed by the Finance (Budget) Department vide its letter No.BW.3/2003/Pt./11/1, dated 25-01-2005 regarding introduction of "New Pension" Rules along with the joining report.*
3. *This appointment letter is issued in anticipation of receipt of satisfactory PVR and the undersigned reserves the right to cancel the appointment order in case of receipt of unsatisfactory PVR.*

Sd/- G. Phukan, ACS
Director of Higher Education, Assam
Kahilipara, Guwahati-19.

Memo No.DHE/CE/AC/NET/SLET/592/2020/146-A Dated Kahilipara, the 14-12-2020

Copy to:-

1. The Commissioner & Secretary to the Govt. of Assam, Education (Higher) Department, Dispur, Guwahati-6.
2. The Principal, **Nowgong Girls' College**, **Nagaon, District- Nagaon** with reference to his letter No.NGC/55/AP/A/2020/1131, dated 16-11-2020. He is directed to certify confirming that there is no court case against the said post / incumbent. While accepting the joining report, the authority should allot routine works/ academic activities as per job chart and report compliance.
3. The Treasury Officer, **Nagaon.**
4. The person concerned **(Dr. Gangutri Saikia).** He/She is directed to submit the undertaking on the new pension policy alongwith the joining report to the Principal.
5. The Guard File.

14/12/2020
Director of Higher Education, Assam
Kahilipara, Guwahati-19.

GOVERNMENT OF ASSAM
OFFICE OF THE **DIRECTOR OF HIGHER EDUCATION**, ASSAM
KAHILIPARA, GUWAHATI-19.
****

No.DHE/CE/AC/NET/SLET/423/2019/85 Dated Kahilipara, the 27-02-2020

O R D E R

In exercise of the authority conferred under provision of Rules, 7(a) of the Assam College Employees (Provincialization) Rules, 2010 and on the basis of the recommendation of the Selection Committee and the Governing Body's resolution **No. 1(a), dated 18-11-2019** of the Governing Body of **North Gauhati College, College Nagar, District- Kamrup(R),** the following person is hereby appointed as Assistant Professor with the following terms and conditions mentioned below:

Name of the person	*Designation*	*Department*	*The Post against which the appointment is made*	*Scale of pay*
Dr. Himadri Borah, OBC/MOBC, as per Roster Point No.21, (SLET/Ph.D.)	**Assistant Professor**	**Chemistry**	**Vice Dr. Madan Ch. Das, retired.**	**Rs. 57,700-1,82,400/-**

This has the approval of Govt. vide No. AHE.680/2019/44, dated 19-06-2019 as per authority of Finance SIU Department letter No.FSI.5/2005/Vol-VI/76, dated 30-03-2012.

Terms and conditions:-

1. *The appointed **Assistant Professor** will be entitled to enjoy regular **U.G.C. scale of pay of** Rs. 57,700-1,82,400/- with other allowances as per rules as admissible.*
2. *The appointee concerned will have to furnish an undertaking before joining in the college as prescribed by the Finance (Budget) Department vide its letter No.BW.3/2003/Pt./11/1, dated 25-01-2005 regarding introduction of "New Pension" Rules along with the joining report.*
3. *This appointment letter is issued in anticipation of receipt of satisfactory PVR and the undersigned reserves the right to cancel the appointment order in case of receipt of unsatisfactory PVR.*

Sd/- G. Phukan, ACS
Director of Higher Education, Assam
Kahilipara, Guwahati-19.

Memo No.DHE/CE/AC/NET/SLET/423/2019/85 -A Dated Kahilipara, the 27-02-2020

Copy to:-

1. The Principal Secretary to the Govt. of Assam, Education (Higher) Department, Dispur, Guwahati-6.
2. The Principal, **North Gauhati College, College Nagar, District: Kamrup(R),** with reference to his letter No. NGC/DHE.54/2019, dated 20-11-2019. He is directed to certify confirming that there is no court case against the said post / incumbent. While accepting the joining report, the authority should allot routine works/ academic activities as per job chart and report compliance.
3. The Treasury Officer, **Kamrup.**
4. The person concerned **(Dr. Himadri Borah).** She is directed to submit the undertaking on the new pension policy alongwith the joining report to the Principal.
5. The Guard File.

28/2/2020

Director of Higher Education, Assam
Kahilipara, Guwahati-19.

GOVERNMENT OF ASSAM
OFFICE OF THE **DIRECTOR OF HIGHER EDUCATION**, ASSAM
KAHILIPARA, GUWAHATI-19.
****

No.DHE/CE/AC/NET/SLET/296/2020/99 Dated Kahilipara, the 29-10-2020

O R D E R

In exercise of the authority conferred under provision of Rules, 7(a) of the Assam College Employees (Provincialization) Rules, 2010 and on the basis of the recommendation of the Selection Committee and the Governing Body's resolution **No. 13, dated 01-10-2020** of the Governing Body of **Rangapara College, Rangapara, District- Sonitpur,** the following person is hereby appointed as Assistant Professor with the following terms and conditions mentioned below:

Name of the person	*Designation*	*Department*	*The Post against which the appointment is made*	*Scale of pay*
Dr. Kiranjyoti Mohan, OBC as per Roster point No.39, SLET/Ph.D.	**Assistant Professor**	**Chemistry**	**Newly created post**	**Rs. 57,700-1,82,400/-**

This has the approval of Govt. vide No. AHE.594/2018/20, dated 31-07-2020 as per authority of Finance SIU Department letter No.FSI.5/2005/Vol-VI/76, dated 30-03-2012.

Terms and conditions:-

1. *The appointed **Assistant Professor** will be entitled to enjoy regular **U.G.C. scale of pay of** Rs. 57,700-1,82,400/- with other allowances as per rules as admissible.*
2. *The appointee concerned will have to furnish an undertaking before joining in the college as prescribed by the Finance (Budget) Department vide its letter No.BW.3/2003/Pt./11/1, dated 25-01-2005 regarding introduction of "New Pension" Rules along with the joining report.*
3. *This appointment letter is issued in anticipation of receipt of satisfactory PVR and the undersigned reserves the right to cancel the appointment order in case of receipt of unsatisfactory PVR.*

Sd/- G. Phukan, ACS
Director of Higher Education, Assam
Kahilipara, Guwahati-19.

Memo No.DHE/CE/AC/NET/SLET/296/2020/99 -A Dated Kahilipara, the 29-10-2020

Copy to:-

1. The Commissioner & Secretary to the Govt. of Assam, Education (Higher) Department, Dispur, Guwahati-6.
2. The Principal, **Rangapara College, Rangapara, District: Sonitpur,** with reference to his letter No. RC/GT-6/GC-26/2020/291, dated 12-10-2020. He is directed to certify confirming that there is no court case against the said post / incumbent. While accepting the joining report, the authority should allot routine works/ academic activities as per job chart and report compliance.
3. The Treasury Officer, **Rangapara.**
4. The person concerned **(Dr. Kiranjyoti Mohan).** He is directed to submit the undertaking on the new pension policy alongwith the joining report to the Principal.
5. The Guard File.

30/10/2020
Director of Higher Education, Assam
Kahilipara, Guwahati-19.

OIL AND NATURAL GAS CORPORATION LTD.
Assam Asset, Nazira
Recruitment & Promotion Section
ROB-III, Second Floor
Tel. 03772-241024/241011

Umesh Kaushik
Manager (Industrial Engineering)
I/C Recruitment & Promotion

No: AA/R&P/OL_01_2019/539 **Date: 26.08.2020**

Dear Ms. MAITREYEE KASHYAP,

Please accept our congratulations for successfully completing the selection process of Oil and Natural Gas Corporation Ltd. It gives me pleasure to extend the offer of employment to you on behalf of ONGC, and welcome you to one of the Nation's Biggest and Most profitable Maharatna Public Sector Undertaking.

2. We are pleased to offer you the position of **Junior Technical Assistant (Chemistry)** which carries pay scale of **11,000 - 24,000/-**. In addition, you will be entitled to draw DA and other allowances, as per company rules.

3. The terms and conditions of your appointment are annexed to this letter as **Annexure-I** and we trust that the same would be acceptable to you and request you to go through them carefully. We request you to communicate in writing your acceptance of the same through return mail to this email id-(recruitmentassam@ongc.co.in) within 10 days i.e. by **05.09.2020**, and thereafter report to **I/c HR/ER NAZIRA,** for further assignment of duties.

4. At the time of joining, you will need to submit all your original qualification documents, which include your complete testimonials, PRC (Permanent Residence Certificate)/Domicile Certificate issued by office of Deputy Commissioner (DC/ADC/SDO), valid Caste Certificate in case of candidates belonging to SC/ST/OBC Category issued by competent authority with caste/community name as per Centre's list of SC, ST & OBC for the State of Assam, PwD/Disability Certificate (If applicable) in prescribed format, Release Letter if employed in PSU/ Government etc. along-with photocopies of the same. Submission of necessary documents confirming that you meet the prescribed qualification criteria is mandatory.

5. Further, the appointment is subject to the production of certificate of medical & physical fitness from the Medical Officer of ONGC Clinic/Hospital, as mentioned in **Annexure-1.**

6. It is advisable to have a valid PAN card and Aadhaar card at the time of joining, to facilitate payment of pay and allowances/statutory benefits in ONGC.

7. Please join the position offered to you on or before **10.10.2020**. For any other query or help, please feel free to call my office on 03772-241024/241011. You are posted at **SURFACE GROUP - ASSAM ASSET.**

8. We eagerly look forward to you becoming part of this great Organization.

Yours sincerely,

26/08/2020
(UMESH KAUSHIK)

Ms. MAITREYEE KASHYAP,
GOKUL NIWAS ADABARI TINIALI GHY,
KAMRUP, ASSAM- 781012.

Regn. No. 180301028420, Name- MAITREYEE KASHYAP, Post- Junior Technical Assistant (Chemistry)

ANNEXURE –I

Terms and Conditions of the Appointment

i) The post is temporary and the appointment is provisional.

ii) The appointment carries with it the liability to serve in any part of India or world.

iii) You will be on probation for a period of one year from the date of appointment. Depending upon your performance, this period may be extended at the discretion of the Competent Authority if necessary. During the period of probation, your services are liable to be terminated at any time without notice, and/or assigning reasons, whatsoever.

iv) After completion of the period of probation, the appointment may be terminated at any time, by one / three months' notice to be given by side, you or the appointing authority, without assigning any reasons. The appointing authority, however, reserves to itself the right of terminating the services of you without notice or before expiry of the stipulated period of notice by making payment of a sum equivalent to the pay and allowance for the period of notice or the expired portion thereof.

v) You are required to serve in the ONGC (Territorial Army) for a period of 7 years in the Territorial Army and 8 years in the Territorial Army Reserve or for such period as may be laid down, in this behalf, from time to time.

vi) The Corporation will not take any responsibility for the posting of husband and wife together except where it does not hamper growth of the individual in the Corporation or does the Corporation suffer due to the lack of rotation of the individual in various types of work.

vii) You will undergo such training and such tests as may be specified by the corporation from time to time.

viii) On accepting and joining employment, a woman employee shall be covered under the Maternity Benefit Act, 1961(as amended time to time) which regulates the employment of women in certain establishments for certain periods before and after child birth and provides for maternity benefit and certain other benefits. Subject to the provisions of the Act, a woman employee shall be entitled to the following inter-alia:

a) Prohibition of work or employment during certain period (Sec. 4)
b) Payment of maternity benefit (Sec. 5, 7, 9, 10 and 13)
c) Facility to work from home on mutually agreed terms (Sec. 5 (5))
d) Nursing breaks (Sec. 11)
e) Provision of crèche facilities (Sec. 11A (1))
f) Protection from dismissal during absence of pregnancy (Sec. 12)

Further, ONGC follows the policy of zero tolerance for sexual harassment at work place and provides safe and secure workplace for women employees as per the provisions of Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

ix) Other conditions of service will be governed by the relevant rules, regulations and orders in force from time to time.

x) At the time of reporting for joining you should bring the medical examination form (enclosed) along-with all relevant test reports, duly signed by (Any Govt. Doctor / Registered Medical Practitioner) with seal clearly indicating the Registration Number. The appointment is subject to final certification of medical/ physical fitness by ONGC medical authority.

xi) You will have to take an oath of allegiance (or make a solemn affirmation to the effect).

xii) You will have to take an Oath, under Official Secret Act, 1923.

xiii) You will be required to furnish a declaration before appointment that in the event of you having more than one spouse living; or being married to a person having more than one spouse living, the appointment will be subject to you being formally exempted from the enforcement of requirement in his behalf for good and sufficient reasons.

xiv) The appointment is further subject to the production of the following original certificates at the time of joining:

a) Domicile Certificate/PRC (Permanent Residence Certificate) issued by office of Deputy Commissioner (DC/ADC/SDO)-PRC issued for the purpose of higher education is also acceptable;
b) Discharge Certificate from the previous employer, if any;
c) Self-Attested copies of certificates and mark-sheets of the essential qualification and experience prescribed for the post such as 10th Class/HSC/ITI/Trade Certificate/ Diploma/Degree /Post Graduation etc.;
d) Necessary valid heavy vehicle driving license and valid certificate of competency as electrical supervisor, if applicable for the post;
e) National Apprentice Certificate (NAC) issued by National Council for Vocational Training (NCVT) for the posts of Junior Assistant Technician (Production/Cementing/Electrical/Diesel/Welding/Machining/Fitting;
f) Certificate of Proficiency (COP) issued by Ministry of Human Resource Development for the posts of Assistant Rigman (Drilling), Assistant Technician (Production/Mechanical/Electrical/Instrumentation);
g) 10th Pass Certificate as proof of age;
h) Relevant Disability/PwD Certificate (if applicable) in prescribed format (available on www.ongcindia.com);
i) **Caste Certificate in the prescribed format issued by competent authority (as mentioned in the caste certificate format) in support of claim belonging to SC/ST/OBC category, with caste/community name as per Centre's list of SCs, STs and OBCs applicable for the State of Assam. The prescribed caste certificate format for SC, ST & OBC along-with Centre's list of SCs, STs and OBCs are available on www.ongcindia.com under the tab 'Recruitment of Non-Executives for Assam-2019 – Advt. No. 1/2019'.** In case of OBC candidates, the appointment is subject to the submission of **Latest Non Creamy Layer Certificate** issued by the Competent Authority indicating that he / she does not belong to the persons / Sections (Creamy Layer) as mentioned in Column 3 of the Schedule to the Memorandum No. No.36012/22/93-Est. (SCT) dated 08/09/1993 of GOI, Department of Personnel and Training, and subsequent instructions / modifications issued by the Department of Personnel and Training in this regard, from time to time, failing which the candidature for appointment would not be considered.

xv) Document Verification Remarks:
Bsc degree certificate to be submitted, Provisional Degree Certificate has been submitted at the time of verification.

xvi) Your offer of appointment has been issued as per the name given in 10th Pass Certificate. In case of any discrepancy in Name's/Surname's spelling or Date of Birth in any other document (s), the same needs to be aligned with the details given in 10th Pass Certificate.

xvii) You will submit the following documents in prescribed format (attached in email) at the time of joining:

a) Affidavit as per attached format on Rs.10/- non judicial stamp paper duly notarized.
b) Attestation form (in triplicate) duly completed along with 3 copies of photographs of passport size. As a special case the condition of verification of character and antecedents has been relaxed, on the specific condition that the appointee gives an undertaking in the form of affidavit, as per the pro-forma, which should be sufficiently stamped and sworn in before a 1st class Magistrate.
c) Character certificate.
d) Declaration of Citizenship in the prescribed form.
e) Combined Nomination against Contributory Provident Fund (CPF), Gratuity, Composite Social Security Scheme (CSSS), Post Retirement Benefit Scheme (PRBS) and other dues.
f) Declaration for home town for the purpose of grant of leave fare assistance to be furnished within 6 months from the date of appointment, failing which the permanent address entered in the application form at the time of initial appointment in the Corporation will be taken into consideration for the purpose.
g) Legal undertaking as per attached format on Rs.10/- non judicial stamp paper duly notarized.
h) Declaration of marriage.
i) Medical examination form with medical norms.
j) Declaration of movable and immovable assets in the pro-forma to be submitted on joining.
k) Oath of allegiance.
l) Declaration of relationship with Directors.
m) Territorial Army (TA) joining form.

xviii) **In case the offer of appointment is accepted by you, you should join on or before the date mentioned in your offer of appointment.** After expiry of the period as aforesaid the offer of appointment shall automatically and without further reference stand cancelled unless extension is granted by the Competent Authority of the Corporation. In case you join after expiry of 45 days period, as above but within the extended period you shall be considered junior to all those who have joined before you in the cadre.

***

GOVERNMENT OF ASSAM
OFFICE OF THE **DIRECTOR OF HIGHER EDUCATION**, ASSAM
KAHILIPARA, GUWAHATI-19.
****

No.DHE/CE/AC/NET/SLET/664/2020/77 Dated Kahilipara, the 17-12-2020

O R D E R

In exercise of the authority conferred under provision of Rules, 7(a) of the Assam College Employees (Provincialization) Rules, 2010 and on the basis of the recommendation of the Selection Committee and the Governing Body's resolution **No. 13, dated 17-11-2020** of the Governing Body of **S. B. Deorah College, Ulubari, District- Kamrup(M),** the following person is hereby appointed as Assistant Professor with the following terms and conditions mentioned below:

Name of the person	*Designation*	*Department*	*The Post against which the appointment is made*	*Scale of pay*
Dr. Mamon Dey OBC, as per Roster Point No. 26, (SLET/Ph.D.)	**Assistant Professor**	**Chemistry**	**Newly created post.**	**Rs. 57,700-1,82,400/-**

This has the approval of Govt. vide No. AHE.594/2018/20, dated 31-07-2020.

Terms and conditions:-

1. *The appointed **Assistant Professor** will be entitled to enjoy regular **U.G.C. scale of pay of** Rs. 57,700-1,82,400/- with other allowances as per rules as admissible.*
2. *The appointee concerned will have to furnish an undertaking before joining in the college as prescribed by the Finance (Budget) Department vide its letter No.BW.3/2003/Pt./11/1, dated 25-01-2005 regarding introduction of "New Pension" Rules along with the joining report.*
3. *This appointment letter is issued in anticipation of receipt of satisfactory PVR and the undersigned reserves the right to cancel the appointment order in case of receipt of unsatisfactory PVR.*

Sd/- G. Phukan, ACS
Director of Higher Education, Assam
Kahilipara, Guwahati-19.

Memo No.DHE/CE/AC/NET/SLET/664/2020/77-A Dated Kahilipara, the 17-12-2020

Copy to:-

1. The Commissioner & Secretary to the Govt. of Assam, Education (Higher) Department, Dispur, Guwahati-6.
2. The Principal, **S. B. Deorah College, Ulubari, District- Kamrup(M),** with reference to his letter No. SBDC/3/DHE/2020/3100, dated 01-12-2020. He is directed to certify confirming that there is no court case against the said post / incumbent. While accepting the joining report, the authority should allot routine works/ academic activities as per job chart and report compliance.
3. The Treasury Officer, **Kamrup.**
4. The person concerned **(Dr. Mamon Dey).** She is directed to submit the undertaking on the new pension policy alongwith the joining report to the Principal.
5. The Guard File.

17/12/2020
Director of Higher Education, Assam
Kahilipara, Guwahati-19.

Date: 20-01-2020

To
The Principal
DKD college
Dergaon, Assam.

Sub: Joining report as Assistant-professor in the department of chemistry

Sir,

With reference to the letter no. DHE/CE/AC/NET/SLET/165/208/170 from the Director of Higher education dated 13-01-2020, I have the honour to inform you that I have joined in the post of Assistant-professor in the department of Chemistry on 20/01/2020 at 11:30 AM.

Therefor I request you to do the needful for the same and oblige.

Allowed to join at 11.15 am on 20/01/2020

20/01/020

Yours Sincerely,
20/01/2020
(Dr. Mrinal Saikia)
S/o Anil Saikia
vill- Rongdoi Dow Gaon
Bahona Tiai-Ali,
P.O. Bahona Tiai Ali
Jorhat- 785101.
Ph.No. 9678489261
Email: mrinalsaikia01@gmail.com

GOVERNMENT OF ASSAM
OFFICE OF THE **DIRECTOR OF HIGHER EDUCATION**, ASSAM
KAHILIPARA, GUWAHATI-19.
****

No.DHE/CE/AC/NET/SLET/165/2019/170 Dated Kahilipara, the 13-01-2020

O R D E R

In exercise of the authority conferred under provision of Rules, 7(a) of the Assam College Employees (Provincialization) Rules, 2010 and on the basis of the recommendation of the Selection Committee and the Governing Body's resolution **No. 3(f), dated 16-09-2019** of the Governing Body of **D.K.D. College, Dergaon, District- Golaghat**, the following person is hereby appointed as Assistant Professor with the following terms and conditions mentioned below:

Name of the person	*Designation*	*Department*	*The Post against which the appointment is made*	*Scale of pay*
Dr. Mrinal Saikia, NET, U.R. as per Roster Point No.59	Assistant Professor	Chemistry	**Vice Dr. Ranjit Kr. Bordoloi, released.**	**Rs. 57,700-1,82,400/-**

This has the approval of Govt. vide No. AHE.595/2019/130, dated 18-04-2019 as per authority of Finance SIU Department letter No.FSI.5/2005/Vol-VI/76, dated 30-03-2012.

Terms and conditions:-

1. *The appointed **Assistant Professor** will be entitled to enjoy regular **U.G.C. scale of pay of** Rs. 57,700-1,82,400/- with other allowances as per rules as admissible.*
2. *The appointee concerned will have to furnish an undertaking before joining in the college as prescribed by the Finance (Budget) Department vide its letter No.BW.3/2003/Pt./11/1, dated 25-01-2005 regarding introduction of "New Pension" Rules along with the joining report.*

Sd/- G. Phukan, ACS
Director of Higher Education, Assam
Kahilipara, Guwahati-19.

Memo No.DHE/CE/AC/NET/SLET/165/2019/170 -A Dated Kahilipara, the 13-01-2020

Copy to:-

1. The Joint Secretary to the Govt. of Assam, Education (Higher) Department, Dispur, Guwahati-6.
2. The Principal, **D.K.D. College, Dergaon, District: Golaghat,** with reference to his letter No. DKDC/DHE/APPL/2019-20/998, dated 21-09-2019. He is directed to certify confirming that there is no court case against the said post / incumbent. While accepting the joining report, the authority should allot routine works/ academic activities as per job chart and report compliance.
3. The Treasury Officer, **Dergaon.**
4. The person concerned **(Dr. Mrinal Saikia).** He is directed to submit the undertaking on the new pension policy alongwith the joining report to the Principal.
5. The Guard File.

14/1/2020

Director of Higher Education, Assam
Kahilipara, Guwahati-19.

GOVERNMENT OF ASSAM
OFFICE OF THE **DIRECTOR OF HIGHER EDUCATION**, ASSAM
KAHILIPARA, GUWAHATI-19.
****

No.DHE/CE/AC/NET/SLET/494/2020/85 Dated Kahilipara, the 03-12-2020

O R D E R

In exercise of the authority conferred under provision of Rules, 7(a) of the Assam College Employees (Provincialization) Rules, 2010 and on the basis of the recommendation of the Selection Committee and the Governing Body's resolution **No. 2(b), dated 20-10-2020** of the Governing Body of **Suren Das College, Hajo, District- Kamrup,** the following person is hereby appointed as Assistant Professor with the following terms and conditions mentioned below:

Name of the person	*Designation*	*Department*	*The Post against which the appointment is made*	*Scale of pay*
Dr. Mukesh Sharma, UR-EWS, as per Roster Point No.29, (SLET, Ph.D.)	**Assistant Professor**	**Chemistry**	**Newly created post for Science stream.**	**Rs. 57,700-1,82,400/-**

This has the approval of Govt. vide No. AHE.594/2018/20, dated 31-07-2020.

Terms and conditions:-

1. *The appointed **Assistant Professor** will be entitled to enjoy regular **U.G.C. scale of pay of** Rs. 57,700-1,82,400/- with other allowances as per rules as admissible.*
2. *The appointee concerned will have to furnish an undertaking before joining in the college as prescribed by the Finance (Budget) Department vide its letter No.BW.3/2003/Pt./11/1, dated 25-01-2005 regarding introduction of "New Pension" Rules along with the joining report.*
3. *This appointment letter is issued in anticipation of receipt of satisfactory PVR and the undersigned reserves the right to cancel the appointment order in case of receipt of unsatisfactory PVR.*

Sd/- G. Phukan, ACS
Director of Higher Education, Assam
Kahilipara, Guwahati-19.

Memo No.DHE/CE/AC/NET/SLET/494/2020/85 -A Dated Kahilipara, the 03-12-2020

Copy to:-

1. The Commissioner & Secretary to the Govt. of Assam, Education (Higher) Department, Dispur, Guwahati-6.
2. The Principal, **Suren Das College, Hajo, District: Kamrup,** with reference to his letter No. SDC/APPTT/CHM/URE//2020/957, dated 07-11-2020. He is directed to certify confirming that there is no court case against the said post / incumbent. While accepting the joining report, the authority should allot routine works/ academic activities as per job chart and report compliance.
3. The Treasury Officer, **Sualkuchi.**
4. The person concerned **(Dr. Mukesh Sharma).** He is directed to submit the undertaking on the new pension policy alongwith the joining report to the Principal.
5. The Guard File.

4/12/2020

Director of Higher Education, Assam
Kahilipara, Guwahati-19.

GOVERNMENT OF ASSAM
OFFICE OF THE **DIRECTOR OF HIGHER EDUCATION**, ASSAM
KAHILIPARA, GUWAHATI-19.
****

No.DHE/CE/AC/NET/SLET/373/2019/248 Dated Kahilipara, the 18-02-2020

O R D E R

In exercise of the authority conferred under provision of Rules, 7(a) of the Assam College Employees (Provincialization) Rules, 2010 and on the basis of the recommendation of the Selection Committee and the Governing Body's resolution **No. 01(D), dated 05-11-2019** of the Governing Body of **Gargaon College, Simaluguri, District- Sivasagar,** the following person is hereby appointed as Assistant Professor with the following terms and conditions mentioned below:

Name of the person	*Designation*	*Department*	*The Post against which the appointment is made*	*Scale of pay*
Pakiza Begum, U.R., as per Roster Point No.59, (SLET)	**Assistant Professor**	**Chemistry**	**Vice Dr. Surajit Konwar, resigned.**	**Rs. 57,700-1,82,400/-**

This has the approval of Govt. vide No. AHE.680/2019/44, dated 19-06-2019 as per authority of Finance SIU Department letter No.FSI.5/2005/Vol-VI/76, dated 30-03-2012.

Terms and conditions:-

1. *The appointed* ***Assistant Professor*** *will be entitled to enjoy regular* ***U.G.C. scale of pay of*** Rs. 57,700-1,82,400/- *with other allowances as per rules as admissible.*
2. *The appointee concerned will have to furnish an undertaking before joining in the college as prescribed by the Finance (Budget) Department vide its letter No.BW.3/2003/Pt./11/1, dated 25-01-2005 regarding introduction of "New Pension" Rules along with the joining report.*
3. *This appointment letter is issued in anticipation of receipt of satisfactory PVR and the undersigned reserves the right to cancel the appointment order in case of receipt of unsatisfactory PVR.*

Sd/- G. Phukan, ACS
Director of Higher Education, Assam
Kahilipara, Guwahati-19.

Memo No.DHE/CE/AC/NET/SLET/373/2019/248 -A Dated Kahilipara, the 18-02-2020

Copy to:-

1. The Secretary to the Govt. of Assam, Education (Higher) Department, Dispur, Guwahati-6.
2. The Principal, **Gargaon College, Simaluguri, District: Sivasagar,** with reference to his letter No. GC/Approval/Appt/112/2019, dated 14-11-2019. He is directed to certify confirming that there is no court case against the said post / incumbent. While accepting the joining report, the authority should allot routine works/ academic activities as per job chart and report compliance.
3. The Treasury Officer, **Nazira.**
4. The person concerned **(Pakiza Begum).** She is directed to submit the undertaking on the new pension policy alongwith the joining report to the Principal.
5. The Guard File.

19/2/2020
Director of Higher Education, Assam
Kahilipara, Guwahati-19.

SA
Docket and do the needful.
Delhi
21/02/2020

GOVERNMENT OF ASSAM
OFFICE OF THE **DIRECTOR OF HIGHER EDUCATION**, ASSAM
KAHILIPARA, GUWAHATI-19.
****

No.DHE/CE/AC/NET/SLET/357/2019/97 Dated Kahilipara, the 19-02-2020

O R D E R

In exercise of the authority conferred under provision of Rules, 7(a) of the Assam College Employees (Provincialization) Rules, 2010 and on the basis of the recommendation of the Selection Committee and the Governing Body's resolution **No. GB/2019/5/2, dated 21-10-2019** of the Governing Body of **Darrang College, Tezpur, District- Sonitpur,** the following person is hereby appointed as Assistant Professor with the following terms and conditions mentioned below:

Name of the person	*Designation*	*Department*	*The Post against which the appointment is made*	*Scale of pay*
Dr. Pinky Gogoi, OBC, as per Roster Point No.88, (SLET)	**Assistant Professor**	**Chemistry**	**Vice Pronil Borah, retired.**	**Rs. 57,700-1,82,400/-**

This has the approval of Govt. vide No. AHE.595/2019/130, dated 18-04-2019 as per authority of Finance SIU Department letter No.FSI.5/2005/Vol-VI/76, dated 30-03-2012.

Terms and conditions:-

1. *The appointed **Assistant Professor** will be entitled to enjoy regular **U.G.C. scale of pay of** Rs. 57,700-1,82,400/- with other allowances as per rules as admissible.*
2. *The appointee concerned will have to furnish an undertaking before joining in the college as prescribed by the Finance (Budget) Department vide its letter No.BW.3/2003/Pt./11/1, dated 25-01-2005 regarding introduction of "New Pension" Rules along with the joining report.*
3. *This appointment letter is issued in anticipation of receipt of satisfactory PVR and the undersigned reserves the right to cancel the appointment order in case of receipt of unsatisfactory PVR.*

Sd/- G. Phukan, ACS
Director of Higher Education, Assam
Kahilipara, Guwahati-19.

Memo No.DHE/CE/AC/NET/SLET/357/2019/97-A Dated Kahilipara, the 19-02-2020

Copy to:-

1. The Secretary to the Govt. of Assam, Education (Higher) Department, Dispur, Guwahati-6.
2. The Principal, **Darrang College, Tezpur, District: Sonitpur,** with reference to his letter No. DC/GEN/F.No.254/16/19/702, dated 13-11-2019. He is directed to certify confirming that there is no court case against the said post / incumbent. While accepting the joining report, the authority should allot routine works/ academic activities as per job chart and report compliance.
3. The Treasury Officer, **Sonitpur.**
4. The person concerned **(Dr. Pinky Gogoi).** She is directed to submit the undertaking on the new pension policy alongwith the joining report to the Principal.
5. The Guard File.

19/2/2020

Director of Higher Education, Assam
Kahilipara, Guwahati-19.

GOVERNMENT OF ASSAM
OFFICE OF THE DIRECTOR OF HIGHER EDUCATION,ASSAM
KAHILIPARA, GUWAHATI-19.

No.DHE/CE/AC/NET/SLET/753/2020/81 Dated Kahilipara, the 23.02.2021

O R D E R

In exercise of the authority conferred under provision of Rules, 7(a) of the Assam College Employees (Provincialization) Rules, 2010 and on the basis of the recommendation of the Selection Committee and the Governing Body's **Resolution No.5(a), dated 12-12-2020** of the Governing Body of **Nalbari College, Nalbari, District: Nalbari, Assam, PIN-781335**, the following person is hereby appointed as Assistant Professor with the following terms and conditions mentioned below:

Name of the person(s)	Designation	Department	The post against which the appointment is made	Scale of pay
Dr. Pranita Bora **U. R.** **Roster Point No.19** **NET, SLET, Ph.D.**	**Assistant Professor**	**Chemistry**	**Vice Prof. Madan Medhi, Retired.**	**Rs.57,700-1,82,400/-**

This has the approval of Govt. vide No.AHE.28/2020/4, date 04-02-2020.

Terms and conditions:-

1. *The appointed **Assistant Professor** will be entitled to enjoy regular **U.G.C. scale of pay of** Rs.57,700-1,82,400/- with other allowances as per rules admissible.*
2. *The appointee concerned will have to furnish an undertaking before joining in the college as prescribed by the Finance (Budget) Department vide its letter No.BW.3/2003/Pt./11/1, dated 25-01-2005 regarding introduction of "New Pension" Rules along with the joining report.*
3. *This appointment letter is issued in anticipation of receipt of satisfactory PVR and the undersigned reserves the right to cancel the appointment order in case of receipt of unsatisfactory PVR.*

Sd/-(Smti G. Phukan, ACS)
Director of Higher Education, Assam
Kahilipara, Guwahati-19.

Memo No.DHE/CE/AC/NET/SLET/753/2020/81-A Dated Kahilipara, the 23.02.2021
Copy to:-

1. The Commissioner and Secretary to the Govt. of Assam, Education (Higher) Department, Dispur,Guwahati-6.
2. The Principal, **Nalbari College, Nalbari, District: Nalbari, Assam, PIN-781335** with reference to his letter No.NC/Approval/Appointment/Proposal/Chemistry/2020/431, dated 12-12-2020. He is directed to certify confirming that there is no court case against the said post / incumbent. While accepting the joining report, the authority should allot routine works / academic activities as per job chart and report compliance.
3. The Treasury Officer, **Nalbari**.
4. The person concerned (**Dr. Pranita Bora**). He/she is directed to submit the undertaking on the new pension policy alongwith the joining report to the Principal.
5. The Guard File.

23/2/21

No.DHE/CE/AC/NET/SLET/105/2021/137 Dated Kahilipara, the 26.02.2021

O R D E R

In exercise of the authority conferred under provision of Rules, 7(a) of the Assam College Employees (Provincialization) Rules, 2010 and on the basis of the recommendation of the Selection Committee and the Governing Body's **Resolution No.1, dated 11-01-2020** of the Governing Body of **Bahona College, Bahona, Jorhat**, the following person is hereby appointed as Assistant Professor with the following terms and conditions mentioned below:

Name of the person(s)	Designation	Department	The post against which the appointment is made	Scale of pay
Ms. Prantika Bhattacharjee U.R., Roster Point No.12 SLET	**Assistant Professor**	**Chemistry**	**Vice Dr. Dipti Goswami, Retired.**	**Rs.57,700-1,82,400/-**

This has the approval of Govt. vide No.AHE.28/2020/4, date 04-02-2020.

Terms and conditions:-

1. *The appointed **Assistant Professor** will be entitled to enjoy regular **U.G.C. scale of pay of** Rs.57,700-1,82,400/- with other allowances as per rules admissible.*
2. *The appointee concerned will have to furnish an undertaking before joining in the college as prescribed by the Finance (Budget) Department vide its letter No.BW.3/2003/Pt./11/1, dated 25-01-2005 regarding introduction of "New Pension" Rules along with the joining report.*
3. *This appointment letter is issued in anticipation of receipt of satisfactory PVR and the undersigned reserves the right to cancel the appointment order in case of receipt of unsatisfactory PVR.*

Sd/-(Smti Gitimoni Phukan ACS)
Director of Higher Education, Assam
Kahilipara, Guwahati-19.

Memo No.DHE/CE/AC/NET/SLET/105/2021/137-A Dated Kahilipara, the 26.02.2021

Copy to:-

1. The Commissioner and Secretary to the Govt. of Assam, Education (Higher) Department, Dispur,Guwahati-6.
2. The Principal, **Bahona College, Bahona, Jorhat**, District: Jorhat, Assam, PIN-with reference to his letter No.BC/A-2(T)/2020/6418, dated 12-01-2021. He is directed to certify confirming that there is no court case against the said post / incumbent. While accepting the joining report, the authority should allot routine works / academic activities as per job chart and report compliance.
3. The Treasury Officer, Jorhat.
4. The person concerned (**Ms. Prantika Bhattacharjee**). He/she is directed to submit the undertaking on the new pension policy alongwith the joining report to the Principal.
5. The Guard File.

26/2/21

Director of Higher Education, Assam
Kahilipara, Guwahati-19.

OFFICE OF THE DIRECTOR OF HIGHER EDUCATION,ASSAM
KAHILIPARA, GUWAHATI-19.

.DHE/CE/AC/NET/SLET/105/2021/137 Dated Kahilipara, the 26.02.2021

O R D E R

In exercise of the authority conferred under provision of Rules, 7(a) of the Assam College Employees (Provincialization) Rules, 2010 and on the basis of the recommendation of the Selection Committee and the Governing Body's **Resolution No.1, dated 11-01-2020** of the Governing Body of **Bahona College, Bahona, Jorhat**, the following person is hereby appointed as Assistant Professor with the following terms and conditions mentioned below:

Name of the person(s)	Designation	Department	The post against which the appointment is made	Scale of pay
Ms. Prantika Bhattacharjee U.R., Roster Point No.12 SLET	**Assistant Professor**	**Chemistry**	**Vice Dr. Dipti Goswami, Retired.**	**Rs.57,700-1,82,400/-**

This has the approval of Govt. vide No.AHE.28/2020/4, date 04-02-2020.

Terms and conditions:-

1. *The appointed **Assistant Professor** will be entitled to enjoy regular **U.G.C. scale of pay of** Rs.57,700-1,82,400/- with other allowances as per rules admissible.*
2. *The appointee concerned will have to furnish an undertaking before joining in the college as prescribed by the Finance (Budget) Department vide its letter No.BW.3/2003/Pt./11/1, dated 25-01-2005 regarding introduction of "New Pension" Rules along with the joining report.*
3. *This appointment letter is issued in anticipation of receipt of satisfactory PVR and the undersigned reserves the right to cancel the appointment order in case of receipt of unsatisfactory PVR.*

Sd/-(Smti Gitimoni Phukan ACS)
Director of Higher Education, Assam
Kahilipara, Guwahati-19.

Memo No.DHE/CE/AC/NET/SLET/105/2021/137-A Dated Kahilipara, the 26.02.2021

Copy to:-

1. The Commissioner and Secretary to the Govt. of Assam, Education (Higher) Department, Dispur,Guwahati-6.
2. The Principal, **Bahona College, Bahona, Jorhat**, District: Jorhat, Assam, PIN-with reference to his letter No.BC/A-2(T)/2020/6418, dated 12-01-2021. He is directed to certify confirming that there is no court case against the said post / incumbent. While accepting the joining report, the authority should allot routine works / academic activities as per job chart and report compliance.
3. The Treasury Officer, Jorhat.
4. The person concerned (**Ms. Prantika Bhattacharjee**). He/she is directed to submit the undertaking on the new pension policy alongwith the joining report to the Principal.
5. The Guard File.

26/2/21

Director of Higher Education, Assam
Kahilipara, Guwahati-19.

KAHILIPARA, GUWAHATI-19.

.DHE/CE/AC/NET/SLET/105/2021/137 Dated Kahilipara, the 26.02.2021

O R D E R

In exercise of the authority conferred under provision of Rules, 7(a) of the Assam College Employees (Provincialization) Rules, 2010 and on the basis of the recommendation of the Selection Committee and the Governing Body's **Resolution No.1, dated 11-01-2020** of the Governing Body of **Bahona College, Bahona, Jorhat**, the following person is hereby appointed as Assistant Professor with the following terms and conditions mentioned below:

Name of the person(s)	Designation	Department	The post against which the appointment is made	Scale of pay
Ms. Prantika Bhattacharjee U.R., Roster Point No.12 SLET	**Assistant Professor**	**Chemistry**	**Vice Dr. Dipti Goswami, Retired.**	**Rs.57,700-1,82,400/-**

This has the approval of Govt. vide No.AHE.28/2020/4, date 04-02-2020.

Terms and conditions:-

1. *The appointed **Assistant Professor** will be entitled to enjoy regular **U.G.C. scale of pay of** Rs.57,700-1,82,400/- with other allowances as per rules admissible.*
2. *The appointee concerned will have to furnish an undertaking before joining in the college as prescribed by the Finance (Budget) Department vide its letter No.BW.3/2003/Pt./11/1, dated 25-01-2005 regarding introduction of "New Pension" Rules along with the joining report.*
3. *This appointment letter is issued in anticipation of receipt of satisfactory PVR and the undersigned reserves the right to cancel the appointment order in case of receipt of unsatisfactory PVR.*

Sd/-(Smti Gitimoni Phukan ACS)
Director of Higher Education, Assam
Kahilipara, Guwahati-19.

Memo No.DHE/CE/AC/NET/SLET/105/2021/137-A Dated Kahilipara, the 26.02.2021

Copy to:-

1. The Commissioner and Secretary to the Govt. of Assam, Education (Higher) Department, Dispur,Guwahati-6.
2. The Principal, **Bahona College, Bahona, Jorhat**, District: Jorhat, Assam, PIN-with reference to his letter No.BC/A-2(T)/2020/6418, dated 12-01-2021. He is directed to certify confirming that there is no court case against the said post / incumbent. While accepting the joining report, the authority should allot routine works / academic activities as per job chart and report compliance.
3. The Treasury Officer, Jorhat.
4. The person concerned (**Ms. Prantika Bhattacharjee**). He/she is directed to submit the undertaking on the new pension policy alongwith the joining report to the Principal.
5. The Guard File.

26/2/21

Director of Higher Education, Assam
Kahilipara, Guwahati-19.

GOVERNMENT OF ASSAM
OFFICE OF THE **DIRECTOR OF HIGHER EDUCATION**, ASSAM
KAHILIPARA, GUWAHATI-19.
****

No.DHE/CE/AC/NET/SLET/363/2020/104 Dated Kahilipara, the 19-11-2020

O R D E R

In exercise of the authority conferred under provision of Rules, 7(a) of the Assam College Employees (Provincialization) Rules, 2010 and on the basis of the recommendation of the Selection Committee and the Governing Body's resolution **No. 4(a), dated 16-10-2020** of the Governing Body of **Arya Vidyapeeth College, Guwahati-16**, the following person is hereby appointed as Assistant Professor with the following terms and conditions mentioned below:

Name of the person	*Designation*	*Department*	*The Post against which the appointment is made*	*Scale of pay*
Dr. Rajarshi Bayan, U.R., as per Roster Point No.74, SLET/Ph.D.	**Assistant Professor**	**Chemistry**	**Vice Dr. Pradip Kr. Bhattacharyya, permanently released.**	**Rs. 57,700-1,82,400/-**

This has the approval of Govt. vide No. AHE.28/2020/4, dated 04-02-2020.

Terms and conditions:-

1. *The appointed **Assistant Professor** will be entitled to enjoy regular **U.G.C. scale of pay of** Rs. 57,700-1,82,400/- with other allowances as per rules as admissible.*
2. *The appointee concerned will have to furnish an undertaking before joining in the college as prescribed by the Finance (Budget) Department vide its letter No.BW.3/2003/Pt./11/1, dated 25-01-2005 regarding introduction of "New Pension" Rules along with the joining report.*
3. *This appointment letter is issued in anticipation of receipt of satisfactory PVR and the undersigned reserves the right to cancel the appointment order in case of receipt of unsatisfactory PVR.*

Sd/- G. Phukan, ACS
Director of Higher Education, Assam
Kahilipara, Guwahati-19.

Memo No.DHE/CE/AC/NET/SLET/363/2020/104-A Dated Kahilipara, the 19-11-2020

Copy to:-

1. The Commissioner & Secretary to the Govt. of Assam, Education (Higher) Department, Dispur, Guwahati-6.
2. The Principal, **Arya Vidyapeeth College, Guwahati-16, District: Kamrup(M),** with reference to his letter No. AVC:Esstt/Apptt/2020/51, dated 21-10-2020. He is directed to certify confirming that there is no court case against the said post / incumbent. While accepting the joining report, the authority should allot routine works/ academic activities as per job chart and report compliance.
3. The Treasury Officer, **Kamrup Treasury.**
4. The person concerned **(Dr. Rajarshi Bayan).** He is directed to submit the undertaking on the new pension policy alongwith the joining report to the Principal.
5. The Guard File.

21/11/2020
Director of Higher Education, Assam
Kahilipara, Guwahati-19.

GOVERNMENT OF ASSAM
OFFICE OF THE **DIRECTOR OF HIGHER EDUCATION**, ASSAM
KAHILIPARA, GUWAHATI-19.
****

No.DHE/CE/AC/NET/SLET/222/2019/113 Dated Kahilipara, the 24-02-2020

O R D E R

In exercise of the authority conferred under provision of Rules, 7(a) of the Assam College Employees (Provincialization) Rules, 2010 and on the basis of the recommendation of the Selection Committee and the Governing Body's resolution **No. 02(V), dated 28-09-2019** of the Governing Body of **M.C. College, Barpeta, District- Barpeta,** the following person is hereby appointed as Assistant Professor with the following terms and conditions mentioned below:

Name of the person	*Designation*	*Department*	*The Post against which the appointment is made*	*Scale of pay*
Rashmi Jyoti Das, S.C., as per Roster Point No. 36, (NET)	**Assistant Professor**	**Chemistry**	**Vice Manomohan Das, retired.**	**Rs. 57,700-1,82,400/-**

This has the approval of Govt. vide No. AHE.603/2019/110, dated 22-05-2019 as per authority of Finance SIU Department letter No.FSI.5/2005/Vol-VI/76, dated 30-03-2012.

Terms and conditions:-

1. *The appointed **Assistant Professor** will be entitled to enjoy regular **U.G.C. scale of pay of** Rs. 57,700-1,82,400/- with other allowances as per rules as admissible.*
2. *The appointee concerned will have to furnish an undertaking before joining in the college as prescribed by the Finance (Budget) Department vide its letter No.BW.3/2003/Pt./11/1, dated 25-01-2005 regarding introduction of "New Pension" Rules along with the joining report.*

Sd/- G. Phukan, ACS
Director of Higher Education, Assam
Kahilipara, Guwahati-19.

Memo No.DHE/CE/AC/NET/SLET/222/2019/113-A Dated Kahilipara, the 24-02-2020

Copy to:-

1. The Principal Secretary to the Govt. of Assam, Education (Higher) Department, Dispur, Guwahati-6.
2. The Principal, **M.C. College, Barpeta, District: Barpeta,** with reference to his letter No. MCC/21/Approval/T-NT/2019-5, dated 03-10-2019. He is directed to certify confirming that there is no court case against the said post / incumbent. While accepting the joining report, the authority should allot routine works/ academic activities as per job chart and report compliance.
3. The Treasury Officer, **Barpeta.**
4. The person concerned **(Rashmi Jyoti Das).** She is directed to submit the undertaking on the new pension policy alongwith the joining report to the Principal.
5. The Guard File.

Phukan 25/2/2020

Director of Higher Education, Assam
Kahilipara, Guwahati-19.

GOVERNMENT OF ASSAM
OFFICE OF THE **DIRECTOR OF HIGHER EDUCATION**, ASSAM
KAHILIPARA, GUWAHATI-19.

No.DHE/CE/AC/NET/SLET/835/2020/110 Dated Kahilipara, the 10-02-2021

O R D E R

In exercise of the authority conferred under provision of Rules, 7(a) of the Assam College Employees (Provincialization) Rules, 2010 and on the basis of the recommendation of the Selection Committee and the Governing Body's resolution **No. 1E, dated 14-12-2020** of the Governing Body of **Gargaon College**, **Simaluguri, District- Sivasagar,** the following person is hereby appointed as Assistant Professor with the following terms and conditions mentioned below:

Name of the person	*Designation*	*Department*	*The Post against which the appointment is made*	*Scale of pay*
Saheen Shehnaz Begum, U.R., as per Roster Point No. 56, (NET, SLET)	**Assistant Professor**	**Chemistry**	**Vice Surendra Nath Dutta, retired.**	**Rs. 57,700-1,82,400/-**

This has the approval of Govt. vide No. AHE.28/2020/4, dated 04-02-2020.

Terms and conditions:-

1. *The appointed* ***Assistant Professor*** *will be entitled to enjoy regular* ***U.G.C. scale of pay of*** Rs. 57,700-1,82,400/- *with other allowances as per rules as admissible.*
2. *The appointee concerned will have to furnish an undertaking before joining in the college as prescribed by the Finance (Budget) Department vide its letter No.BW.3/2003/Pt./11/1, dated 25-01-2005 regarding introduction of "New Pension" Rules along with the joining report.*
3. *This appointment letter is issued in anticipation of receipt of satisfactory PVR and the undersigned reserves the right to cancel the appointment order in case of receipt of unsatisfactory PVR.*

Sd/- G. Phukan, ACS
Director of Higher Education, Assam
Kahilipara, Guwahati-19.

Memo No.DHE/CE/AC/NET/SLET/835/2020/110-A Dated Kahilipara, the 10-02-2021

Copy to:-

1. The Commissioner & Secretary to the Govt. of Assam, Education (Higher) Department, Dispur, Guwahati-6.
2. The Principal, **Gargaon College, Simaluguri, District- Sivasagar,** with reference to his letter No. GC/Approval/Appt/112/2020/539, dated 17-12-2020. He is directed to certify confirming that there is no court case against the said post / incumbent. While accepting the joining report, the authority should allot routine works/ academic activities as per job chart and report compliance.
3. The Treasury Officer, **Nazira.**
4. The person concerned **(Saheen Shehnaz Begum).** She is directed to submit the undertaking on the new pension policy alongwith the joining report to the Principal.
5. The Guard File.

10/2/21

Director of Higher Education, Assam
Kahilipara, Guwahati-19.

GOVERNMENT OF ASSAM
OFFICE OF THE **DIRECTOR OF HIGHER EDUCATION**, ASSAM
KAHILIPARA, GUWAHATI-19.
****

No.DHE/CE/AC/NET/SLET/742/2020/148 Dated Kahilipara, the 23-02-2021

O R D E R

In exercise of the authority conferred under provision of Rules, 7(a) of the Assam College Employees (Provincialization) Rules, 2010 and on the basis of the recommendation of the Selection Committee and the Governing Body's resolution **No. 06(B), dated 01-12-2020** of the Governing Body of **Lumding College, Lumding, District- Hojai,** the following person is hereby appointed as Assistant Professor with the following terms and conditions mentioned below:

Name of the person	*Designation*	*Department*	*The Post against which the appointment is made*	*Scale of pay*
Mr. Satyajit Dey Baruah, OBC, as per Roster Point No. 17, (SLET)	**Assistant Professor**	**Chemistry**	**Vice Dr. Jayanta Madhab Bora, resigned.**	**Rs. 57,700-1,82,400/-**

This has the approval of Govt. vide No. AHE.28/2020/4, dated 04-02-2020.

Terms and conditions:-

1. *The appointed **Assistant Professor** will be entitled to enjoy regular **U.G.C. scale of pay of** Rs. 57,700-1,82,400/- with other allowances as per rules as admissible.*
2. *The appointee concerned will have to furnish an undertaking before joining in the college as prescribed by the Finance (Budget) Department vide its letter No.BW.3/2003/Pt./11/1, dated 25-01-2005 regarding introduction of "New Pension" Rules along with the joining report.*
3. *This appointment letter is issued in anticipation of receipt of satisfactory PVR and the undersigned reserves the right to cancel the appointment order in case of receipt of unsatisfactory PVR.*

Sd/- G. Phukan, ACS
Director of Higher Education, Assam
Kahilipara, Guwahati-19.

Memo No.DHE/CE/AC/NET/SLET/742/2020/148-A Dated Kahilipara, the 23-02-2021

Copy to:-

1. The Commissioner & Secretary to the Govt. of Assam, Education (Higher) Department, Dispur, Guwahati-6.
2. The Principal, **Lumding College, Lumding, District- Hojai,** with reference to his letter No. LC/DHE/02/2020/5304, dated 14-12-2020. He is directed to certify confirming that there is no court case against the said post / incumbent. While accepting the joining report, the authority should allot routine works/ academic activities as per job chart and report compliance.
3. The Treasury Officer, **Hojai.**
4. The person concerned **(Mr. Satyajit Dey Baruah).** He is directed to submit the undertaking on the new pension policy alongwith the joining report to the Principal.
5. The Guard File.

23/2/21
Director of Higher Education, Assam
Kahilipara, Guwahati-19.

GOVERNMENT OF ASSAM
OFFICE OF THE **DIRECTOR OF HIGHER EDUCATION**, ASSAM
KAHILIPARA, GUWAHATI-19.
****

No.DHE/CE/AC/NET/SLET/742/2020/148 Dated Kahilipara, the 23-02-2021

O R D E R

In exercise of the authority conferred under provision of Rules, 7(a) of the Assam College Employees (Provincialization) Rules, 2010 and on the basis of the recommendation of the Selection Committee and the Governing Body's resolution **No. 06(B), dated 01-12-2020** of the Governing Body of **Lumding College, Lumding, District- Hojai,** the following person is hereby appointed as Assistant Professor with the following terms and conditions mentioned below:

Name of the person	*Designation*	*Department*	*The Post against which the appointment is made*	*Scale of pay*
Mr. Satyajit Dey Baruah, OBC, as per Roster Point No. 17, (SLET)	**Assistant Professor**	**Chemistry**	**Vice Dr. Jayanta Madhab Bora, resigned.**	**Rs. 57,700-1,82,400/-**

This has the approval of Govt. vide No. AHE.28/2020/4, dated 04-02-2020.

Terms and conditions:-

1. *The appointed **Assistant Professor** will be entitled to enjoy regular **U.G.C. scale of pay of** Rs. 57,700-1,82,400/- with other allowances as per rules as admissible.*
2. *The appointee concerned will have to furnish an undertaking before joining in the college as prescribed by the Finance (Budget) Department vide its letter No.BW.3/2003/Pt./11/1, dated 25-01-2005 regarding introduction of "New Pension" Rules along with the joining report.*
3. *This appointment letter is issued in anticipation of receipt of satisfactory PVR and the undersigned reserves the right to cancel the appointment order in case of receipt of unsatisfactory PVR.*

Sd/- G. Phukan, ACS
Director of Higher Education, Assam
Kahilipara, Guwahati-19.

Memo No.DHE/CE/AC/NET/SLET/742/2020/148-A Dated Kahilipara, the 23-02-2021

Copy to:-

1. The Commissioner & Secretary to the Govt. of Assam, Education (Higher) Department, Dispur, Guwahati-6.
2. The Principal, **Lumding College, Lumding, District- Hojai,** with reference to his letter No. LC/DHE/02/2020/5304, dated 14-12-2020. He is directed to certify confirming that there is no court case against the said post / incumbent. While accepting the joining report, the authority should allot routine works/ academic activities as per job chart and report compliance.
3. The Treasury Officer, **Hojai.**
4. The person concerned **(Mr. Satyajit Dey Baruah).** He is directed to submit the undertaking on the new pension policy alongwith the joining report to the Principal.
5. The Guard File.

23/2/21

Director of Higher Education, Assam
Kahilipara, Guwahati-19.

GOVERNMENT OF ASSAM
OFFICE OF THE **DIRECTOR OF HIGHER EDUCATION**, ASSAM
KAHILIPARA, GUWAHATI-19.
****

No.DHE/CE/AC/NET/SLET/742/2020/148 Dated Kahilipara, the 23-02-2021

O R D E R

In exercise of the authority conferred under provision of Rules, 7(a) of the Assam College Employees (Provincialization) Rules, 2010 and on the basis of the recommendation of the Selection Committee and the Governing Body's resolution **No. 06(B), dated 01-12-2020** of the Governing Body of **Lumding College, Lumding, District- Hojai,** the following person is hereby appointed as Assistant Professor with the following terms and conditions mentioned below:

Name of the person	*Designation*	*Department*	*The Post against which the appointment is made*	*Scale of pay*
Mr. Satyajit Dey Baruah, OBC, as per Roster Point No. 17, (SLET)	**Assistant Professor**	**Chemistry**	**Vice Dr. Jayanta Madhab Bora, resigned.**	**Rs. 57,700-1,82,400/-**

This has the approval of Govt. vide No. AHE.28/2020/4, dated 04-02-2020.

Terms and conditions:-

1. *The appointed **Assistant Professor** will be entitled to enjoy regular **U.G.C. scale of pay of** Rs. 57,700-1,82,400/- with other allowances as per rules as admissible.*
2. *The appointee concerned will have to furnish an undertaking before joining in the college as prescribed by the Finance (Budget) Department vide its letter No.BW.3/2003/Pt./11/1, dated 25-01-2005 regarding introduction of "New Pension" Rules along with the joining report.*
3. *This appointment letter is issued in anticipation of receipt of satisfactory PVR and the undersigned reserves the right to cancel the appointment order in case of receipt of unsatisfactory PVR.*

Sd/- G. Phukan, ACS
Director of Higher Education, Assam
Kahilipara, Guwahati-19.

Memo No.DHE/CE/AC/NET/SLET/742/2020/148-A Dated Kahilipara, the 23-02-2021

Copy to:-

1. The Commissioner & Secretary to the Govt. of Assam, Education (Higher) Department, Dispur, Guwahati-6.
2. The Principal, **Lumding College, Lumding, District- Hojai,** with reference to his letter No. LC/DHE/02/2020/5304, dated 14-12-2020. He is directed to certify confirming that there is no court case against the said post / incumbent. While accepting the joining report, the authority should allot routine works/ academic activities as per job chart and report compliance.
3. The Treasury Officer, **Hojai.**
4. The person concerned **(Mr. Satyajit Dey Baruah).** He is directed to submit the undertaking on the new pension policy alongwith the joining report to the Principal.
5. The Guard File.

23/2/21

Director of Higher Education, Assam
Kahilipara, Guwahati-19.

GOVERNMENT OF ASSAM
OFFICE OF THE **DIRECTOR OF HIGHER EDUCATION**, ASSAM
KAHILIPARA, GUWAHATI-19.

No.DHE/CE/AC/NET/SLET/533/2020/111 Dated Kahilipara, the 14-12-2020

O R D E R

In exercise of the authority conferred under provision of Rules, 7(a) of the Assam College Employees (Provincialization) Rules, 2010 and on the basis of the recommendation of the Selection Committee and the Governing Body's resolution **No. 01, dated 05-11-2020** of the Governing Body of **Jengraimukh College, Jengraimukh, District- Majuli,** the following person is hereby appointed as Assistant Professor with the following terms and conditions mentioned below:

Name of the person	*Designation*	*Department*	*The Post against which the appointment is made*	*Scale of pay*
Dr. Simanta Doley, ST(P), as per Roster Point No. 25, (NET, Ph.D.)	**Assistant Professor**	**Chemistry**	**Newly created post**	**Rs. 57,700-1,82,400/-**

This has the approval of Govt. vide No. AHE.594/2018/20, dated 31-07-2020.

Terms and conditions:-

1. *The appointed* ***Assistant Professor*** *will be entitled to enjoy regular* ***U.G.C. scale of pay of*** Rs. 57,700-1,82,400/- *with other allowances as per rules as admissible.*
2. *The appointee concerned will have to furnish an undertaking before joining in the college as prescribed by the Finance (Budget) Department vide its letter No.BW.3/2003/Pt./11/1, dated 25-01-2005 regarding introduction of "New Pension" Rules along with the joining report.*
3. *This appointment letter is issued in anticipation of receipt of satisfactory PVR and the undersigned reserves the right to cancel the appointment order in case of receipt of unsatisfactory PVR.*

Sd/- G. Phukan, ACS
Director of Higher Education, Assam
Kahilipara, Guwahati-19.

Memo No.DHE/CE/AC/NET/SLET/533/2020/111-A Dated Kahilipara, the 14-12-2020

Copy to:-

1. The Commissioner & Secretary to the Govt. of Assam, Education (Higher) Department, Dispur, Guwahati-6.
2. The Principal, **Jengraimukh College, Jengraimukh, District- Majuli,** with reference to his letter No. JMC/DHE/11-3/770/20, dated 07-11-2020. He is directed to certify confirming that there is no court case against the said post / incumbent. While accepting the joining report, the authority should allot routine works/ academic activities as per job chart and report compliance.
3. The Treasury Officer, **Garamur.**
4. The person concerned **(Dr. Simanta Doley).** He/She is directed to submit the undertaking on the new pension policy alongwith the joining report to the Principal.
5. The Guard File.

16/12/2020
Director of Higher Education, Assam
Kahilipara, Guwahati-19.

GOVERNMENT OF ASSAM
OFFICE OF THE **DIRECTOR OF HIGHER EDUCATION**, ASSAM
KAHILIPARA, GUWAHATI-19.
****

No.DHE/CE/AC/NET/SLET/431/2020/94 Dated Kahilipara, the 25-11-2020

O R D E R

In exercise of the authority conferred under provision of Rules, 7(a) of the Assam College Employees (Provincialization) Rules, 2010 and on the basis of the recommendation of the Selection Committee and the Governing Body's resolution **No. 10, dated 16-10-2020** of the Governing Body of **Sadiya College, Chapakhowa, Dist.- Tinsukia,** the following person is hereby appointed as Assistant Professor with the following terms and conditions mentioned below:

Name of the person	*Designation*	*Department*	*The Post against which the appointment is made*	*Scale of pay*
Dr. Sudarshan Gogoi, OBC as per Roster Point No. 28, (NET/Ph.D.)	**Assistant Professor**	**Chemistry**	**Newly created post for science stream.**	**Rs. 57,700-1,82,400/-**

This has the approval of Govt. vide No. AHE.594/2018/20, dated 31-07-2020

Terms and conditions:-

1. *The appointed **Assistant Professor** will be entitled to enjoy regular **U.G.C. scale of pay of** Rs. 57,700-1,82,400/- with other allowances as per rules as admissible.*
2. *The appointee concerned will have to furnish an undertaking before joining in the college as prescribed by the Finance (Budget) Department vide its letter No.BW.3/2003/Pt./11/1, dated 25-01-2005 regarding introduction of "New Pension" Rules along with the joining report.*
3. *This appointment letter is issued in anticipation of receipt of satisfactory PVR and the undersigned reserves the right to cancel the appointment order in case of receipt of unsatisfactory PVR.*

Sd/- G. Phukan, ACS
Director of Higher Education, Assam
Kahilipara, Guwahati-19.

Memo No.DHE/CE/AC/NET/SLET/431/2020/94-A Dated Kahilipara, the 25-11-2020

Copy to:-

1. The Commissioner & Secretary to the Govt. of Assam, Education (Higher) Department, Dispur, Guwahati-6.
2. The Principal, **Sadiya College, Chapakhowa, District: Tinsukia,** with reference to his letter No. SC/Apptt/2020/319, dated 31-10-2020. He is directed to certify confirming that there is no court case against the said post / incumbent. While accepting the joining report, the authority should allot routine works/ academic activities as per job chart and report compliance.
3. The Treasury Officer, **Chapakhowa.**
4. The person concerned **(Dr. Sudarshan Gogoi).** He is directed to submit the undertaking on the new pension policy alongwith the joining report to the Principal.
5. The Guard File.

Phukan 26/11/2020
Director of Higher Education, Assam
Kahilipara, Guwahati-19.

GOVERNMENT OF ASSAM
OFFICE OF THE **DIRECTOR OF HIGHER EDUCATION**, ASSAM
KAHILIPARA, GUWAHATI-19.
****

No.DHE/CE/AC/NET/SLET/741/2020/149 Dated Kahilipara, the 23-02-2021

O R D E R

In exercise of the authority conferred under provision of Rules, 7(a) of the Assam College Employees (Provincialization) Rules, 2010 and on the basis of the recommendation of the Selection Committee and the Governing Body's resolution **No. 06(B), dated 01-12-2020** of the Governing Body of **Lumding College, Lumding, District- Hojai,** the following person is hereby appointed as Assistant Professor with the following terms and conditions mentioned below:

Name of the person	*Designation*	*Department*	*The Post against which the appointment is made*	*Scale of pay*
Ms. Sudhangshu Priya Bharati, OBC, as per Roster Point No. 43, (SLET)	**Assistant Professor**	**Chemistry**	**Vice Dr. Anupal Gogoi, resigned.**	**Rs. 57,700-1,82,400/-**

This has the approval of Govt. vide No. AHE.28/2020/4, dated 04-02-2020.

Terms and conditions:-

1. *The appointed **Assistant Professor** will be entitled to enjoy regular **U.G.C. scale of pay of** Rs. 57,700-1,82,400/- with other allowances as per rules as admissible.*
2. *The appointee concerned will have to furnish an undertaking before joining in the college as prescribed by the Finance (Budget) Department vide its letter No.BW.3/2003/Pt./11/1, dated 25-01-2005 regarding introduction of "New Pension" Rules along with the joining report.*
3. *This appointment letter is issued in anticipation of receipt of satisfactory PVR and the undersigned reserves the right to cancel the appointment order in case of receipt of unsatisfactory PVR.*

Sd/- G. Phukan, ACS
Director of Higher Education, Assam
Kahilipara, Guwahati-19.

Memo No.DHE/CE/AC/NET/SLET/741/2020/149-A Dated Kahilipara, the 23-02-2021

Copy to:-

1. The Commissioner & Secretary to the Govt. of Assam, Education (Higher) Department, Dispur, Guwahati-6.
2. The Principal, **Lumding College, Lumding, District- Hojai,** with reference to his letter No. LC/DHE/02/2020/5304, dated 14-12-2020. He is directed to certify confirming that there is no court case against the said post / incumbent. While accepting the joining report, the authority should allot routine works/ academic activities as per job chart and report compliance.
3. The Treasury Officer, **Hojai.**
4. The person concerned **(Ms. Sudhangshu Priya Bharati).** She is directed to submit the undertaking on the new pension policy alongwith the joining report to the Principal.
5. The Guard File.

23/2/21
Director of Higher Education, Assam
Kahilipara, Guwahati-19.

GOVERNMENT OF ASSAM
OFFICE OF THE **DIRECTOR OF HIGHER EDUCATION**, ASSAM
KAHILIPARA, GUWAHATI-19.
****

No.DHE/CE/AC/NET/SLET/741/2020/149 Dated Kahilipara, the 23-02-2021

O R D E R

In exercise of the authority conferred under provision of Rules, 7(a) of the Assam College Employees (Provincialization) Rules, 2010 and on the basis of the recommendation of the Selection Committee and the Governing Body's resolution **No. 06(B), dated 01-12-2020** of the Governing Body of **Lumding College, Lumding, District- Hojai,** the following person is hereby appointed as Assistant Professor with the following terms and conditions mentioned below:

Name of the person	*Designation*	*Department*	*The Post against which the appointment is made*	*Scale of pay*
Ms. Sudhangshu Priya Bharati, OBC, as per Roster Point No. 43, (SLET)	**Assistant Professor**	**Chemistry**	**Vice Dr. Anupal Gogoi, resigned.**	**Rs. 57,700-1,82,400/-**

This has the approval of Govt. vide No. AHE.28/2020/4, dated 04-02-2020.

Terms and conditions:-

1. *The appointed **Assistant Professor** will be entitled to enjoy regular **U.G.C. scale of pay of** Rs. 57,700-1,82,400/- with other allowances as per rules as admissible.*
2. *The appointee concerned will have to furnish an undertaking before joining in the college as prescribed by the Finance (Budget) Department vide its letter No.BW.3/2003/Pt./11/1, dated 25-01-2005 regarding introduction of "New Pension" Rules along with the joining report.*
3. *This appointment letter is issued in anticipation of receipt of satisfactory PVR and the undersigned reserves the right to cancel the appointment order in case of receipt of unsatisfactory PVR.*

Sd/- G. Phukan, ACS
Director of Higher Education, Assam
Kahilipara, Guwahati-19.

Memo No.DHE/CE/AC/NET/SLET/741/2020/149-A Dated Kahilipara, the 23-02-2021

Copy to:-

1. The Commissioner & Secretary to the Govt. of Assam, Education (Higher) Department, Dispur, Guwahati-6.
2. The Principal, **Lumding College, Lumding, District- Hojai,** with reference to his letter No. LC/DHE/02/2020/5304, dated 14-12-2020. He is directed to certify confirming that there is no court case against the said post / incumbent. While accepting the joining report, the authority should allot routine works/ academic activities as per job chart and report compliance.
3. The Treasury Officer, **Hojai.**
4. The person concerned **(Ms. Sudhangshu Priya Bharati).** She is directed to submit the undertaking on the new pension policy alongwith the joining report to the Principal.
5. The Guard File.

23/2/21
Director of Higher Education, Assam
Kahilipara, Guwahati-19.

GOVERNMENT OF ASSAM
OFFICE OF THE **DIRECTOR OF HIGHER EDUCATION**, ASSAM
KAHILIPARA, GUWAHATI-19.
****

No.DHE/CE/AC/NET/SLET/741/2020/149 Dated Kahilipara, the 23-02-2021

O R D E R

In exercise of the authority conferred under provision of Rules, 7(a) of the Assam College Employees (Provincialization) Rules, 2010 and on the basis of the recommendation of the Selection Committee and the Governing Body's resolution **No. 06(B), dated 01-12-2020** of the Governing Body of **Lumding College, Lumding, District- Hojai,** the following person is hereby appointed as Assistant Professor with the following terms and conditions mentioned below:

Name of the person	*Designation*	*Department*	*The Post against which the appointment is made*	*Scale of pay*
Ms. Sudhangshu Priya Bharati, OBC, as per Roster Point No. 43, (SLET)	**Assistant Professor**	**Chemistry**	**Vice Dr. Anupal Gogoi, resigned.**	**Rs. 57,700-1,82,400/-**

This has the approval of Govt. vide No. AHE.28/2020/4, dated 04-02-2020.

Terms and conditions:-

1. *The appointed **Assistant Professor** will be entitled to enjoy regular **U.G.C. scale of pay of*** Rs. 57,700-1,82,400/- *with other allowances as per rules as admissible.*
2. *The appointee concerned will have to furnish an undertaking before joining in the college as prescribed by the Finance (Budget) Department vide its letter No.BW.3/2003/Pt./11/1, dated 25-01-2005 regarding introduction of "New Pension" Rules along with the joining report.*
3. *This appointment letter is issued in anticipation of receipt of satisfactory PVR and the undersigned reserves the right to cancel the appointment order in case of receipt of unsatisfactory PVR.*

Sd/- G. Phukan, ACS
Director of Higher Education, Assam
Kahilipara, Guwahati-19.

Memo No.DHE/CE/AC/NET/SLET/741/2020/149-A Dated Kahilipara, the 23-02-2021

Copy to:-

1. The Commissioner & Secretary to the Govt. of Assam, Education (Higher) Department, Dispur, Guwahati-6.
2. The Principal, **Lumding College, Lumding, District- Hojai,** with reference to his letter No. LC/DHE/02/2020/5304, dated 14-12-2020. He is directed to certify confirming that there is no court case against the said post / incumbent. While accepting the joining report, the authority should allot routine works/ academic activities as per job chart and report compliance.
3. The Treasury Officer, **Hojai.**
4. The person concerned **(Ms. Sudhangshu Priya Bharati).** She is directed to submit the undertaking on the new pension policy alongwith the joining report to the Principal.
5. The Guard File.

23/2/21
Director of Higher Education, Assam
Kahilipara, Guwahati-19.

OFFICE OF THE PRINCIPAL
DEBRAJ ROY COLLEGE
GOLAGHAT-785 621 (ASSAM)

Estd.: 1949

Accredited By NAAC with 'A' Grade in 2011 &
Selected by UGC as College with potential for excellence for Second time, 2014

Ph. : 03774-285607(P)
Fax : 03774-285607
Website : www.drcollege.ac.in
E-mail: drcollege49@gmail.com

Ref. No. : DRC/630/2021 Date: 01 / 03 /2021

From

Dr. Putul ch. Saikia, M.Sc, Ph.D
Principal
D.R. College, Golaghat

To,

Ms. Sukanya Das,
Mission Road, Golaghat

Sub: Regarding appointment in the Department of Chemistry.

Madam,

With reference to the subject cited above I have to inform you that as per approval of your post from DHE Assam vide order No. DHE/CE/AC/NET/SLET/203/2021/91 dated Kahilipara, the 26-02-2021, you are directed to joint in the post of Assistant Professor in the Department of Chemistry of this college within 15 days from the date of issue of this letter.

Thanking you.

Principal,
D. R. College, Golaghat
Principal,
D.R. College, Golaghat

Enclosed :

Letter received from DHE, Assam

Scanned by CamScanner

GOVERNMENT OF ASSAM
OFFICE OF THE DIRECTOR OF HIGHER EDUCATION, ASSAM
KAHILIPARA, GUWAHATI-19.

No.DHE/CE/AC/NET/SLET/203/2021/91 Dated Kahilipara, the 26-02-2021

O R D E R

In exercise of the authority conferred under provision of Rules, 7(a) of the Assam College Employees (Provincialization) Rules, 2010 and on the basis of the recommendation of the Selection Committee and the Governing Body's resolution **No. 2(C), dated 29-01-2021** of the Governing Body of **D.R. College, Golaghat, District- Golaghat,** the following person is hereby appointed as Assistant Professor with the following terms and conditions mentioned below:

Name of the person	*Designation*	*Department*	*The Post against which the appointment is made*	*Scale of pay*
Ms. Sukanya Das, U.R., as per Roster Point No. 03, (NET, SLET)	**Assistant Professor**	**Chemistry**	**Vice Dr. Nripen Kr. Boruah, retired.**	**Rs. 57,700-1,82,400/-**

This has the approval of Govt. vide No. AHE.28/2020/4, dated 04-02-2020.

Terms and conditions:-

1. *The appointed **Assistant Professor** will be entitled to enjoy regular **U.G.C.** scale of pay of* Rs. 57,700-1,82,400/- *with other allowances as per rules as admissible.*
2. *The appointee concerned will have to furnish an undertaking before joining in the college as prescribed by the Finance (Budget) Department vide its letter No.BW.3/2003/Pt./11/1, dated 25-01-2005 regarding introduction of "New Pension" Rules along with the joining report.*
3. *This appointment letter is issued in anticipation of receipt of satisfactory PVR and the undersigned reserves the right to cancel the appointment order in case of receipt of unsatisfactory PVR.*

Sd/- G. Phukan, ACS
Director of Higher Education, Assam
Kahilipara, Guwahati-19.

Memo No.DHE/CE/AC/NET/SLET/203/2021/91-A Dated Kahilipara, the 26-02-2021

Copy to:-

1. The Commissioner & Secretary to the Govt. of Assam, Education (Higher) Department, Dispur, Guwahati-6.
2. The Principal, **D.R. College, Golaghat, District- Golaghat,** with reference to his letter No. DRC/576/2021, dated 30-01-2021. He is directed to certify confirming that there is no court case against the said post / incumbent. While accepting the joining report, the authority should allot routine works/ academic activities as per job chart and report compliance.
3. The Treasury Officer, **Golaghat.**
4. The person concerned **(Ms. Sukanya Das).** He/She is directed to submit the undertaking on the new pension policy alongwith the joining report to the Principal.
5. The Guard File.

26/2/21
Director of Higher Education, Assam
Kahilipara, Guwahati-19.

Scanned by CamScanner

ZAKTI DIGITAL
we play everything

info@zaktidigital.com
+91 9365112600
CIN U51909AS2017PTC018072

Ref: ZDS/HR/19-20/021 **Date: 04-07-2020**

To

Miss. Anushthatri Sharma
C/O- Mintu Sharma
House no- T.E. grant 655pt
Vill-Gohpur, Ward-5,
Gohpur-784168, Dist-
Biswanath, Assam

Subject: Letter of Appointment

Dear Anushthatri,

We are pleased to offer a position of **"Content Writer"** at Zakti Digital Services Pvt Ltd, Guwahati with effect from **15.07.2020.**

PROFESSIONAL ASSISTANCE
FOR DEVELOPMENT ACTION

प्रदान Pradan

425/149/APTR/72 June 15, 2020

Mr. Manash Phukan
PUB Shanti Nagar,
Kahilipara,
Guwahati,
Assam – 781019.

Dear Mr. Phukan,

On behalf of PRADAN, I am happy to welcome you to our Development Apprenticeship programme.

Rural community development is a complex process, involving the interplay of social, economic and political forces. It is our belief that a well-educated person motivated to help the disadvantaged sections of the society can accelerate this process and make the society more humane. It requires sustained engagement with people in the villages and many educated youth like you wish to do that. However, most lack the perspective and skills needed for effective grassroots work. These perspectives and skills can be acquired through guided reflective practice. The purpose of the Apprenticeship programme is to provide such learning opportunities.

Your Apprenticeship is for a period of 12 months from August 05, 2020. During this period you would be engaged in grassroots action in a team and participate in events designed for reflection. Through this process we expect you to develop your perspective about village community and its interactions with the rest of the society; and develop your ability to facilitate the process of social transformation.

We also expect you to judge your own commitment and suitability for this kind of work as 'making an informed choice' is imperative to a sustained and meaningful contribution in this field. I would urge you to utilize the first seven days to observe the life and work of PRADAN professionals and the life condition of the people with whom we work. You may not have fully anticipated the kind of pressures such a choice would exert on you. Do use this chance to reflect on the choice you are making. There are lots of opportunities for sensitive, committed and skilled youth willing to work in villages.

For the initial period of your Apprenticeship you will be placed in our Bhanupratappur team located in Kanker district of Chhattisgarh with my colleague Mr. Preetam Gupta, Team Coordinator. **Your placement may change due to organisational needs and in such a case you will be intimated atleast 15 days before your date of joining**.

You will receive a monthly stipend of ₹ 24,000 (Rupees twenty four thousand only) for the period of your Apprenticeship. You will abide by the General Administrative Rules applicable to all Development Apprentices, a copy of which is included with this offer.

As an Apprentice you shall not accept or take up any employment or engage yourself in any business, etc. You will also not make yourself directly or indirectly interested in the business of any other person or entity. Further, PRADAN will have the discretion of assigning you with any work suitable for your qualification and/or experience.

You may be placed anywhere within the operational area of PRADAN, whether existing or future, anywhere in India. Your Apprenticeship may be terminated at a day's notice on either side and entails no obligation on either side.

If the perspective and terms set out in this letter are acceptable to you please sign a copy of this letter and mail it to us along with self-attested copies of all your certificates and mark-sheets as a token of your agreement by July 10, 2020. Please note, if we do not receive the acceptance of the offer letter by **July 10, 2020,** then the offer will stand **null and void.**

Please report to my colleague Mr. Preetam Gupta, Team Coordinator, at our office (address given below) on forenoon of August 05, 2020.

PRADAN, Karmachari Colony, Bhanupratappur, Distt. – Uttar Bastar Kanker,
Chhattisgarh – 494669. Telephone No: 09098826438, Email: preetamgupta@pradan.net

At the time of joining please bring with you (a) two copies of your latest passport sized photographs (b) report on blood group and (c) original copies of your certificates and testimonials, etc. in support of your qualification and experience and produce them to whom you report for verification. You also need to provide either original or provisional certificate and mark sheets of your final degree at the time of your joining. **The offer is valid only if you meet PRADAN's eligibility criterion which is enclosed for your reference.**

Kindly inform (***only by email***) Mr. Preetam Gupta, Team Coordinator about your time of arrival on August 05, 2020. This information needs to reach latest by *July 20, 2020.*

In case you do not want to join us please do let us know by email at recruit@pradan.net so that we can arrange for somebody else to join in your place. This communication will help somebody else realize her/his dream.

I take this opportunity to congratulate you for choosing a career in public service for rural community development and welcome you to the fraternity of grassroots development workers.

With my good wishes,

Yours sincerely,

Narendranath Damodaran
Executive Director

Encl.: A/a

I have read this letter and the General Administrative Rules for the Apprenticeship Programme and accept the terms therein. At the time of joining Apprenticeship, I would have completed all course requirements for my final degree.

Signature: Name:

Place : Date :

FUTURISTS
THE ACE MARKETERS

Date: October 2, 2021

Dear Sanjukta Sarma,

We are pleased to offer you the position of a "Content Writer" in our company, subject to the terms and conditions (enclosed herewith on page 2). If you accept the offer under the terms and conditions, please sign and return the form of acceptance on the duplicate copy of this letter within 2 days from the receipt of the same along with the documents (mentioned in the Terms & Conditions)

We look forward to working with you and your valuable contributions towards the growth of the company and your career.

Team Futurists

FORM OF ACCEPTANCE

I Sanjukta Sarma accept the offer, subject to the terms and conditions outlined in this letter of appointment, dated October 19, 2021

Sanjukta Sarma 19/10/21
(SIGNATURE & DATE)

Lachit Nagar, Guwahati,
Assam,
Pincode: 781007

+91 7002912564
hello@futurists.in
www.futurists.in

FUTURISTS
THE ACE MARKETERS

Terms and Conditions

Since it is the beginning of your learning stage, we will make sure your journey turns out to be interesting and fruitful. Our team will be in continuous contact with you, for coordinating and betterment of your work.

Your Job Role:

- Create new content to assist marketing campaigns
- Write crisp and compelling marketing content for Google & Facebook Ad campaigns
- Conceptualize and write creative copies for Social Media channels
- Creative thinker with an avid interest in social media trends
- Write research-based blogs. (long-form and short-form content)
- Work closely with marketing team members

1. Commencement Date & Duties:

You will join your duty on September 23, 2021. The management will be assigning your duties to you from time to time and you have to carry out the same sincerely to their satisfaction.

2. Remuneration:

- You will be paid a monthly salary of Rs. 8,000.
- Your performance will be reviewed at the end of 12 months and you will have an increase in payroll, if any shall be at the discretion of the company.
- Candidates absent will be deducted on a monthly basis unless otherwise decided by the management on a case to case basis.
- Employees are requested not to disclose their salary among other members/employees of the organisation.

3. Working Hours:

- The working hours are from: 10:00 to 19:00 (IST) Monday to Saturday; 9:45 - 10:00 a.m. being the reporting time at work.
- A late fine of Rs. 100 will be charged if you reach office after 10:00 a.m.

4. Company's Interest:

It is imperative that you devote your full attention to the company and refrain from conducting other business unless otherwise approved by the management. You will at all times be true and faithful to the company in your execution of duties and responsibilities. You will not draw or endorse any bill on behalf of the company or

attempt to do so as far as the company may have authorized you. You shall not disclose or divulge at any time to any persons, firms or corporations any secret or confidential information regarding the business of the company which you may have access during your employment.

5. Non-compete:
You are not allowed to run, facilitate, participate in any of the competing businesses or activities during your course of employment.

6. Full Disclosure:
You need to disclose your involvement in any of the revenue making activities or businesses and obtain a written approval before-hand to conduct such activity.

7. Fidelity Clause:
You are not to divulge the company's secrets to any interested parties for personal benefits or otherwise.

8. If at any time you shall be found guilty of misconduct or breach of trust prejudicial to the company's interest and/or inconsistent with the fulfillment of the expressed or implied conditions of services or in willful breach or continued neglect of the terms and conditions of employment enumerated in this letter or of the duties from time to time assigned to you, then and in any such case, the company may terminate your employment forthwith without any notice or payment in lieu of notice. The decision of the company in this regard should be final.

9. Leave Policy:
- You would be allowed a total of 10 paid leaves in a year. All medical and emergency leaves would be deducted from this leave unless otherwise approved by management.
- Paid or Emergency leave can't be more than 3 days in consecutive unless otherwise approved by management
- All leave must be applied for at least 5 working days in advance and well informed to your team so that the daily tasks are not hampered
- Any emergency or paid leave after a long holiday would not be allowed unless otherwise approved by management.

10. Termination of Employment:

Your service in the company is terminable:

- by the company summarily, if you should be adjudicated bankrupt or be guilty of gross default or misconduct or breach or non-observance of any of the stipulation herein contained:
- or by notice in lieu by either side during the probation period:
- or as a confirmed employee by 30-day notice in writing or salary in lieu of 30 days notice from either party.

11. Absence from work:

- Absence from work must be informed to the management a day prior or the same day before 9 a.m. in case of emergency; to ensure the smooth workflow.

By signing below, I hereby acknowledge that I have completely read and fully understand the terms and conditions mentioned above, also the following submitted documents are true to my knowledge:

ID Proof:
Address Proof:
Photo (2 copies)

Signature by the Employee:
Name: Sanjukta Sarma
Dated: 19/10/21
Sign: Sanjukta Sarma

Signature by the Management:
Name: Neha Kabra.
Dated: 19/10/21
Sign:

Date: October 22, 2020

Strictly Private & Confidential

Aparajita Barthakur

Dear Aparajita Barthakur,

Re: Offer Letter

Congratulations! Further to your application for employment with us and the subsequent selection process, we are delighted to offer you the role of **Associate Analyst.** The role will be based in our office in "Navi Mumbai" but due to the current pandemic situation across the globe your role will be temporarily based in our temporary office in **Guwahati** (the exact address will be communicated to you via an e-mail) with the joining date of **Oct 27, 2020.** Please note that in accordance with the needs of the business or due to any unforeseen circumstances, you may be required, from time to time, to work from other locations in India or out of India. In case, you are required to work from other location due to whatsoever reason(s), all the terms and conditions mentioned in this offer letter / service agreement will remain same including the monetary terms. However, discretion to change / add / delete / amend any of the term including monetary terms in such a scenario will exclusively vest with the Company.

Your Gross CTC (Cost to Company) and the related important terms have been detailed in the Annexure A to this letter.

Please note that this offer is subject to following conditions:

a. You satisfactorily clear the background check as per the company policy.

b. You do not have any contractual obligations with respect to your earlier contracts that would prevent you from delivering your responsibilities with the Company or taking up this position with this Company.

c. You do not have any health restrictions that might interfere with your ability to perform the inherent job requirements and job demands of the above-mentioned role.

You are requested to note the important Terms:

1. Your employment will be governed by the rules, regulations & policies of the Company. All the benefits are as per the Company's policies, which are subject to change from time to time.

2. On your joining, you are expected to enter into an agreement, which details the scope, terms and conditions of your employment, the necessary training and the contractual obligation to be with XL Dynamics.

3. You will also be required to sign and agree to be bound by The Employee Non-disclosure, Non-solicitation and Non-competition Agreement when you join the employment of the Company.

4. You will serve a probationary period of 6 months. On successful completion of the probation, your employment with the Company will stand confirmed subject to the terms and conditions as per Company policies.

5. Non-compliances with the below mentioned policies/ rules and regulations will result in disciplinary action which may include, depending on the circumstances, the termination of employment:

    - HR, IT, Compliance & Corporate Policies.
    - No leaves (planned or unplanned) during the first three months of probation period.
    - Meeting the performance standards as laid down by the Company during your entire tenure.

6. Notice Period
   Notice period to end the service agreement:

    - If the tenure of employment is less than or equal to 90 days, then the notice period is 1 day for either party.
    - If the tenure of employment is between 90 days and completion of probationary period, then the notice period is 30 days for either party.
    - On successful completion of probation, the notice period is 60 days for either party.

   It is at the absolute discretion of the Company whether the period / part of notice shall run concurrently with the period of any leave, which may be due or may be granted to you. However, in case of your resignation, the Company reserves the right to relieve you immediately / earlier than the aforesaid notice period without payment of any balance notice period compensation.

   The Company reserves the right to terminate your employment without notice or pay in lieu of notice in the case of:

    - absence for a continuous period of two days without prior approval of your supervisor during probation.
    - absconding from and abandonment service or responsibilities for a period of 2 days without prior notice or handover; even if you return to work after absconding.
    - breach of terms & conditions contained in the Appointment Letter, Employee Confidentiality &Non-Disclosure Agreement.
    - breach of the terms as stated in the HR Policy Handbook/ Company Policies and Procedures Manual.
    - breach of Health and Safety policies.

- breach of Code of Conduct resulting in gross misconduct which includes but is not limited to dishonesty, fraud, breach of Company confidentiality, pilferage and theft, attending work under the influence of alcohol, drugs or other intoxicating substances, serious breach of health and safety or Company rules and policy, disobedience of reasonable orders from superiors, causing actual or threatening physical harm and causing damage to Company property and breach of security. Consumption of alcohol, drugs, narcotics, intoxicants or any banned substance while on a Company Project or in a Company provided accommodation is prohibited and ground for immediate dismissal.
- Found guilty of a crime by a court of competent jurisdiction, that would bring to question your character, integrity or your respect for the Law.
- misuse of Company Property or Resources. Examples include but are not limited to making reimbursement claims with false or unauthorized invoices, using the company internet for personal use, using company laptops or equipment for unauthorized uses such as trading in shares, etc.

An Experience letter will not be provided to employees who exit the Company during their probationary period or in the event of the termination of the service agreement for all cases mentioned above.

7. Defaults on any current financial obligations (loans, credit cards, etc.) would negatively affect the company's decision to employ you.

8. This agreement shall be governed by & construed in accordance with laws of India and the parties hereto submit to the exclusive jurisdiction of the courts of Mumbai.

9. Taxes will be deducted or levied as applicable on the amounts payable / receivable upon your separation from the organization.

10. **Return of Company Property**
    On request by the Company or in the event of the termination of the service agreement by either party for whatsoever reason, you are to mandatorily, return to the Company, at your own cost, within 2 days, all the Company belongings / properties issued to you during your tenure with the Company, which includes cash/funds, Company credit / debit cards, your ID Card, access card, mobile/SIM, PCs, Laptops, keys, computer hard and software, all kinds of electronic storage devices including disks and all documentation in whatever form including notes and minutes of meetings, client lists, diaries and address books, computer printouts, plans, projections, together with all copies which are in your possession or under your control and all other item(s) issued to you but not mentioned here in above.

    In case of Separation, the Full and Final Settlement will be done once the Company belongings / properties are returned back to the company.

    The ownership of all such property and documents will at all times remain vested with the Company.

11. **IT Security and Data Integrity and Theft Policy**
    You are strictly prohibited from:

1. Allowing household members to view the work being done at XL Dynamics.
2. Allowing household members to view confidential Borrower or Client information.
3. Sharing login details with household members or any person.
4. Allowing others to access and use any XL Dynamics Company Equipment.
5. Sharing client information with any third parties.
6. Leaving the PC unlocked when away from the system or on break.
7. Not taking sufficient precautions to ensure no one can peek into or eavesdrop on information being worked on by the employee through the window or other such viewpoints.
8. Tampering with the systems, attempting to disable security protocols, etc.
9. Any other acts of carelessness which exposes Confidential Information to misuse.
10. Taking / clicking picture / video of the data from the computer / laptop screen.

Any such breach of IT Policy , Data Integrity and Data Theft Policy would not only result in immediate Termination of the services with the Company, but also Penal and Criminal action(s) against the Employee under the Cyber Crime Prevention statutes in the Indian Penal Code, Information Technology Act (IT Act) and The Copyright Act.

12. **Refundable Security Deductions against Company Property**

A specific amount per month will be deducted from your CTC during the initial 12 months of your service with the Company as refundable security deductions towards the company property(ies) issued / will be issued to you. The amount so deducted will be interest free. This cumulative amount of such deductions will be paid to you at the time of your separation from the Company / return of such company belongings / properties to the Company, as the case may be, in good condition, at your own cost, as was/were issued to you. The cumulative refundable amount will be refunded to you as per the below details:

1. In case the company belongings / properties are returned to the company during the tenure of the employment then the applicable refundable amount will be paid in the next payable salary.
2. In case of Separation, the applicable refundable amount will be paid along with your full and final settlement.
3. In case of non-submission of the company belongings / properties, the cumulative refundable amount will not be refunded back.
4. In case of damage / loss to/of any of the Company belonging / property issued to you, the recovery of such damage / loss will be made good from such cumulative amount deducted from your CTC.

The decision of the Company will be final and binding on you for the amount to be forfeited from your ibid cumulative amount lying with the Company, in order to make good, the loss incurred by the Company towards damage / loss to its property / belonging issued to you. Please refer Point no. "i" of the Important Points under Annexure "A" of this letter for the applicable amount.

13. **Use of Company Equipment**

You are solely responsible for the safe keep and integrity of all the Company equipment issued to you or which you are / will be carrying along with you, as well as its safe (in as it is working & good condition) return once the company ask you to return or at the time of Separation, whichever is earlier. In case any of the Company property is damaged / lost during your tenure due to whatsoever reason, you hereby indemnify & agree to pay a flat

penalty / damage charges as per clause 12. You also indemnity, undertake & agree that the decision of the Company in this regard will be final & concluding and will be binding upon you.

14. **Training & Training recovery cost**
    You will be required to undergo an initial training provided by the Company for its work. The duration of the training will be specified to you as per your domain / stream at the time of your joining and will be imparted to you during any of the shift (i.e. day / night / rotational) as per Company's need, irrespective of the shift you have been offered. You are required to complete the training within stipulated time frame or else the duration of the training may be extended further for 7 days or till the time you meet the qualifying criteria, whichever is earlier. You might have to attend the training session on weekend (i.e. Saturday / Sunday) to complete the training within timeliness, for which, you will be intimated by your trainer in advance. Your continued employment with the Company is subject to your meeting the qualifying criteria during and at the end of the training.

    Since, the above training provided to you by the Company involves a substantial cost to the company, you are hence expected to serve employment of the company for at least a period of three months from the date of your appointment. In case you leave your employment with the Company within the aforesaid period of 3 months, you are required to reimburse the cost of training imparted to you which is quantified at Rs. 15,000/- (Fifteen Thousand Only).

Kindly note the terms of this offer letter shall remain confidential and are not to be disclosed to any third party. All queries and concerns about this offer letter should be addressed ONLY to offers.india@xldynamics.com

Welcome to XL Dynamics. We wish you a long, rewarding and fulfilling career and look forward to your joining us. To confirm your acceptance of our offer, you need to sign, scan and return one copy of this offer letter by return email within 2 working days of receiving this offer letter.

Yours sincerely,



Dipika Pawar
Authorised Signatory

I have read, understood and agree to the terms and conditions as set forth in this offer letter and Annexure A. I also understand that non adherence to the terms listed above may result in withdrawal of my offer letter with XL Dynamics with immediate effect.

Signed : _____ Date : _____

Print Name : Aparajita Barthakur

Annexure A

Candidate's Name	Aparajita Barthakur
Position Offered	Associate Analyst
Shift	Night
Contract	NA
Joining Date	Oct 27, 2020

Salary Details

Fixed Components	**Monthly**	**Annual**
Basic	15000	180000
HRA	6000	72000
Medical Reimbursement	1250	15000
Conveyance	1600	19200
COLA	164	1968
Variance Components (See notes)		
Monthly Performance Incentive	5334	64008
Annual Bonus	1333	15996
Medical Benefits (See notes)		
Mediclaim	130	1560
Retirements Benefits (See notes)		
Provident Fund (Company Contribution)	1800	21600
Gratuity	722	8664
Total CTC	**33333**	**399996**

Important Terms with respect to your CTC:

a. Shift Allowance:

1. An additional Shift Allowance of Rs. 1,00,000/- Per Annum is applicable for all employees who are working in a Night Shift.

2. An additional Shift Allowance of Rs. 50,000/- Per Annum is applicable for all employees who are working in a Mid Shift.

b. Your monthly take home salary will consist of the components contained in the "Monthly Column" under "Fixed Components" of the Annexure, which includes Basic, HRA, Medical Reimbursement, Conveyance, COLA, and Shift Allowance (if applicable).

c. Monthly Performance Incentive will be applicable post completion of your training once you start working/ contributing on productive tasks for the company's objectives. This may vary every month based on your performance during the month.

d. Annual Bonus if applicable will be paid once in a year depending on many factors including but not limited to the Employee's Individual performance, Team performance, Company performance, Market conditions, KRAs and Company Policies and Strategies at the time of Annual Bonus disbursement.

e. Medical benefits will be applicable to you for self only from the day of your joining with XL Dynamics. This covers cashless hospitalization facility in case of listed hospitals or reimbursement of hospitalization expenses in case of non-listed hospitals. Accidental cover will also be provided to you for self from the date of your joining to the company.

f. "Provident Fund" (Company Contribution) and "Gratuity" components are paid by XL Dynamics to concerned Government authorities. Your eligibility and the pay outs of Provident Fund & Gratuity amounts will be determined in strict accordance with the provisions of "The Employees Provident Fund Act, 1952" & "The Payment of Gratuity Act, 1972" respectively, including but not limited to the minimum service periods set forth therein.

g. Deductions from your monthly salary would include, "Professional Tax", "Income Tax" and "Provident Fund" (Employee Contribution).

h. Your Gross Monthly Salary would be the total of "Fixed Components" + "Monthly Performance Incentive" as applicable.

i. Rs. 3500/- will be deducted from your monthly salary towards Interest free refundable security deposit against the company property/ies issued to you. This retained security deposit will be refunded to you as described in the clause No. 12 specified above in this letter.

Signed : _____ Date : _____

Print Name : Aparajita Barthakur

OIL AND NATURAL GAS CORPORATION LTD.
Assam Asset, Nazira
Recruitment & Promotion Section
ROB-III, Second Floor
Tel. 03772-241024/241011

Umesh Kaushik
Manager (Industrial Engineering)
I/C Recruitment & Promotion

No: AA/R&P/OL_01_2019/608 **Date: 26.08.2020**

Dear Ms. BHAGYA LAXMI BRAHMA NARZARY,

Please accept our congratulations for successfully completing the selection process of Oil and Natural Gas Corporation Ltd. It gives me pleasure to extend the offer of employment to you on behalf of ONGC, and welcome you to one of the Nation's Biggest and Most profitable Maharatna Public Sector Undertaking.

2. We are pleased to offer you the position of **Junior Assistant (Accounts)** which carries pay scale of **11,000 - 24,000/-**. In addition, you will be entitled to draw DA and other allowances, as per company rules.

3. The terms and conditions of your appointment are annexed to this letter as **Annexure-I** and we trust that the same would be acceptable to you and request you to go through them carefully. We request you to communicate in writing your acceptance of the same through return mail to this email id-(recruitmentassam@ongc.co.in) within 10 days i.e. by **05.09.2020**, and thereafter report to **I/c HR/ER JORHAT,** for further assignment of duties.

4. At the time of joining, you will need to submit all your original qualification documents, which include your complete testimonials, PRC (Permanent Residence Certificate)/Domicile Certificate issued by office of Deputy Commissioner (DC/ADC/SDO), valid Caste Certificate in case of candidates belonging to SC/ST/OBC Category issued by competent authority with caste/community name as per Centre's list of SC, ST & OBC for the State of Assam, PwD/Disability Certificate (If applicable) in prescribed format, Release Letter if employed in PSU/ Government etc. along-with photocopies of the same. Submission of necessary documents confirming that you meet the prescribed qualification criteria is mandatory.

5. Further, the appointment is subject to the production of certificate of medical & physical fitness from the Medical Officer of ONGC Clinic/Hospital, as mentioned in **Annexure-1**.

6. It is advisable to have a valid PAN card and Aadhaar card at the time of joining, to facilitate payment of pay and allowances/statutory benefits in ONGC.

7. Please join the position offered to you on or before **10.10.2020**. For any other query or help, please feel free to call my office on 03772-241024/241011. You are posted at **FINANCE - JORHAT.**

8. We eagerly look forward to you becoming part of this great Organization.

Yours sincerely,

26/08/2020

(UMESH KAUSHIK)

Ms. BHAGYA LAXMI BRAHMA NARZARY,
QTR NO. 370B NEW COLONY,
BONGAIGAON, ASSAM- 783380.

Regn. No. 180301041589, Name- BHAGYA LAXMI BRAHMA NARZARY, Post- Junior Assistant (Accounts)

ANNEXURE –I

Terms and Conditions of the Appointment

i) The post is temporary and the appointment is provisional.

ii) The appointment carries with it the liability to serve in any part of India or world.

iii) You will be on probation for a period of one year from the date of appointment. Depending upon your performance, this period may be extended at the discretion of the Competent Authority if necessary. During the period of probation, your services are liable to be terminated at any time without notice, and/or assigning reasons, whatsoever.

iv) After completion of the period of probation, the appointment may be terminated at any time, by one / three months' notice to be given by side, you or the appointing authority, without assigning any reasons. The appointing authority, however, reserves to itself the right of terminating the services of you without notice or before expiry of the stipulated period of notice by making payment of a sum equivalent to the pay and allowance for the period of notice or the expired portion thereof.

v) You are required to serve in the ONGC (Territorial Army) for a period of 7 years in the Territorial Army and 8 years in the Territorial Army Reserve or for such period as may be laid down, in this behalf, from time to time.

vi) The Corporation will not take any responsibility for the posting of husband and wife together except where it does not hamper growth of the individual in the Corporation or does the Corporation suffer due to the lack of rotation of the individual in various types of work.

vii) You will undergo such training and such tests as may be specified by the corporation from time to time.

viii) On accepting and joining employment, a woman employee shall be covered under the Maternity Benefit Act, 1961(as amended time to time) which regulates the employment of women in certain establishments for certain periods before and after child birth and provides for maternity benefit and certain other benefits. Subject to the provisions of the Act, a woman employee shall be entitled to the following inter-alia:

a) Prohibition of work or employment during certain period (Sec. 4)
b) Payment of maternity benefit (Sec. 5, 7, 9, 10 and 13)
c) Facility to work from home on mutually agreed terms (Sec. 5 (5))
d) Nursing breaks (Sec. 11)
e) Provision of crèche facilities (Sec. 11A (1))
f) Protection from dismissal during absence of pregnancy (Sec. 12)

Further, ONGC follows the policy of zero tolerance for sexual harassment at work place and provides safe and secure workplace for women employees as per the provisions of Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013.

ix) Other conditions of service will be governed by the relevant rules, regulations and orders in force from time to time.

x) At the time of reporting for joining you should bring the medical examination form (enclosed) along-with all relevant test reports, duly signed by (Any Govt. Doctor / Registered Medical Practitioner) with seal clearly indicating the Registration Number. The appointment is subject to final certification of medical/ physical fitness by ONGC medical authority.

xi) You will have to take an oath of allegiance (or make a solemn affirmation to the effect).

xii) You will have to take an Oath, under Official Secret Act, 1923.

xiii) You will be required to furnish a declaration before appointment that in the event of you having more than one spouse living; or being married to a person having more than one spouse living, the appointment will be subject to you being formally exempted from the enforcement of requirement in his behalf for good and sufficient reasons.

xiv) The appointment is further subject to the production of the following original certificates at the time of joining:

a) Domicile Certificate/PRC (Permanent Residence Certificate) issued by office of Deputy Commissioner (DC/ADC/SDO)-PRC issued for the purpose of higher education is also acceptable;
b) Discharge Certificate from the previous employer, if any;
c) Self-Attested copies of certificates and mark-sheets of the essential qualification and experience prescribed for the post such as 10th Class/HSC/ITI/Trade Certificate/ Diploma/Degree /Post Graduation etc.;
d) Necessary valid heavy vehicle driving license and valid certificate of competency as electrical supervisor, if applicable for the post;
e) National Apprentice Certificate (NAC) issued by National Council for Vocational Training (NCVT) for the posts of Junior Assistant Technician (Production/Cementing/Electrical/Diesel/Welding/Machining/Fitting;
f) Certificate of Proficiency (COP) issued by Ministry of Human Resource Development for the posts of Assistant Rigman (Drilling), Assistant Technician (Production/Mechanical/Electrical/Instrumentation);
g) 10th Pass Certificate as proof of age;
h) Relevant Disability/PwD Certificate (if applicable) in prescribed format (available on www.ongcindia.com);
i) **Caste Certificate in the prescribed format issued by competent authority (as mentioned in the caste certificate format) in support of claim belonging to SC/ST/OBC category, with caste/community name as per Centre's list of SCs, STs and OBCs applicable for the State of Assam. The prescribed caste certificate format for SC, ST & OBC along-with Centre's list of SCs, STs and OBCs are available on www.ongcindia.com under the tab 'Recruitment of Non-Executives for Assam-2019 – Advt. No. 1/2019'.** In case of OBC candidates, the appointment is subject to the submission of **Latest Non Creamy Layer Certificate** issued by the Competent Authority indicating that he / she does not belong to the persons / Sections (Creamy Layer) as mentioned in Column 3 of the Schedule to the Memorandum No. No.36012/22/93-Est. (SCT) dated 08/09/1993 of GOI, Department of Personnel and Training, and subsequent instructions / modifications issued by the Department of Personnel and Training in this regard, from time to time, failing which the candidature for appointment would not be considered.

xv) Your offer of appointment has been issued as per the name given in 10th Pass Certificate. In case of any discrepancy in Name's/Surname's spelling or Date of Birth in any other document (s), the same needs to be aligned with the details given in 10th Pass Certificate.

xvi) You will submit the following documents in prescribed format (attached in email) at the time of joining:

a) Affidavit as per attached format on Rs.10/- non judicial stamp paper duly notarized.
b) Attestation form (in triplicate) duly completed along with 3 copies of photographs of passport size. As a special case the condition of verification of character and antecedents has been relaxed, on the specific condition that the appointee gives an undertaking in the form of affidavit, as per the pro-forma, which should be sufficiently stamped and sworn in before a 1st class Magistrate.
c) Character certificate.
d) Declaration of Citizenship in the prescribed form.
e) Combined Nomination against Contributory Provident Fund (CPF), Gratuity, Composite Social Security Scheme (CSSS), Post Retirement Benefit Scheme (PRBS) and other dues.
f) Declaration for home town for the purpose of grant of leave fare assistance to be furnished within 6 months from the date of appointment, failing which the permanent address entered in the application form at the time of initial appointment in the Corporation will be taken into consideration for the purpose.
g) Legal undertaking as per attached format on Rs.10/- non judicial stamp paper duly notarized.
h) Declaration of marriage.
i) Medical examination form with medical norms.
j) Declaration of movable and immovable assets in the pro-forma to be submitted on joining.
k) Oath of allegiance.
l) Declaration of relationship with Directors.
m) Territorial Army (TA) joining form.

xvii) **In case the offer of appointment is accepted by you, you should join on or before the date mentioned in your offer of appointment.** After expiry of the period as aforesaid the offer of appointment shall automatically and without further reference stand cancelled unless extension is granted by the Competent Authority of the Corporation. In case you join after expiry of 45 days period, as above but within the extended period you shall be considered junior to all those who have joined before you in the cadre.

***

Solutions Unlimited

Date: December 09, 2020

Strictly Private & Confidential

Bhaswati Barman

Dear Bhaswati Barman,

Re: Offer Letter

Congratulations! Further to your application for employment with us and the subsequent selection process, we are delighted to offer you the role of **Associate Analyst.** The role will be based in our office in "Navi Mumbai" but due to the current pandemic situation across the globe your role will be temporarily based in our temporary office in **guwahati** (the exact address will be communicated to you via an e-mail) with the joining date of **Dec 15, 2020.** Please note that in accordance with the needs of the business or due to any unforeseen circumstances, you may be required, from time to time, to work from other locations in India or out of India. In case, you are required to work from other location due to whatsoever reason(s), all the terms and conditions mentioned in this offer letter / service agreement will remain same including the monetary terms. However, discretion to change / add / delete / amend any of the term including monetary terms in such a scenario will exclusively vest with the Company.

Your Gross CTC (Cost to Company) and the related important terms have been detailed in the Annexure A to this letter.

Please note that this offer is subject to following conditions:

a. You satisfactorily clear the background check as per the company policy.

b. You do not have any contractual obligations with respect to your earlier contracts that would prevent you from delivering your responsibilities with the Company or taking up this position with this Company.

c. You do not have any health restrictions that might interfere with your ability to perform the inherent job requirements and job demands of the above-mentioned role.

You are requested to note the important Terms:

1. Your employment will be governed by the rules, regulations & policies of the Company. All the benefits are as per the Company's policies, which are subject to change from time to time.

2. On your joining, you are expected to enter into an agreement, which details the scope, terms and conditions of your employment, the necessary training and the contractual obligation to be with XL Dynamics.
3. You will also be required to sign and agree to be bound by The Employee Non-disclosure, Non-solicitation and Non-competition Agreement when you join the employment of the Company.

4. You will serve a probationary period of 6 months. On successful completion of the probation, your employment with the Company will stand confirmed subject to the terms and conditions as per Company policies.

5. Non-compliances with the below mentioned policies/ rules and regulations will result in disciplinary action which may include, depending on the circumstances, the termination of employment:

   - HR, IT, Compliance & Corporate Policies.
   - No leaves (planned or unplanned) during the first three months of probation period.
   - Meeting the performance standards as laid down by the Company during your entire tenure.

6. Notice Period
   Notice period to end the service agreement:

   - If the tenure of employment is less than or equal to 90 days, then the notice period is 1 day for either party.
   - If the tenure of employment is between 90 days and completion of probationary period, then the notice period is 30 days for either party.
   - On successful completion of probation, the notice period is 60 days for either party.

   It is at the absolute discretion of the Company whether the period / part of notice shall run concurrently with the period of any leave, which may be due or may be granted to you. However, in case of your resignation, the Company reserves the right to relieve you immediately / earlier than the aforesaid notice period without payment of any balance notice period compensation.

   The Company reserves the right to terminate your employment without notice or pay in lieu of notice in the case of:

   - absence for a continuous period of two days without prior approval of your supervisor during probation.
   - absconding from and abandonment service or responsibilities for a period of 2 days without prior notice or handover; even if you return to work after absconding.
   - breach of terms & conditions contained in the Appointment Letter, Employee Confidentiality &Non-Disclosure Agreement.
   - breach of the terms as stated in the HR Policy Handbook/ Company Policies and Procedures Manual.
   - breach of Health and Safety policies.
   - breach of Code of Conduct resulting in gross misconduct which includes but is not limited to dishonesty, fraud, breach of Company confidentiality, pilferage and theft, attending work under the influence of alcohol, drugs or other intoxicating substances, serious breach of health and safety or Company rules and policy, disobedience of reasonable orders from superiors, causing actual or threatening physical harm and causing damage to Company property and breach of security. Consumption of alcohol, drugs, narcotics, intoxicants or any banned substance while

on a Company Project or in a Company provided accommodation is prohibited and ground for immediate dismissal

- Found guilty of a crime by a court of competent jurisdiction, that would bring to question your character, integrity or your respect for the Law
- misuse of Company Property or Resources. Examples include but are not limited to making reimbursement claims with false or unauthorized invoices, using the company internet for personal use, using company laptops or equipment for unauthorized uses such as trading in shares, etc.

An Experience letter will not be provided to employees who exit the Company during their probationary period or in the event of the termination of the service agreement for all cases mentioned above.

7. Defaults on any current financial obligations (loans, credit cards, etc.) would negatively affect the company's decision to employ you.

8. This agreement shall be governed by & construed in accordance with laws of India and the parties hereto submit to the exclusive jurisdiction of the courts of Mumbai.

9. Taxes will be deducted or levied as applicable on the amounts payable / receivable upon your separation from the organization.

10. **Return of Company Property**

On request by the Company or in the event of the termination of the service agreement by either party for whatsoever reason, you are to mandatorily, return to the Company, at your own cost, within 2 days, all the Company belongings / properties issued to you during your tenure with the Company, which includes cash/funds, Company credit / debit cards, your ID Card, access card, mobile/SIM, PCs, Laptops, keys, computer hard and software, all kinds of electronic storage devices including disks and all documentation in whatever form including notes and minutes of meetings, client lists, diaries and address books, computer printouts, plans, projections, together with all copies which are in your possession or under your control and all other item(s) issued to you but not mentioned here in above.

In case of Separation, the Full and Final Settlement will be done once the Company belongings / properties are returned back to the company.

The ownership of all such property and documents will at all times remain vested with the Company.

11. **IT Security and Data Integrity and Theft Policy**

You are strictly prohibited from:Allowing household members to view the work being done at XL Dynamics.

1. Allowing household members to view confidential Borrower or Client information.
2. Sharing login details with household members or any person.
3. Allowing others to access and use any XL Dynamics Company Equipment.
4. Sharing client information with any third parties.
5. Leaving the PC unlocked when away from the system or on break.

6. Not taking sufficient precautions to ensure no one can peek into or eavesdrop on information being worked on by the employee through the window or other such viewpoints.
7. Tampering with the systems, attempting to disable security protocols, etc.
8. Any other acts of carelessness which exposes Confidential Information to misuse.
9. Taking / clicking picture / video of the data from the computer / laptop screen.

Any such breach of IT Policy , Data Integrity and Data Theft Policy would not only result in immediate Termination of the services with the Company, but also Penal and Criminal action(s) against the Employee under the Cyber Crime Prevention statutes in the Indian Penal Code, Information Technology Act (IT Act) and The Copyright Act.

12. **Refundable Security Deductions against Company Property**

A specific amount per month will be deducted from your CTC during the initial 12 months of your service with the Company as refundable security deductions towards the company property(ies) issued / will be issued to you. The amount so deducted will be interest free. This cumulative amount of such deductions will be paid to you at the time of your separation from the Company / return of such company belongings / properties to the Company, as the case may be, in good condition, at your own cost, as was/were issued to you. The cumulative refundable amount will be refunded to you as per the below details:

1. In case the company belongings / properties are returned to the company during the tenure of the employment then the applicable refundable amount will be paid in the next payable salary.
2. In case of Separation, the applicable refundable amount will be paid along with your full and final settlement.
3. In case of non-submission of the company belongings / properties, the cumulative refundable amount will not be refunded back.
4. In case of damage / loss to/of any of the Company belonging / property issued to you, the recovery of such damage / loss will be made good from such cumulative amount deducted from your CTC.

The decision of the Company will be final and binding on you for the amount to be forfeited from your ibid cumulative amount lying with the Company, in order to make good, the loss incurred by the Company towards damage / loss to its property / belonging issued to you. Please refer Point no. "i" of the Important Points under Annexure "A" of this letter for the applicable amount.

13. **Use of Company Equipment**

You are solely responsible for the safe keep and integrity of all the Company equipment issued to you or which you are / will be carrying along with you, as well as its safe (in as it is working & good condition) return once the company ask you to return or at the time of Separation, whichever is earlier. In case any of the Company property is damaged / lost during your tenure due to whatsoever reason, you hereby indemnify & agree to pay a flat penalty / damage charges as per clause 12. You also indemnity, undertake & agree that the decision of the Company in this regard will be final & concluding and will be binding upon you.

14. **Training & Training recovery cost**

XL Dynamics
Solutions Unlimited

You will be required to undergo an initial training provided by the Company for its work. The duration of the training will be specified to you as per your domain / stream at the time of your joining and will be imparted to you during any of the shift (i.e. day / night / rotational) as per Company's need, irrespective of the shift you have been offered. You are required to complete the training within stipulated time frame or else the duration of the training may be extended further for 7 days or till the time you meet the qualifying criteria, whichever is earlier. You might have to attend the training session on weekend (i.e. Saturday / Sunday) to complete the training within timeliness, for which, you will be intimated by your trainer in advance. Your continued employment with the Company is subject to your meeting the qualifying criteria during and at the end of the training.

Since, the above training provided to you by the Company involves a substantial cost to the company, you are hence expected to serve employment of the company for at least a period of three months from the date of your appointment. In case you leave your employment with the Company within the aforesaid period of 3 months, you are required to reimburse the cost of training imparted to you which is quantified at Rs. 15,000/- (Fifteen Thousand Only).

15. **Obligations during employment**

You agree that during your employment, you will:

1. not undertake / hold any kind of employment / substantial responsibility / position / entrepreneurship with any other company, institution, organization, factory, establishment, enterprise, industry, shop, etc.
2. not carry out / indulge / involve yourself in any kind of business activity in any capacity / manner.
3. not do / carry out any kind of activity outside the company wherein you may be required to vest / devote your time & attention, which is really required to be vested for meeting the duties & responsibilities of the Company.

Kindly note the terms of this offer letter shall remain confidential and are not to be disclosed to any third party. All queries and concerns about this offer letter should be addressed ONLY to offers.india@xldynamics.com

Welcome to XL Dynamics. We wish you a long, rewarding and fulfilling career and look forward to your joining us. To confirm your acceptance of our offer, you need to sign, scan and return one copy of this offer letter by return email within 2 working days of receiving this offer letter.

Yours sincerely,

Dipika Pawar
Authorized Signatory

XL Dynamics
Solutions Unlimited

I have read, understood and agree to the terms and conditions as set forth in this offer letter and Annexure A. I also understand that non adherence to the terms listed above may result in withdrawal of my offer letter with XL Dynamics with immediate effect.

Signed : Signed: Bhaswati Barman Date : 10/12/2020

Print Name : Bhaswati Barman

XL Dynamics
Solutions Unlimited

Annexure A

Candidate's Name	Bhaswati Barman
Position Offered	Associate Analyst
Shift	Night
Contract	NA
Joining Date	Dec 15, 2020

Salary Details

Fixed Components	**Monthly**	**Annual**
Basic	15000	180000
HRA	6000	72000
Medical Reimbursement	0	0
Conveyance	0	0
COLA	1140	13680
Variance Components (See notes)		
Monthly Performance Incentive	3208	38496
Annual Bonus	1167	14004
Medical Benefits (See notes)		
Mediclaim	130	1560
Retirements Benefits (See notes)		
Provident Fund (Company Contribution)	1800	21600
Gratuity	722	8664
Total CTC	**29167**	**350004**

Important Terms with respect to your CTC:

a. Shift Allowance:
   1. An additional Shift Allowance of Rs. 1,00,000/- Per Annum is applicable for all employees who are working in a Night Shift.
   2. An additional Shift Allowance of Rs. 50,000/- Per Annum is applicable for all employees who are working in a Mid Shift.

b. Your monthly take home salary will consist of the components contained in the "Monthly Column" under "Fixed Components" of the Annexure, which includes Basic, HRA, Medical Reimbursement, Conveyance, COLA, and Shift Allowance (if applicable).

c. Monthly Performance Incentive will be applicable post completion of your training once you start working/ contributing on productive tasks for the company's objectives. This may vary every month based on your performance during the month.

XL Dynamics
Solutions Unlimited

d. Annual Bonus if applicable will be paid once in a year depending on many factors including but not limited to the Employee's Individual performance, Team performance, Company performance, Market conditions, KRAs and Company Policies and Strategies at the time of Annual Bonus disbursement.

e. Medical benefits will be applicable to you for self only from the day of your joining with XL Dynamics. This covers cashless hospitalization facility in case of listed hospitals or reimbursement of hospitalization expenses in case of non-listed hospitals. Accidental cover will also be provided to you for self from the date of your joining to the company.

f. "Provident Fund" (Company Contribution) and "Gratuity" components are paid by XL Dynamics to concerned Government authorities. Your eligibility and the pay outs of Provident Fund & Gratuity amounts will be determined in strict accordance with the provisions of "The Employees Provident Fund Act, 1952" & "The Payment of Gratuity Act, 1972" respectively, including but not limited to the minimum service periods set forth therein.

g. Deductions from your monthly salary would include, "Professional Tax", "Income Tax" and "Provident Fund" (Employee Contribution).

h. Your Gross Monthly Salary would be the total of "Fixed Components" + "Monthly Performance Incentive" as applicable.

i. Rs. 3500/- will be deducted from your monthly salary towards Interest free refundable security deposit against the company property/ies issued to you. This retained security deposit will be refunded to you as described in the clause No. 12 specified above in this letter.

Signed : Bhaswati Barman Date : 10/12/2020.

Print Name : Bhaswati Barman

GOVERNMENT OF ASSAM
OFFICE OF THE MISSION DIRECTOR, SWACHH BHARAT MISSION GRAMIN, ASSAM
HENGRABARI, GUWAHATI-36

OFFICE ORDER NO. 33 Of 2020-21

The following candidates are selected for the post of District Financial Management Specialist (DFMS) under Swachh Bharat Mission (Grameen), Assam and are placed in the following district:

Sl.No.	Name of candidate	Place of Posting
1	Ms. PAMPY KALITA	Majuli
2	Mr. BITOPAN DAS	Hojai
3	Mr. RINA ADAK	Dibrugarh
4	Mr. PRANJIT BORAH	Baksa
5	Mr. PRAKASH BHANDARY	Udalguri
6	Mr. MANISH SAHA	Biswanath
7	Mr. BIRAJ CHETRY	Goalpara,
8	Mr. RAMJANUL HAQUE	Tinsukia
9	Mr. BIJAY DAS	Darrang
10	Ms. LONIBHA DEKA	Barpeta
11	Mr. SURAJIT DEVNATH	Dhemaji
12	Mr. BISWADEEP DAS	Dhubri
13	Mr. ASHIMJYOTI KALITA	Morigaon
14	Mr. ABU MOHAMMAD IQUBAL HUSSAIN	South Salmara
15	Mr. SWARUP BHATTARAI	Sonitpur
16	Ms. ANTARA MAHANTA	Sivsagar
17	Mr. RAJA BISWAS	Chirang
18	Ms. DEBALEENA GOSWAMI	Bongaigaon
19	Ms. URMI BHUYAN	Kokrajhar
20	Mr. AJOY MALAKAR	Charaideo
21	Ms. CHANDRAMIKA KALITA	Nalbari

You are requested to confirm us via e-mail **(sbmg.assam@gmail.com)** regarding acceptance of joining by **10th October, 2020.**

After acceptance, you are hereby requested to report to the O/o of the Mission Director, Swachh Bharat Mission – Grameen, Assam, Redstone Building, 5th Floor, Near Pantaloon, G.S. Road, Ghy – 22 at 10:00 AM on 19th, October, 2020 (for Sl. 1 to 11) and on 20th October, 2020 (for Sl. 12 to 21) for one day Orientation Programme as well as signing of the contract agreement.

Sri Adil Khan, IAS
Mission Director, SBM-G, Assam

Memo No. RGRWSM – 553/2019-20/ 1847-50 Date: 08.10.2020

Copy forwarded to:

1. The Mission Director, JJM, Assam, Hengrabari, Ghy – 36, for favour of kind information.
2. The C.E (PHE), Sanitation, Assam, Redstone Building, 5th Floor, G.S. Road, for information.
3. The C.E (PHE), Water, Assam, Hengrabari, Ghy - 36, for information. He is requested to depute an officer for training related to JJM accounts on 19th and 20th October, 2020 from 10:00 AM onwards.
4. Dr. Papori Boruah, Professor and Dean, School of Management Sciences, Tezpur University, Napam, Tezpur for uploading in University website.

Sri Adil Khan, IAS
Mission Director, SBM-G, Assam

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GOVERNMENT OF ASSAM
OFFICE OF THE MISSION DIRECTOR:SBM-G
HENGRABARI : GUWAHATI-36

OFFICE ORDER NO: 06 of 2020-21

The following District Level Financial Management Specialist who were earlier notified by this Office order no 71 of 2019-20,for joining on 1st April 2020 but could not join due to COVID-19 lockdown are requested to attend the office of the undersigned on 1st June 2020 between 10.00 a.m and 11.00 am for signing of the contract agreement.

Sl No.	Name	Home Address (Full)	Place of posting (DWSC)
1	Ms Miranda Malakar	Vill: Pakorkona, PO Rowmari, PS Hajo, Hajo Guwahati Road, Near Maa Chandika Dhaba, Kamrup 781104 Contact-9127093300	Kamrup rural
2	Mr Bohnimaan Baruah	House no 10 3rd bylane, Janpath,Khanapara. Guwahati 781022 Contact-9864174625	Kamrup Metro
3	Mr Anupam Dutta	Vill Bhogpuria, PO Lahalial, Lakhimpur-784161,Assam Contact-7002545908	Lakhimpur
4	Ms Sumana Phukan	Bhubaneswar Tower, flat no 301,A wing,T.R. Phukan Road, Jorhat-785001,Assam Contact-9954922713	Jorhat
5	Mr Aklanta Madhav Kalita	Town High School Road,Ward no 4, Bokakhat, Golaghat-785612, Assam Contact-7002491916	Golaghat
6	Mr Rituraj Borah	Dhing Talibor Sonari Gaon, Dhing, PO/PS Dhing Nagaon-782123, Assam Contact-9706791643	Nagaon

An orientation on SBM-G activities will be held on the same day from 11.30 am to 3.30 pm. You are requested to join in the respective place of posting (DWSC) by 4th June'2020.

Shri Adil Khan, IAS
Mission Director SBM-G
Hengrabari, Guwahati-36
Dt. 16.05.2020

Memo No.RGRWSM-553/2019-20/ 318 - 323

Copy to:-

1. The Addl. Chief Secretary, Govt. of Assam, Dispur for favour of kind information.
2. The Chief Engineer (PHE), Sanitation, Hengrabari, Guwahati for information.
3. The ACE (PHE) Upper Assam Zone, Barak valley Zone, North Assam Zone, DHAC, BTC, KAAC for information .
4. The SE(PHE) Dibrugarh, Cachar, Jorhat, Nagaon, Hallakandi, Tezpur Circle for information.
5. The Member Secretary cum EE (PHE) for information and necessary action.
6. The accounts branch O/O Mission Directorate SBM-G for information.

Shri Adil Khan, IAS
Mission Director SBM-G
Hengrabari, Guwahati-36

ASSAM POWER DISTRIBUTION COMPANY LIMITED
A fully Customer Centric Company
Regd. Office: Bijulee Bhawan, Paltanbazar, Guwahati-781001, Assam
Tel. No: 0361-2739525, 0361-2729528. Fax No: 0361-2729527
E-mail: cgmhraapdcl@yahoo.com, Website: www.apdcl.org.in

No. APDCL/ACT/Estt./2005/15/PT-I/162 **Date: 26.02.2021**

To

Smt. Gorima Sonowal
Roll no 190131011867
Tepor Gaon PO Mancotta, Dibrugarh
Phone No: 7577029838

Subject to satisfactory police verification report on character and antecedents, medical fitness report and pursuant to the recommendation of Selection Committee and approval of Empowered Committee, you are appointed as **"Assistant Accounts Officer"** and posted at **O/o the SDE, Hajo Electrical Sub-Division, APDCL, Hajo** in the capacity of **AAO.**

The following Terms & Conditions shall apply:-

1. The appointee shall submit joining report to the Controlling Officer of his/her respective place of posting within 10 (ten) days from the date of issue of this appointment order, failing which the appointment shall automatically stand cancelled.
2. The appointee shall be required to submit a Medical Fitness certificate from the Chief Medical and Health Officer of the District, to the concerned office as mentioned above at the time of joining.
3. The Appointee shall have to sign a Service Bond of Rs.1, 00,000/-or salary equal to 3(three) months' pay whichever is higher as per rules, at the time of joining.
4. In the event of resignation during the period of probation, they will have to pay back the salary for the period of working along with the cost of training incurred by the Company.
5. The Appointee shall be under the regular Pay Band of Rs. 25,000-92,000/- with Grade Pay of Rs. 11,000/- and other allowances as admissible from time to time under Company's rules and shall be on probation for a period of 2 (two) years w.e.f. the date of joining.
6. In case of receipt of unsatisfactory performance report after 2 (two) years of probation period, the probation period may be extended on the same terms and conditions for another 1 (one) year.
7. On successful and satisfactory completion of probation period and receipt of satisfactory performance report from the respective controlling officer, the service of the appointee shall be confirmed.
8. The appointee shall be covered under the Scheme of National Pension System (NPS) of the Company.
9. The service of the appointee is transferable within the jurisdiction of APDCL. He/She shall be amenable to the service conducts and other rules of the Company or the orders issued by the Competent Authority.
10. In case of detection of any false, forged or incorrect information/documents already submitted by the appointee, his/her service will be liable for termination/cancellation without any prior notice.
11. The inter-se-seniority of the appointee will be notified in due course, as per rules in force.
12. They shall be required to pass the Departmental Confirmatory Examination of 400 (four hundred) marks after completion of induction training or as may be prescribed by the Appointing Authority. The marks obtained in the Recruitment test would be added to the marks obtained in the Departmental Examination to determine their inter-se-seniority.
13. Other terms and conditions of appointment shall be regulated as per rules of the Company and other instructions that may be issued by the APDCL from time to time.

Chief General Manager (F&A), APDCL

Memo No APDCL/ACT/Estt./2005/15/PT-I/162 (A) **Date: 26.02.2021**

Copy to:

1. OSD to the Chairman, APDCL/ AEGCL/ APGCL, Bijulee Bhawan, Guwahati-1 for kind information of the Hon'ble Chairman.
2. P.S to the MD, APDCL for kind information of MD, APDCL.
3. All CGMs, APDCL for information.
4. The CMO, APDCL, Bijulee Bhawan, Guwahati – 01.for information & necessary action.
5. Concerned Offices.
6. Person Concerned.
7. Office Copy.

Chief General Manager (F&A), APDCL

Dear Indrani Talukdar, **Date: - 11/03/2021**
Kamrup Metropolitian

Dear Indrani ,

Offer of Appointment

We welcome you to the UTI family!!!!!!

Further to your interview with the Senior Management Team of UTI AMC Ltd., it is our pleasure to offer you appointment as **Graduate Trainee** with UTI AMC Ltd. (hereinafter referred to as "Company"). The terms and conditions of your appointment are as under:

1. **Compensation**

a. Your compensation is as per the offer and any other communication issued to you on compensation from time to time. The break-up of your Annual Compensation is attached at the end of this document.

b. Variable Pay - Variable Pay is paid to all the employees as per the Company policy.

2. **Retrials**

a. Contributory Provident Fund – You will be eligible to participate in the Contributory Provident Fund (CPF) scheme of the company, in accordance with its Rules & Regulations from time to time.

b. Gratuity – You will be eligible for gratuity under UTI Asset Management Company (Payment of Gratuity to Employees) Rules, 2003 in force.

3. **Age of Superannuation** – You shall retire from the services of the Company at 58 Years of age.

4. **Benefits -**

a. Group Term Insurance Policy - You will be covered under the Group Term Insurance Policy as per our Company policy. Sum Assured is Rs. 30 Lacs. The entire premium for the life cover is borne by the Company.

b. Group Mediclaim Policy (Hospitalization) - You and your dependants (spouse, children & dependant parents) will be covered under the Group Mediclaim (floater) Policy for hospitalization. The sum insured per family under the policy is Rs. 5.5 Lacs per annum. (Normal claim- INR 2.5 lacs + corporate buffer- INR 3 lacs)

c. Group Personal Accident Insurance Scheme - You will be insured under Group Personal Accident Insurance Scheme. The entire insurance premium is borne by the Company. The sum insured is Rs. 30 Lacs.

b. Training & Confirmation

You will be on training for a period of 12 months from the date of your joining which may be extended at the discretion of the management for a further period of 6 months. Your services in the Company will be confirmed in writing on the successful completion of the training period.

6. **Termination of Service**

A. The contract of employment can be terminated by either parties at any point of time without assigning any reasons thereof by giving either the required notice or compensation (gross Fixed Pay) in lieu of notice as mentioned below:

During training Period

i. Your services are liable to be terminated by the Company without assigning any reason and by giving notice of one month OR
ii. In case you (employee) decide to leave the Company's services, you will be required to give one month's notice or pay an amount equivalent to one-month gross salary (excluding PF) in lieu of the notice period.

Upon Confirmation

i. Your services would be liable to be terminated by the Company by giving 2 (two) months notice or on payment of an amount equivalent to 2 (two) months' gross salary (excluding PF) in lieu of the notice period. OR
ii. In case you (employee) decide to leave the Company's services, you will be required to give 2 (two) months notice or pay an amount equivalent to 2 (two) months' gross salary (excluding PF) in lieu of the notice period.
However, compensation in lieu of notice from the employee side is subject to acceptance by the Management and if not accepted, the employee will have to serve the notice period.

B. In the event of termination of your employment by the Company for the reasons as enumerated below, the Company shall have the right to terminate your services forthwith without any notice and / or any liability whatsoever:

i. Termination due to any act of dishonesty, disobedience, insubordination, uncivility intemperance, irregularity in attendance or other misconduct or neglect of duty or incompetence on your part in the discharge of your duties or the breach on your part of any of the terms, conditions or stipulations contained in this agreement or a violation on your part of any of the Company's Rules;
ii. If you are held guilty of any offence involving moral turpitude.

C. Continued employment subject to satisfactory performance - Your performance will be reviewed by the Competent Authority from time to time and your continued employment depends upon your satisfactory performance. The management reserves the right to discharge you from the services of UTI AMC Ltd. at one month's notice or one month's Fixed Pay (excluding PF) in lieu thereof in case your performance is not found satisfactory by the Competent Authority at any point of time.

7. **Posting and liability of Transfer**

Your posting will be as Graduate Trainee with the Retail Channel at **Salt Lake UFC**.

Please note that your services in UTI AMC Ltd. are transferable anywhere in India / abroad and you shall serve the Company in its business in such capacity and at such place as you may from time to time be directed.

8. **Submission of Documents & Background verification**

Your confirmation in UTI AMC Ltd, is subject to completion of the following pre-recruitment formalities and submission of the following documents: -

1. Submission of final Graduation marksheet and certificate of having successfully completed the degree / course from the respective Institute / University.
2. Incase of non-completion of medical tests before joining you need be declared medically fit by a Medical Officer within a period of four months from the date of your joining. You are requested to submit the attached declaration if not submitted earlier.
3. Successful completion and clearance of NISM Certification within four months from the date of joining.
4. Getting clear verification report (without any adverse remark) on the academic verification of the University or Institute.

Failure to submit the above documents (before you being confirmed in the services of UTI AMC ltd.) will lead to your services being discharged without any notice or salary in lieu thereof.

9. **Other Terms and Conditions**

i. You will be governed by UTI Asset Management Company (Staff) Rules, 2003, that are applicable / may become applicable to all employees of UTI AMC Ltd. from time to time.

ii. You will be governed by the policies as laid down in the 'HR Policy & Process Handbook' applicable / may become applicable to all employees of UTI AMC Ltd. from time to time.

iii. You are required to comply/adhere with all rules and regulations, as made applicable by: -

   a. Regulatory Authorities related to the business of UTI AMC.
   b. SEBI guidelines stipulated for employees of Asset Management Companies.
   c. Information Security Policy of the Company as amended from time to time.
   d. Acceptable usage policy of the company as amended from time to time.

iv. Confidentiality – You agree that the terms and conditions applying to your employment are strictly confidential. Any disclosure of these terms and conditions to any third party (including other employees of the Company or any employees of the associate / group entities of the Company) constitutes a breach of the terms of your employment.

You also acknowledge that the information you acquire about the Company and any of the Associate / Group Companies in the course of your employment with the Company is highly confidential. You agree, during the term of your employment hereunder and thereafter not to use such information for any purpose other than for the

sole benefit of the Associate / Group Companies (including the Company) and you agree not to disclose any such information to any third party without the prior written consent of the Company.

v. You will perform such duties as are assigned to you by the Company from time to time relating to the position to which you are now appointed and to which you may be transferred or promoted in future.

vi. During your period of employment by the Company, you will not, without the prior written consent of the Company, engage in any business or other activities nor shall you engage in any such activities, as would interfere with the performance of your duties and obligations under this agreement.

vii. You shall faithfully observe all the Company's Rules and comply with all reasonable orders of your superiors and attend to your duties punctually at place or places as may be required.

viii. You shall maintain the Company's and client's confidential information and not disclose it to third parties or other employees unless such persons have a "need to know".

ix. Please note that your appointment will be subject to your furnishing such other information as UTI AMC Ltd. may require from time to time and subject to your services being acceptable in the light of the information furnished.

x. Further, if after you join the services of UTI AMC Ltd., it comes to the notice of the company that you had prior to joining the services committed any act of misconduct, your services are liable to be terminated forthwith without any notice or compensation in lieu thereof.

xi. If any declaration, statement or information given by you is at any time found to be false or untrue, or if any material information is suppressed, your services are liable to be terminated forthwith without any notice or compensation in lieu thereof.

xii. Office Timings: Your work schedule will be 5 days in a week (Monday to Friday). However, depending upon the office needs and exigencies, working days may be extended to Saturday / Sunday / Holidays. The Office timings are – 9.30 am to 5.45 pm which includes ½ hour lunch break. At times, business hours may extend beyond office timings for accomplishing key tasks and meeting deadlines.

xiii. Leave: Officers are entitled to paid leaves during the Calendar Year as under –

Type of Leaves	**Number of available leaves**
Casual Leave	8 Days
Ordinary Leave	Earned @ 1 day for 11 days of work *(inclusive of weekly off, holiday and CL, if any)*

The entitlement of CL in the year of appointment is on pro-rata basis. An Officer may avail ½ day CL. Maximum Casual Leave that can be availed at any one time is four days. However, the total period of absence (including Saturdays / Sundays / Holidays) should not exceed 7 days. Casual Leave cannot be combined with Ordinary Leave. You can accumulate Ordinary Leave maximum upto 60 days.

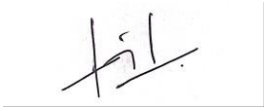
You should not remain absent from duty without the permission of your reporting officer. If you remain absent without permission for a continuous period of 14 working days *(which includes leave applied but refused OR overstaying beyond sanctioned period of leave without permission)* you shall lose lien on your appointment and be liable to be discharged from services of the company without any notice or compensation thereof.

Office timings and leave rules are subject to change from time-to-time depending on the business exigencies.

This appointment letter constitutes the entire understanding between you and the Company relating to your employment by the Company and supersedes and cancels all prior written and oral agreements and understandings with respect to the subject matter of this appointment letter.

If you are in agreement with the foregoing, please acknowledge the same by signing and returning one copy of this letter and mentioning your date of joining in it.
We look forward to your having a long and happy career with us.

Yours faithfully,



Indranil Choudhury
President & Head- HR

Encl.: As Above
I have read the above terms and conditions of the offer of appointment and hereby accept it.

Name: _____ _____
Signature

Date: _____

Date of Joining_____

Compensation & Benefits Offer Sheet	
Ms. Indrani Talukdar	
Position on Offer	Graduate Trainee
Department/Channel	Dept. of Sales & Marketing, Retail Channel
Place of Posting	**Salt Lake UFC**
Components of Salary	**UTI AMC Ltd. – Offer**
	Annual (Rs.)
Basic Pay	1,80,000
Special Allowance	65,200
Retirals - PF	18,000
Total Fixed Pay	**2,63,200**
Gratuity	14,994
Total Cost	**2,78,194**
Benefits forming part of CTC	
Group Term Life Insurance (Sum Insured - Rs. 30 lacs per annum)	5,912
Group Personal Accident Insurance (Sum Insured - Rs. 30 lacs per annum)	258
Group Mediclaim Cover for Hospitalization per family (Sum Insured - Rs. 5.5 lacs pa)	29,652
Cost to Company	**3,14,016**
Variable Pay - You will also be eligible for Variable Pay. It is payable as per Company's policy, subject to fulfillment of several conditions. Extent of payout will depend on individual performance and more critically on Company's performance.	
** On joining, you have the flexibility to carve out following components from Special Allowance -	
Personal Telephone & Broadband Reimbursement: Eligibility is employees in all Groups - MG-I to MG-V). Usage - Home Telephone, Home Internet, Personal Mobile existing in the name of the Officer on actual subject to the maximum amount applicable. The maximum amount applicable for Group MG-I & MG-II is INR 12000/- p.a.	

Ref. No.: BBL/HR/RO/9054/2020-21 Date: 15/07/2020

Ms. Juhilika Das
House No-3, Near Industrial Tarining Institute
Jayanagar Road, Duliajan
Assam- 786602

LETTER OF APPOINTMENT

Dear **Ms. Das,**

With reference to your application and subsequent discussions with us, we are pleased to offer you employment with Bandhan Bank in the position of **Team Member- Concurrent Auditor- SEL** based at **Dibrugarh Branch** under **Jorhat Cluster** at **Executive** grade.

You shall be required to join the Bank on or before **30-July-2020.**

The detailed terms and conditions of your employment are outlined in **Annexure I** ("**Terms of Employment**") and compensation details are mentioned in **Annexure II** ("**Compensation Details**"). You will also be governed by the policies, rules and regulations of the Company as may be modified from time to time.

Accordingly, please sign and return a copy of this letter of employment and the employee statement attached herewith indicating your formal acceptance of your employment with the Company on the terms contained herein. Please initial each page of this letter. Upon your signature and return to us, this letter of employment will be treated as an employment agreement between the Company and you and the terms and conditions of this letter of employment shall govern your employment with the Company.

Kindly note that in case we do not receive your formal acceptance on or before **20-July-2020**, this letter of employment shall automatically be rescinded.

Yours sincerely,

For **Bandhan Bank Limited,**



Dilip Kumar Mitra
Head-Business HR Partner MB & Payroll Management

GOVT. OF ASSAM
OFFICE OF THE DIRECTOR OF TECHNICAL EDUCATION: ASSAM
KAHILIPARA, GUWAHATI-19

No. TE (E) A-21/2019/2669 Dated, Guwahati the 22nd August, 2019

From : Dr. Atul Bora,
Director.

To : MR. NANDIT NANDAN PRASANTA GAYAN,

Sub : **Engagement as Guest/ Part-Time Faculty.**

In partial modification of the terms and condition of the earlier Engagement Letters of this Directorate such as Letter No.TE (E) A-46/ 2018/4195 dated 02/08/2018 etc., you are hereby offered to function as Guest/Part Time Faculty at **Golaghat Engineering College** in **Commerce** Department against the vacant post of Assistant Professor sanctioned vide Govt. letter No.ATE.188/2015/83 dated 31st May 2019 for a period of 6 (Six) months on following terms and conditions:

1. The Guest/Part Time Faculty shall join by 28th August, 2019, failing which next candidate on the basis of merit shall be engaged.
2. The monthly remuneration of the Guest/Part Time Faculty is Rs.30,000/- which is also adjustable @ Rs.400/- per hour in accordance to Govt. notification No.TEC.107/99/Pt-I/3 dated 01.02.2011.
3. The Guest/Part Time Faculties shall have to perform academic activities such as preparation of the Lecture notes in PPT/PDF format, question papers, mentoring students etc. as may be assigned by the Principal/Higher Authorities in addition to their regular classroom activities.
4. Service of the Guest/Part Time Faculties may be terminated at any time without assigning any reason there to, if performance is found unsatisfactory. The performance of the Guest/Part Time Faculties may be monitored by a Performance Monitoring Committee.
5. Guest/Part Time Faculties shall avail holidays as applicable to the Institutes and may avail casual leaves on prior permission of the concerned Principal. However, no special leaves such as study Leave, Maternity Leave, Child Care Leave and Medical Leave etc will be allowed.
6. The engagement is purely temporary and therefore doesn't confer him/her any right for regularization against the permanent vacant posts. The Govt. will also have no liability for his/her job continuity.

Director of Technical Education,
Assam, Kahilipara, Guwahati-19.

Memo No. TE (E) A-21/2019/ Dated, Guwahati the 22nd August, 2019

Copy to:

1. The Principal, Golaghat Engineering College for information.
2. The Treasury Officer, Golaghat Treasury for information.

Director of Technical Education,
Assam, Kahilipara, Guwahati-19

RANGAPARA COLLEGE
রঙাপৰা মহাবিদ্যালয়, রঙাপৰা
(Affiliated to Gauhati University, UGC Recognised under 2(f) & 12 (B)
P.O.- Rangapara, Dist - Sonitpur 784 505

Dr. Ranjan Kalita, M.A. MMC, Ph.D.
Principal
&
Research Supervisor, G.U.

94351 80914
99543 87 932

Ref No. RC/SP-1/AP-40/2021/18

Date 06/01/2021

To,

Ms. Arpita Baruah

Sub:- Letter of appointment

Sir,

Dear Ms. Arpita Baruah

You are hereby appointed as a need based part time teacher in the Department of Education. You will get remuneration of Rs. 150/- (Rupees One Hundred Fifty) only per class subject to maximum of three classes per day. You will have to put signature in the sheet provide by the Department Head to keep a record of your classes after every class.

(Dr. Ranjan Kalita)
Principal
Rangapara College

Principal
Rangapara College

DEVICHARAN BARUA GIRLS' COLLEGE

Dr. (Mrs.) Jinamoni Bhuyan, M. Sc., Ph.D.
Principal & Secretary
K. K. Barooah Road
Jorhat, Assam, PIN - 785 001

E-mail : jinajrt@gmail.com
devicharan1@yahoo.com
Phone & Fax : 0376 - 2371031

Ref. No. : DCB/01-21/1738 *Date* : 22.01.2021

To

Ms. Dimpal Khatiwora
C/o- Sri Parasuram Khatiwora
Vill.- Demow Jyoti Nagar,
P.O. & P.S.- Demow,
Dist.-Sivasagar
Assam -785662

Sub: Appointment of Assistant Professor.

Ref: DHE letter No.DHE/CE/AC/NET/SLET/792/2020/99 dated Kahilipara, the 20.01.2021.

Madam,

I am pleased to inform you that you are appointed as Assistant Professor in the Department of Education of this college vide DHE letter No. DHE/CE/AC/NET/SLET/792/2020/99 dated Kahilipara 20.01.2021 in the scale of pay Rs.57,700-1,82,400/-and the subject to the following terms and conditions.

1.The appointed Assistant Professor will be entitled to enjoy regular U.G.C. scale of pay of Rs, 57,700-1,82,400/- with other allowance as per as admissible.

2. The appointee concerned will have to furnish an undertaking before joining in the college as prescribed by the Finance (Budget) Department vide its letter No. BW.3/2003/Pt./11/1, dated 25-01-2005 regarding introduction of "New Pension" Rules along with the joining report.

3. This appointment letter is issued in anticipation of receipt of satisfactory PVR and the undersigned reserves the right to cancel the appointment order in case of receipt of unsatisfactory PVR.

Under the above circumstances you are advised to consider the appointment and subject to your agreement you are requested to join at the earliest.

Yours sincerely

(Dr. Jinamoni Bhuyan)

Principal

Principal
DCB Girls' College
Jorhat, Assam

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GOVERNMENT OF ASSAM
OFFICE OF THE DIRECTOR OF HIGHER EDUCATION,ASSAM
KAHILIPARA, GUWAHATI-19.

No.DHE/CE/AC/NET/SLET/792/2020/99 Dated Kahilipara, the 20.01.2021

O R D E R

In exercise of the authority conferred under provision of Rules, 7(a) of the Assam College Employees (Provincialization) Rules, 2010 and on the basis of the recommendation of the Selection Committee and the Governing Body's **Resolution No**.3(a), **dated 19-12-2020** of the Governing Body of **D.C.B. Girls' College, Jorhat, Assam**, the following person is hereby appointed as Assistant Professor with the following terms and conditions mentioned below:

Name of the person(s)	Designation	Department	The post against which the appointment is made	Scale of pay
Ms. Dimpal Khatiwora, UR, Roster Point No.57, NET	**Assistant Professor**	**Education**	**Vice Ms. Dipti Devi Phukan, retired**	**Rs.57,700-1,82,400/-**

This has the approval of Govt. vide No.AHE.594/2018/20, date 31-07-2020.

Terms and conditions:-

1. *The appointed **Assistant Professor** will be entitled to enjoy regular **U.G.C. scale of pay of** Rs.57,700-1,82,400/- with other allowances as per rules admissible.*
2. *The appointee concerned will have to furnish an undertaking before joining in the college as prescribed by the Finance (Budget) Department vide its letter No.BW.3/2003/Pt./11/1, dated 25-01-2005 regarding introduction of "New Pension" Rules along with the joining report.*
3. *This appointment letter is issued in anticipation of receipt of satisfactory PVR and the undersigned reserves the right to cancel the appointment order in case of receipt of unsatisfactory PVR.*

Sd/- G. Phukan, ACS
Director of Higher Education, Assam
Kahilipara, Guwahati-19.

Memo No.DHE/CE/AC/NET/SLET/792/2020/99-A Dated Kahilipara, the 20.01.2021

Copy to:-

1. The Commissioner and Secretary to the Govt. of Assam, Higher Education Department, Dispur,Guwahati-6.
2. The Principal, **D.C.B. Girls' College, Jorhat, District- Jorhat, Assam, PIN-785001** with reference to his letter No.DCB/12-20/1712, Dated 19/12/2020. He is directed to certify confirming that there is no court case against the said post / incumbent. While accepting the joining report, the authority should allot routine works / academic activities as per job chart and report compliance.
3. The Treasury Officer, **Jorhat**.
4. The person concerned (**Ms. Dimpal Khatiwora**). He/she is directed to submit the undertaking on the new pension policy alongwith the joining report to the Principal.
5. The Guard File.

21/1/21

Director of Higher Education, Assam
Kahilipara, Guwahati-19.

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IDENTITY CARD

D.C.B. GIRLS' COLLEGE

NAAC Accredited "A" Grade College

JORHAT, PIN - 785001, ASSAM



Name : Dimpal Khatiwora

Designation : Asstt. Professor

Department : Education

Date of Joining : 22/01/2021

Date of Birth : 01/06/1997

Employee No. : DCB/T/63

Blood Group : "B+ ve"

Dkhatiwora

Holder's Signature

Principal
D.C.B. Girls' College

NOT TRANSFERABLE

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PERMANENT ADDRESS

Add. : Jyoti Nagar,

Demow, Sivsagar

Near :- SBI Demow Branch

P.O. : Demow

Dist. : Sivsagar

Pin : 785662

Cell : +91 70994 34171

Email : dimpalkhatiwora97@gmail.com

OFFICE ADDRESS

Devicharan Baruah Girls' College

Jorhat, Pin - 785001, Assam

website : www.dcbgirlscollegejorhat.org

email : devicharan1@yahoo.com

Phone & Fax : 0376 2371031 (O)

INSTRUCTIONS :

1) This card is not transferable and must be produced whenever demanded.

2) In the event of loss the holder of the card must intimate to the Principal of the College immediettely apply in writing and get a duplicate card.

3) If anyone finding this card is requested to send it to the Issuing Authority.

तमसो मा ज्योतिर्गमय

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TEZU ADMISSION
https://www.tezuadmissions.in

TEZPUR UNIVERSITY

NAPAAM, TEZPUR - 785699, ASSAM

Provisional (ADMISSION)

Programme Applied	Ph.D. in Education		
Applicant Name	DIMPAL KHATIWORA	**Receipt No**	TU20207
Application No	308/2020/15955	**Roll No**	**EDP20102**
Transaction ID	pay_EBAtptt6ICk7OBRk	**Transaction Date**	2020-09-15 04:04 pm
Admission Category	General(Unreserved)	**Social Category**	OBC (Non Creamy Layer)
Phone No.	8011565186		

Sl. No.	Particulars	Amount
1	1st Semester Fee	16,343.00
2	Hostel Fee (with Menial charge)	4,500.00
3	Caution Deposit (Refundable)	3,000.00
	Total	23,843.00

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VIVEKANANDA KENDRA VIDYALAYAS ARUNACHAL PRADESH TRUST

Registered Office :
"VKV Complex", Nirjuli
Papumpare District 791 109
Arunachal Pradesh
☎ 0360-2257125 :: E-mail : vkvapt@vkendra.org
Website : www.vkvapt.org :: www.vkendra.org

Administrative Office (for correspondence) :
"Breezy Meadows"
Post Box 104, Riverside
DIBRUGARH 786 001, Assam
☎ 0373-2324320 Fax : 0373-2321293
E-mail : vkvapt@vkendra.org

Ref. No. : Z/512/H/2020

Date : 13.03.2020
Chaitra, Krishna 4/5, Yugabd 5121

Smt. Deena Davy ji
Training & Placement Officer,
Tezpur University,
Tezpur,
Assam.

Subject: Selection of Candidates from Campus Interviews in Tezpur University

Respected Madam,

Namaskar,

This refers to the Campus Interviews conducted by representatives of Vivekananda Kendra Vidyalayas Arunachal Pradesh Trust (VKVAPT) in your esteemed University on 28th February 2020 for B.Ed. and MCA qualifying Teacher-candidates.

It is with great pleasure we would like to inform you that following candidates have been declared as **SELECTED**:

Sl. No.	Name of Selected Candidate	Subject	Educational Qualification after course completion in Tezpur University	Starting Salary per month
1	Su. Prarthana Kakoty	English – Secondary	B.A., B.Ed.	Rs.20,000/-
2	Su. Puspita Paul	Mathematics – Secondary	B.Sc., B.Ed.	Rs.20,000/-
3	Su. Divyashree Sarnah	Math+Physics – Secondary	B.Sc., B.Ed.	Rs.20,000/-

The school of posting shall be decided later. It can be in any of our 40 VKV schools throughout Arunachal Pradesh.

The individual Selection Letters are enclosed herewith, with a request to you to kindly personally hand over the Selection letters to the respective selected candidates. All of them are expected to join our organization by first week of July 2020.

Apart from this, the following candidates are put under **Short-listed** category. In their cases, if other candidates in our All-India ranking list above them decline to join, then these candidates may get an opportunity to get selected. Validity of Short-listing is till 30th November 2020:

- Su. Shilpa Sutradhar, Science, B.Sc., B.Ed.
- Sri. Pranab Malakar, Science, B.Sc., B.Ed.

Cont to Page No. 2

- Sri. Shanti Bijoy Chakma, Computers, MCA
- Sri. Bishal Kr Nath, Computers, MCA

We at VKVAPT Administrative Office express our deep gratitude to you for permitting us to conduct Campus-interviews in your esteemed Institution. We hope and pray, if the selected candidates from your esteemed University join our organization as teachers, then they shall definitely have a rewarding career in Vivekananda Kendra Vidyalayas (VKVs) of Arunachal Pradesh.

With warm regards & prayers,

Yours, In Service of the Nation,

(Nitin R. Jain)
HRD Manager,
VKVs of Arunachal Pradesh

Human Resource Development Manager
Vivekananda Kendra Vidyalayas
Arunachal Pradesh

Vivekananda Kendra Vidyalayas Arunachal Pradesh Trust
DIBRUGARH

GOVT. OF ASSAM
OFFICE OF THE INSPECTOR OF SCHOOLS
SONITPUR DISTRICT CIRCLE, TEZPUR

ORDER

No. Esstt.6/Steno/TET/GT-Apptt/2020/172 Dated 04/02/2021

In pursuance to the Govt. approval accorded vide letter No. ASE.176/2020/378, dated 16.03.2020 for filling up of the vacancies of Graduate Teacher (Arts & Science) and subject to discharge without notice and without assigning any reason thereof and pending satisfactory Police Verification Report, the following candidates duly selected by the District Selection Committee and approved by the Director of Secondary Education, Assam vide letter No. GB-EST/Approval/20/2021/33, dated 04/02/2021 are hereby temporarily appointed as **Graduate Teacher (Arts)** in the Provincialised Secondary Schools in the pay band – II of Rs.14,000/- to Rs.60,500/- plus Grade Pay of Rs.8,700/- and other allowances as admissible as per rules with effect from the date of his / her joining.

Sl. No.	Name of the candidate(s)	Selected against the category (UR/ EWS / PWD / OBC / MOBC / ST(P) / ST (H) / SC)
1	*2*	*3*
1	RAKHI DAS	UR
2	SUNDAR PATHAK	UR
3	NIKITA BORAH	UR
4	HIMAKHI SARMAH	UR
5	UTPAL ADHIKARI	UR
6	SAMUJAL SINGHA	UR
7	BINITA ADHIKARI	UR
8	ANWESHA BARTHAKUR	UR
9	PRONITA BORAH	OBC/MOBC
10	CHANDRAMA DEKA	UR
11	MANASHI HAZARIKA SAIKIA	OBC/MOBC
12	SHIKHA MONI SAHARIA	UR
13	PRANAMIKA BARDALAI	UR
14	CHANDANA SAHARIA	UR
15	MUHAMMAD SHAHBAZ	UR
16	RITUSREE MAHANTA	UR
17	BHASWATI DEKA	UR
18	ANJILA BARUAH	UR
19	BABITA DEVI	OBC/MOBC
20	KANKANA DEVI	OBC/MOBC
21	PRARTHANA BORAH	OBC/MOBC
22	NANDITA CHAKRABORTY	EWS
23	KABERI BARUAH	OBC/MOBC
24	JILMIL DEVI RAJBONGSHI	OBC/MOBC
25	MANALISHA GOGOI	OBC/MOBC
26	SHYAMALIMA BHUYAN	OBC/MOBC
27	SABITA RANI DEVI	EWS
28	TANUJA BARMAN	OBC/MOBC
29	BORNALI SAIKIA HAZARIKA	OBC/MOBC
30	PALASH KUMAR NATH	OBC/MOBC
31	RAJASHREE BORAH	OBC/MOBC
32	HIMADRI BORAH	OBC/MOBC
33	RULIKA BORAH	OBC/MOBC

Contd. Page 2

1	2	3
34	HIMASHREE BARMAN	OBC/MOBC
35	BARASHA DAS	SC
36	BHARATI DEVI	EWS
37	HIMADRI BASUMATARY	STP
38	RANIT KUMAR BHATTACHARYYA	EWS
39	CHAYANIKA DAS	SC
40	MADHURI DAS	SC
41	MAYURI KANKANA MAHANTA	EWS
42	ARINA DAS	SC
43	PRIYANKA RABHA	STP
44	MONIKA DEVI	EWS
45	DIMPI HAZARIKA	SC
46	SWAPAN DAHAL	EWS
47	RUBI CHOUDHURY	EWS
48	SUMAN DEVI	EWS
49	CHAMPA DEVI	EWS
50	RUBUL DAS	SC
51	SAGAR PAUL	OBC/MOBC
52	ANKITA BORAH	EWS
53	DEEPAK BARUAH	EWS
54	ISMITA AHMED	EWS
55	MOYURI KALITA	EWS
56	SUMI DAS	SC
57	ARCHANA KAKATI	EWS
58	MANALISHA SAHARIA	EWS
59	TARALI SARMA	EWS
60	SWABANA MAMTAZ	EWS
61	KANKANA DAS	SC
62	PINKUMANI DEKA	EWS
63	BARSHA BARUAH	EWS
64	BHAIRAB SARMAH	EWS
65	PRAMILA SARKAR	SC
66	SUNUMANI KALITA	EWS
67	ZAHANGIR ROUSHAN MAHMUD	EWS
68	PRIYANKA DEVI	EWS
69	RINTI MONI KALITA	EWS
70	DIPANWITA BAISHYA	SC
71	JAHNU BARUAH	EWS
72	BHRIGU PHUKAN DEKA	EWS
73	ANKANA HAZARIKA	EWS
74	SUSHMITA DEVI	EWS
75	DIPJYOTI KHATANIAR	EWS
76	MADHUSMITA BARUAH	EWS
77	ASRAF ALI	EWS
78	PARIMITA BORDOLOI	STP
79	SUPRIYA MANDAL	SC
80	DIPALI ROY	SC
81	RAKIB HUSSAIN	EWS
82	KASTURIKA DAS	SC
83	MAHMUDUL HASSAN	EWS
84	PINKI DAS	SC
85	NITA DUTTA	EWS

Contd. Page 3

1	2	3
86	KAKU KALITA	EWS
87	DIPREKHA BORKAKOTY	EWS
88	RIMPI DOLEY	STP
89	MADHUPARNA HAZARIKA	SC
90	BHAGADUTTA PEGU	STP
91	NISHA DOLEY	STP
92	MANIKA SHAKHARI	SC
93	SILPA MAHELA	STP
94	MUNNA PAYENG	STP
95	SANGEETA PHANGCHOPI	STH
96	BARNALI DOLEY	STP
97	MAYASHRI SONOWAL	STP
98	RANA PEGU	STP
99	SUSMITA ROY	SC
100	NAISARGIKA BORO	STP
101	BANTI DOLEY	STP
102	NAYAN MONI PEGU	STP
103	BINOD KULI	STP
104	KRISHNA DOLEY	STP
105	MUNMI BORUAH	PwD
106	JYOTIKA DEURI	STP
107	RADHA BORO	STP
108	DEVOJANEE CHINTEY	STP
109	DHURUM SULA BORO	STP
110	ANJUMONI BORAH	STP
111	PRIYANKA PEGU	STP
112	DIPAK KUTUM	STP
113	MONTU PEGU	STP
114	AJANTA DEURI	STP
115	KABITA RONGPIPI	STH
116	BIKRAM SINGH TAID	STP
117	JINAMONI PERMEY	STP
118	GEETANJALI DOLEY	STP
119	KAKUMONI BORSAIKIA	STP
120	NITYANANDA DOLEY	STP
121	SUNIL DOLEY	STP
122	NIRAMOY SONOWAL	STP
123	BABUL TERON	STH

The appointee concerned shall have to submit their joining report before the undersigned on 06.02.2021. However, his / her posting will be given effect on 08.02.2021 and 09.02.2021 after the process of counseling of posting is completed.

The appointee having Post Graduate Degree in specific Subject, who appointed in the Higher Secondary School, will have to take up classes in Higher Secondary Section too, if so, assigned by the Head of the Institution as per the provision of Govt. OM No. ASE.242/2012/24, dated 10.05.2012.

The appointee concerned shall also have to furnish Joining Report alongwith an undertaking before the undersigned as prescribed by the Finance (Budget) Department vide letter No. B.W.3/Pt-II/1, dtd. 25.01.2005 regarding acceptance of "New Pension Scheme" as follows:-

Contd. Page 4

"I understand and accept that Government servant joining the service in the State Government on or after 01.02.2005 shall not be governed by the existing Assam Service (Pension) Rules, 1969 and orders issued there under from time to time and that their pension and other retirement benefits will be governed by a set of New Pension Rules, which are being introduced in the line with the Contributory Pension Scheme of Government of India".

This is issued in pursuance of the Govt. in the Finance Department letter No. FSI.5/2005/Vol-VI/101, dtd. 02.05.2020.

Sd/-
(Prabhat Das, AES)
Inspector of Schools,
Sonitpur District Circle, Tezpur

No. Esstt.6/Steno/TET/GT-Apptt/2020/172-A Dated 04/02/2021

Copy to:-

1. The Commissioner & Secretary to the Govt. of Assam, Education (Secondary) Department, Dispur, Guwahati – 06.
2. The Deputy Commissioner, Sonitpur District.
3. The Director of Secondary Education, Assam, Kahilipara, Guwahati – 19.
4. The Senior Standing Counsel, Education (Secondary) Department, Gauhati High Court, Guwahati – 01.
5. The Treasury Officer, Sonitpur / Gohpur / Rangapara / Biswanath / Dhekiajuli / Jamuguri.
6. Person concerned .....
7. The office guard file.

04.2.021

Inspector of Schools,
Sonitpur District Circle, Tezpur

06.2.021

UNDERTAKING

"I understand and accept that Govt. servant joining the service of the state Govt. on or after 1st February, 2005 shall not be governed by the existing Assam Service (Pension) Rules, 1969 and order issued there under from time to time and that my pension and other retirement benefits will be governed by a set of New Pension Rules which are in line with the Contributory Pension Schemes of Govt. of India".

Mayuri Kankana Mahanta
Signature

Name - Mayuri Kankana Mahanta

Designation - Graduate Teacher Arts

Date - 06/02/2021

ST.No.: 65

06.2.021

To,
The Inspector of Schools.
Sonitpur District. Assam.

Subject: Joining Report.

Respected Sir/Madam,
With due respect, I would like to state that I am Mayuri Kankana Mahanta a candidate of EWS category appointed as Graduate Teacher (Arts) vide Appointment letter No. No. ESStt.6/Steno/TET/GT-Apptt/2020/172 Dated 04/02/2021 issued by the Inspector of School ~~Assam.~~ SDC. Tezpur

So, I request you to kindly accept my joining report in your district on today i.e. 06 February 2021 at ~~11~~ 11.46 A.M onwards.

N.B. :- Enclosed herewith my Appointment letter and Identity proof for your information & favorable action.

Thanking you.

Date: 06/02/2021

Yours faithfully

Mayuri Kankana Mahanta

Address: Da-Parbatia Borah mara Satra, Tezpur, Assam
Dist-Sonitpur, Pin-784150
P.O-Daparbatia
Mobile No: 8724095370
E-Mail ID: mayurimahanta28@gmail.com

Sl. No.	Name and address of the candidate(s)	Place of Posting	Post Creation No. & Date	Retention No. & date	Roster point No.	Roster Sl. No.	Category of post as per Roster Register
62	MANIKA SHAKHARI P.O.- BARGAON DIST.- MORIGAON	Jyoti Agarwalla HS School	ESS.172/77/162 Dtd. 17/10/77	EPS.87/82/68 Dt. 28/06/88	36	1036	SC
63	MAYASHRI SONOWAL P.O.- DHAKUWAKHANA DIST.- LAKHIMPUR	Chariali HS & MP School	ESS.172/77/163 Dtd.17.10.1977	EPS.87/82/68 Dtd.29.06.1988	55	955	ST(P)
64	MAYURI KANKANA MAHANTA P.O.- DA-PARBATIA DIST.- SONITPUR	Tezpur Academy HSS	ESS.172/77/163 dtd.17/10/77	EPS.87/82/63 dtd.01/07/87	48	1248	EWS
65	MONIKA DEVI P.O.- MONABARI DIST.- SONITPUR	Chariali HS & MP School	ESS.172/77/163 Dtd.17.10.1977	EPS.87/82/68 Dtd.29.06.1988	9	209	EWS
66	MONTU PEGU P.O.- SUBANSIRI DIST.- SONITPUR	Purbajyoti High School	PMA.13/95/79 dtd. 22/11/95	ASE.51/2015/30 dtd. 02/06/2015	5	305	ST-P
67	MOYURI KALITA P.O.- NAGSHANKAR DIST.- BISWANATH	Chengamari H.S	EDG.64/85/12 dtd. 30.03.85	B(3)S.730/92/39 dt.10.07.97	9	309	EWS
68	MUHAMMAD SHAHBAZ P.O.- TEZPUR DIST.- SONITPUR	Silikhabari H.S. School	ESS.172/77/164 dtd. 17/10/77	EDG.1027/89/14 Dt. 04/05/92	60	1260	UR
69	MUNMI BORUAH P.O.- BHELUGURI DIST.- NAGAON	L.O.K.D. Girls H.S	EDG.64/85/23 dtd 30-03-1985	GB-EST/Reten/1/2003/22-B dtd 02-06-2003	1	801	UR (PwD)
70	MUNNA PAYENG P.O.- MUKALIGAM DIST.- BISWANATH	Borgang HS	EDG/64/85/12 Dt. 30/03/1985	B(3)-730/92/39 Dt. 10/07/1997	25	925	ST(P)
71	NAISARGIKA BORO P.O.- CHAWCALPARA DIST.- UDALGURI	Maz Rowmari H.S.	EPG.567/91/116 dtd.16/11/91	PMA.176/2003/17 dt. 02/07/2004	25	1225	ST(P)
72	NANDITA CHAKRABORTY P.O.- RANGAPARA DIST.- SONITPUR	Tezpur Chariali Girls' HS	EPD.567/91/115 dtd. 16/11/91	PMA.176/2003/17 dt. 02/07/04	19	1319	EWS
73	NAYAN MONI PEGU P.O.- BIHPURIA DIST.- LAKHIMPUR	Behali HS School	ESS/172/77/162 dtd. 17-10-1977	EPS-87/82/68 dtd. 28-06-1988	55	855	ST(P)
74	NIKITA BORAH P.O.- BURIGANG DIST.- BISWANATH	Bapuji High School	ESS-207/79/45 Dtd 31-3-80	GMSC- 78/84/345 DTD. 28/02/92	92	1092	UR
75	NIRAMOY SONOWAL P.O.- CHAHARAKATA DIST.- DIBRUGARH	Panchmile High Madrassa	EPG.567/91/115 dt.16/11/91	PMA.176/2003/17 dt.02/07/04	25	1325	ST(P)
76	NISHA DOLEY P.O.- LOHITMUKH DIST.- SONITPUR	Jyoti Agarwalla HS School	EPG.567/91/113 Dt.16/11/91	PMA.176/2003/17 Dt. 02/04/03	15	1115	ST(P)
77	NITA DUTTA P.O.- BARGAON DIST.- NALBARI	Tetonpukhuri HS	ESS/108/81/129 dt. 17-05-82	GMSC/78/84/347 dt 28-02-92	38	1238	EWS
78	NITYANANDA DOLEY P.O.- SIMALUGURI DIST.- LAKHIMPUR	Dekarai H.S.S	EPG- 567/91/113 Dt.16-11-1991	PMA-176/2003/06 Dt.17-11-2003	85	985	ST(P)
79	PALASH KUMAR NATH P.O.- BESSERIA DIST.- SONITPUR	Chenglimara HS	EPG.567/91/115 Dt. 16.11.91	PMA.176/2003/17 Dt. 02.07.04	2	1202	OBC/ MOBC
80	PARIMITA BORDOLOI P.O.- MORIGAON DIST.- MORIGAON	L.O.K.D. Girls H.S	EDG.64/85/23 dtd 30-03-1985	GB-EST/Reten/1/2003/22-B dtd 02-06-2003	85	1185	ST(P)
	PINKI DAS	Behali HS	ESS/172/77/162	EPS-87/82/68	36	736	SC

GOVT. OF ASSAM
OFFICE OF THE INSPECTOR OF SCHOOLS
SONITPUR DISTRICT CIRCLE, TEZPUR

ORDER

No.Esstt.6/Steno/TET/GT-Apptt/2020/191 Dated: - 09.02.2021

In continuation to this office order No. Esstt.6/Steno/TET/GT-Apptt/2020/172 dtd. 04.02.2021, the following appointed Graduate Teachers (Arts) and had already joined in the office of the undersigned on 06.02.2021 are hereby posted in the School shown against their names:-

Sl. No.	Name and address of the candidate(s)	Place of Posting	Post Creation No. & Date	Retention No. & date	Roster point No.	Roster Sl. No.	Category of post as per Roster Register
1	AJANTA DEURI P.O.- DAFLAGARH DIST.- BISWANATH	Khanamukh HS	EPG.567/91/115 Dt. 16/11/91	PMA.176/2003/17 Dt, 02/07/04	75	1175	ST(P)
2	ANJILA BARUAH P.O.- ELENGI SATRA DIST.- BISWANATH	Swahid Mukunda Kakati H.S	ESS 172/77/162 DTD.17/10/77	EPS.87/82/68 DTD.28.6.88	74	1274	UR
3	ANJUMONI BORAH P.O.- JALBHARI DIST.- LAKHIMPUR	North Jamuguri High School	ESS.172/77/162 dated.17/10/77	EPS.87/82/68 dated. 29/6/88	75	1275	ST(P)
4	ANKANA HAZARIKA P.O.- PARVATI NAGAR HAZARAPAR DIST.- SONITPUR	Khelmati H.S	ESS.172/77/162 dtd. 17/10/1977	EPS.87/82/68 dtd. 29/06/1988	78	678	EWS
5	ANKITA BORAH P.O.- ELENGI SATRA DIST.- BISWANATH	Gohpur Girls' High School	EPG/295/88/9 Dtd. 31-03-88	PMA/176/2003/6 Dtd. 17-11-2003	48	448	EWS
6	ANWESHA BARTHAKUR P.O.- TEZPUR DIST.- SONITPUR	Chariali HS & MP School	ESS.172/77/163 Dtd.17.10.1977	EPS.87/82/68 Dtd.29.06.1988	33	1133	UR
7	ARCHANA KAKATI P.O.- SAUDIPUKHURI DIST.- DARRANG	Dhekiajuli High School	ESS.172/77/162 dtd.17/10/77	EPS.87/82/68 dtd.28/06/88	78	378	EWS
8	ARINA DAS P.O.- HOWAJAN DIST.- BISWANATH	Kalabari Girls' H.S	ESS/172/77/162 dtd 17.10.77	EPS 87/82/68 dtd.29.6.88	51	1051	SC
9	ASRAF ALI P.O.- BALABARI DIST.- DARRANG	M.C.D. HS School	ESS/172/77/162 Dtd. 17/10/1977	EPS/87/82/68 Dtd. 28/06/1988	19	719	EWS
10	BABITA DEVI P.O.- NAHARBARI DIST.- SONITPUR	Khanamukh HS	EPG.567/91/115 Dt. 16/11/91	PMA.176/2003/17 Dt, 02/07/04	54	1254	OBC/ MOBC
11	BABUL TERON P.O.- CHALAIKHATI DIST.- BISWANATH	Chariali Academy	ESS.172/77/162 Dtd.17.10.1977	EPS.87/82/68 Dtd.29.06.1988	70	270	ST (H)
	BANTI DOLEY P.O.- LAKHIMPUR	Bapuji High	ESS-207/79/45	GMSC- 78/84/345	35	835	ST(P)

GOVT. OF ASSAM
OFFICE OF THE INSPECTOR OF SCHOOLS, JDC
JORHAT

No. IS/JDC/Appointment/GT/2021/6464 Dated 4/2/2021

ORDER

In pursuance to the Govt. approval accorded vide letter No ASE. 176/2020/378, dated 16.03.2020 for filling up of the vacancies of Graduate Teacher (Arts & Science) and subject to discharge without notice and without assigning any reason thereof and pending satisfactory Police Verification Report, the following candidates duly selected by the District Selection Committee and approved by the Director of Secondary Education, Assam vide letter **No. GB-EST/Approval/11/ 2021/38 dated . 03-02-2021** are hereby temporarily appointed as **Graduate Teacher (Arts)** in the Provincialised Secondary Schools in the Pay Band - II of Rs.14,000/- to Rs. 60,500/- plus Grade Pay of Rs.8,700/- and other allowances as admissible as per rules with effect from the date of his / her joining.

Sl No	Name of the Candidate (s)	Selected Against the Category (UR/EWS/PWD/OBC/MOBC/ST(P)/ST(H)/SC
1	2	3
1	Rima Das	SC

The appointee concerned shall have to submit their joining report before the undersigned on 06.02.2021. However, his/her posting will be given effect on 07.02.2021 and 08.02.2021 after the process of counseling of posting is completed.

The appointee having Post Graduate Degree in specific Subject, who appointed in the Higher Secondary School, will have to take up classes in Higher Secondary Section too, if so, assigned by the Head of the Institution as per the provision of Govt. OM No ASE 242/2012/24, dated 10.05.2012.

The appointee concerned shall also have to furnish Joining Report alongwith an undertaking before the undersigned as prescribed by the Finance (Budget) Department vide letter No. B.W.3/Pt-II/I, dtd. 25.01.2005 regarding acceptance of "New Pension Scheme" as follows :-

"I understand and accept that Government servant joining the service in the State Government on or after 01.02.2005 shall not be governed by the existing Assam Service (Pension) Rules, 1969 and orders issued there under from time to time and that their pension and other retirement benefits will be governed by a set of New Pension Rules, which are being introduced in the line with the Contributory Pension Scheme of Government of India."

This is issued in pursuance of the Govt. in the Finance Department letter no. FSI.5/2005/Vol-VI/101, dtd. 02.05.2020

(Dr. S. Rajkumari, AES –I)
Inspector of Schools, JDC
Jorhat.

Memo No. IS/JDC/Appointment/GT/2021/....6464....(A) Dated....4/2/2021....

Copy to:-

1. The Commissioner & Secretary to the Govt. of Assam, Education (Secondary) Department, Dispur, Guwahati-06.
2. The Deputy Commissioner, Jorhat/Majuli District.
3. The Director of Secondary Education, Assam, Kahilipara, Guwahati-19.
4. The Senior Standing Counsel, Education (Secondary) Department, Guwahati High Court, Guwahati-01.
5. The Treasury Officer, Jorhat/Majuli/Titabor/Teok.
6. Person concerned.
7. The office guard file.

(Dr. S. Rajkumari, AES –I)
Inspector of Schools, JDC
Jorhat

Received
Inspector of Schools
J.D.C., Jorhat

To

The Inspector of Schools,
JDC,
Jorhat, Assam

Subject : Letter of Joining Report.

Respected Madam,

With due respect, I have the honour to state I am appointed as a Graduate Teacher (Arts) in your district vide Memo No IS/JDC/Appointment/ GT/2021/6464 (A) Dated 04-02-2021 issued by the Director of Secondary Education, Assam. Now I want to join in your office in accordance with the directions of the mentioned appointment letter enclosed herewith.

So, I request you to kindly accept my joining report on today i.e. 6th February 2021 at 12'24 ~~A.M.~~/P.M. onwards. I will perform my duties sincerely with honesty and to the best of my abilities.

N.B.: Enclosed herewith my appointment letter for your information and favourable action.

Thanking you

Date: 6th Feb, 2021

Yours faithfully

Rima Das.

Name : Rima Das
C/o – Ratul Das
Address : Pokimuri Habi Gaon,
P.O. : RRL
P.S.: Pulibor
Pin- 785006, Dist: Jorhat
State : Assam
Mob No: 9101224903/9101547229
Email : rima70440@gmail.com

Rima Das.
6/2/21

Gmail SRADHANJALI PRADHAN <sradha.20@gmail.com>

Fwd: Welcome to SBI Youth for India 2020-21

1 message

Subheshya Sharma <sharmasubheshya@gmail.com> Sun, Feb 13, 2022 at 5:56 PM
To: sradha.20@gmail.com

---------- Forwarded message ---------
From: **SBI Youth for India** <interview@youthforindia.org>
Date: Sat, 15 Aug, 2020, 10:04 PM
Subject: Welcome to SBI Youth for India 2020-21
To: Sharmasubheshya <sharmasubheshya@gmail.com>

Dear **Subheshya Sharma,**

We are pleased to inform that you have been selected as a Fellow for the SBI Youth for India Fellowship 2020-21. Your Application ID is **202011164.**

The tentative period of the fellowship is 12 months, from the date of commencement of the batch.

Kindly note that this email is purely an intimation of selection. The Offer Letter with terms and conditions of the fellowship, would be shared separately.

The tentative commencement date for the September Cohort is **15th September 2020** and, for the November Cohort is **15th November 2020**.

In case of acceptance, your preference of Cohort 'September 2020 or November 2020' along with the reason for the choice, should be provided. The preference for the November Cohort shall be given only to selected candidates who have prior academic or professional commitments that are unavoidable. Furthermore, fellows who will be serving a notice period will be required to submit supporting documents.

Please share your response by submitting the confirmation latest by 20th August, 2020 (Tuesday).

We request you to complete the form as part of the acceptance process. **CLICK HERE**

In case you require any further clarification in this regard, please e-mail us at interview@youthforindia.org, or contact Alex Arockiasamy (+91-8248660636) during work hours.

The SBI YFI Team shall notify you about the further steps in due course.

Regards,

Coordinator
SBI Youth for India
SBI Foundation
6th Floor, Air India Building
Nariman Point
MUMBAI 400021

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Our mailing address is:
interview@youthforindia.org

MSc Batch 2018-2020

Payel Kundu (ESE18002) (Project)

भारतीय सांख्यिकीय संस्थान
INDIAN STATISTICAL INSTITUTE
पूर्वोत्तर केंद्र, तेजपुर / North-East Centre, Tezpur

दूरभाष / Telephone : +919531101050
ई मेल / Email : head.nec@isine.ac.in
ramki@isine.ac.in

पुनियनी, पोस्ट: सोलमारा, / Punioni, P.O. Solmara
तेजपुर, असम- 784501 / Tezpur, Assam 784501
भारत / India

प्रोफेसर बी. रामकृष्णन
Professor B. Ramakrishnan
कार्यवाहक प्रमुख / Acting Head

पत्र सं./ Ref. No.: ISINE/AD/OFO/206/21-22
दिनांक/Date: September 30, 2021

With reference to her application dated September 15, 2021 in response to advertisement no. ISINE/AD/ADV/168/21-22 for a purely temporary position of Project-linked person to work in the project entitled 'Assessment of atmospheric particulate matter ($PM_{2.5}$) and associated elemental carbon, organic carbon and water soluble organic carbon at Tezpur, Assam' and subsequent online test and interview held, Ms. Payel Kundu is offered a purely temporary appointment to the said post in the Indian Statistical Institute, North-East Centre, on the following terms and conditions.

1. She will receive a fixed pay of Rs. 30000 (Rupees Thirty thousand only) per month (consolidated).
2. The appointment is upto March 31, 2022 from the date of her joining the Institute. The term may be extended subject to satisfactory performance and availability of funds.
3. She will not be entitled to the Provident Fund benefits of the Institute during this period.
4. During this period, her services may be terminated without notice and without assigning any reason. However, she will have to give one month's notice or deposit one month's pay and allowances if she resigns during this period.
5. The appointment is subject to verification of all relevant original certificates and mark sheets pertaining to academic credentials and research experience.
6. The appointment is subject to her producing certificate of physical fitness from the Medical Officer of the Institute, at the time of joining the Institute.
7. She will be posted in the Theoretical and Applied Sciences Unit, North-East Centre of the Institute.

If the above offer is acceptable to Ms. Payel Kundu, she should convey her acceptance to the undersigned not later than October 04, 2021 and report for duty to the Head, Theoretical and Applied Sciences Unit, Indian Statistical Institute, North-East Centre, Tezpur, as early as possible, but not later than October 08, 2021.

Ramakrishnan

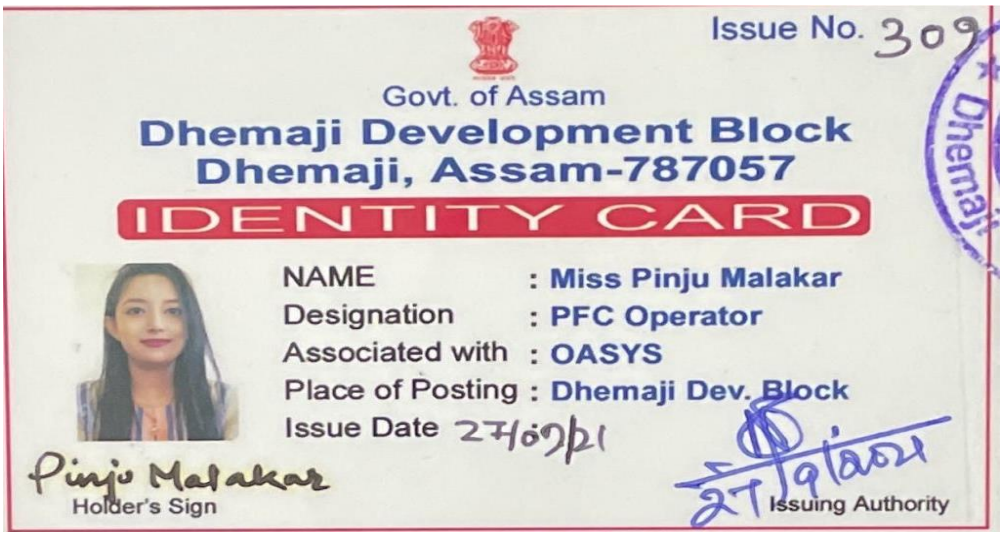
(B. Ramakrishnan)

Ms. Payel Kundu
House No. 110, Ward No. 6,
Surya Sen Road, Bongaigaon,
Assam – 783380

Copy to:

i. Professor-in-Charge, Physics and Earth Sciences Division, ISI Kolkata
ii. Head, Theoretical and Applied Sciences Unit, ISI North-East Centre
iii. Personnel Unit, ISI Kolkata
iv. Dr. Darpa Saurav Jyethi, Theoretical and Applied Sciences Unit, ISI North-East Centre
v. Sr. Administrative Officer, ISI North-East Centre
vi. Accounts Officer, ISI North-East Centre
vii. Office file

Pinju Malakar (ESE18003) (Job)



Issue No. 309

Govt. of Assam

Dhemaji Development Block
Dhemaji, Assam-787057

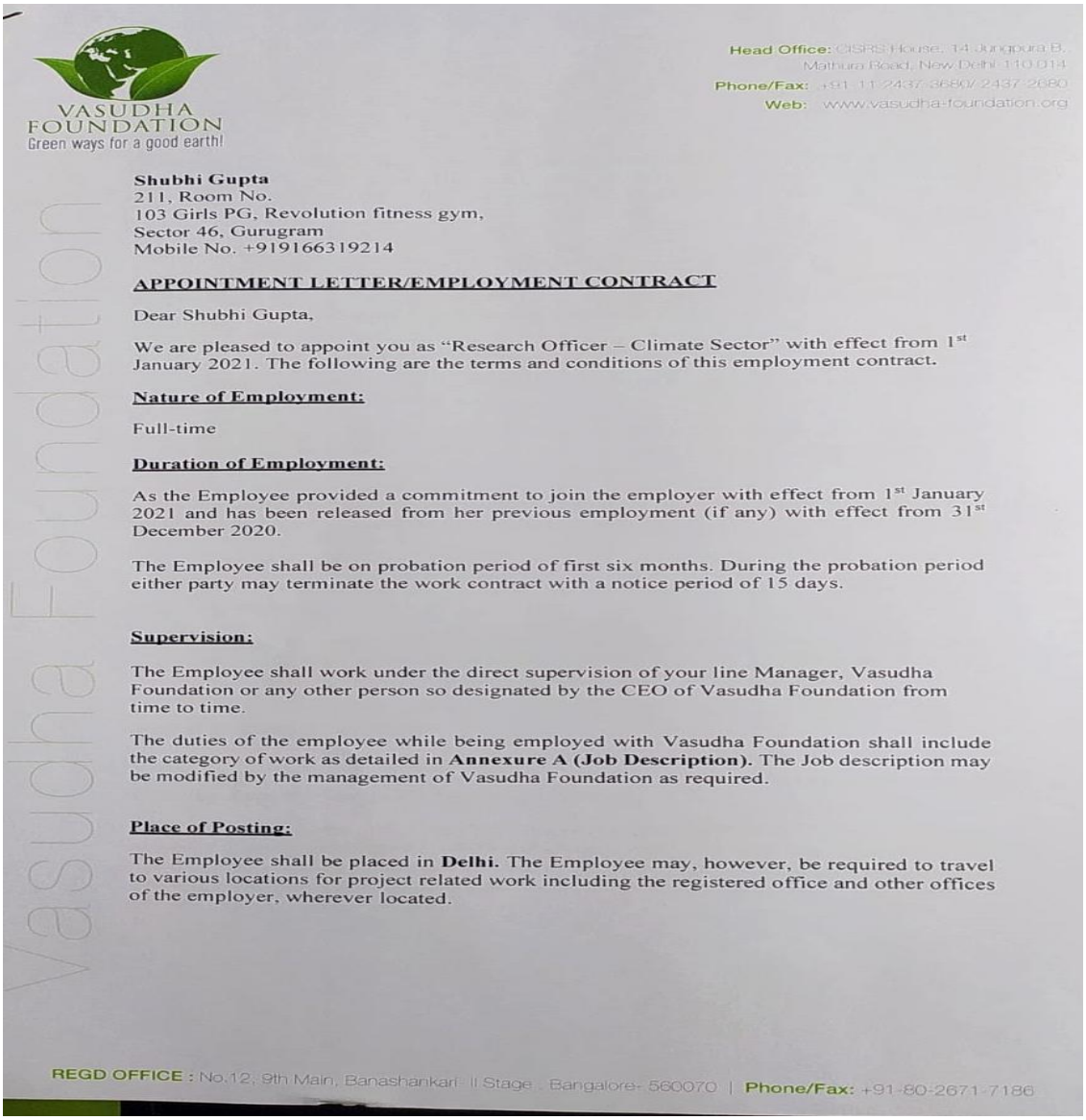
IDENTITY CARD

NAME : **Miss Pinju Malakar**
Designation : **PFC Operator**
Associated with : **OASYS**
Place of Posting : **Dhemaji Dev. Block**
Issue Date 27/09/21

Pinju Malakar
Holder's Sign

Issuing Authority

Shubhi Gupta (ESE18004) (Job)



VASUDHA FOUNDATION
Green ways for a good earth!

Head Office: CSRS House, 14 Jungpura B, Mathura Road, New Delhi 110 014
Phone/Fax: +91 11 2437 3680/ 2437 2680
Web: www.vasudha-foundation.org

Shubhi Gupta
211, Room No.
103 Girls PG, Revolution fitness gym,
Sector 46, Gurugram
Mobile No. +919166319214

APPOINTMENT LETTER/EMPLOYMENT CONTRACT

Dear Shubhi Gupta,

We are pleased to appoint you as "Research Officer – Climate Sector" with effect from 1st January 2021. The following are the terms and conditions of this employment contract.

Nature of Employment:

Full-time

Duration of Employment:

As the Employee provided a commitment to join the employer with effect from 1st January 2021 and has been released from her previous employment (if any) with effect from 31st December 2020.

The Employee shall be on probation period of first six months. During the probation period either party may terminate the work contract with a notice period of 15 days.

Supervision:

The Employee shall work under the direct supervision of your line Manager, Vasudha Foundation or any other person so designated by the CEO of Vasudha Foundation from time to time.

The duties of the employee while being employed with Vasudha Foundation shall include the category of work as detailed in **Annexure A (Job Description).** The Job description may be modified by the management of Vasudha Foundation as required.

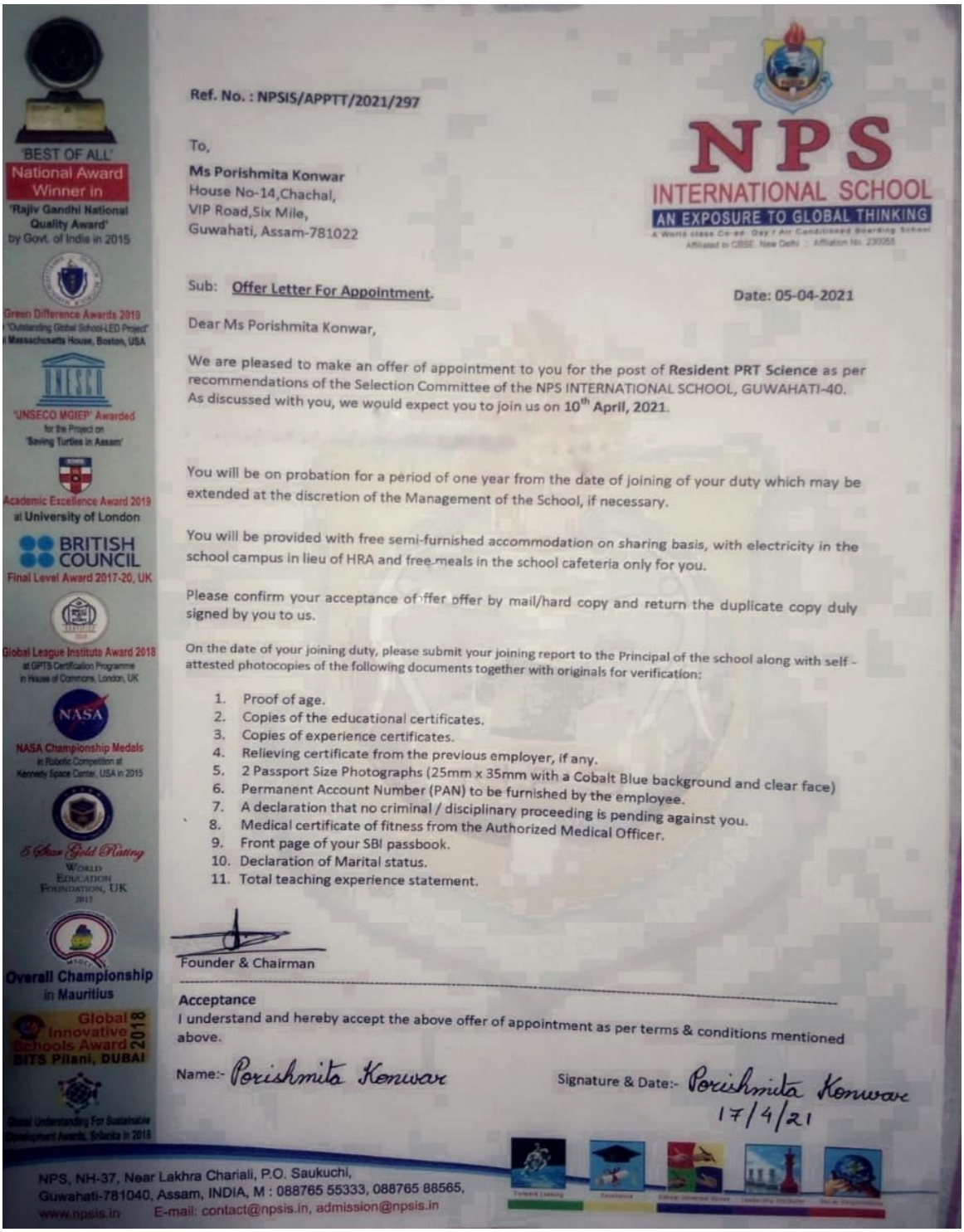
Place of Posting:

The Employee shall be placed in **Delhi.** The Employee may, however, be required to travel to various locations for project related work including the registered office and other offices of the employer, wherever located.

Vasudha Foundation

REGD OFFICE : No.12, 9th Main, Banashankari II Stage, Bangalore- 560070 | Phone/Fax: +91-80-2671-7186

Porishmita Konwar (ESE18008) (Job)



'BEST OF ALL'
National Award Winner in
'Rajiv Gandhi National Quality Award'
by Govt. of India in 2015

Green Difference Awards 2019
'Outstanding Global School-LED Project'
Massachusetts House, Boston, USA

'UNSECO MGIEP' Awarded
for the Project on
'Saving Turtles in Assam'

Academic Excellence Award 2019
at University of London

BRITISH COUNCIL
Final Level Award 2017-20, UK

Global League Institute Award 2018
at GPTS Certification Programme
in House of Commons, London, UK

NASA
NASA Championship Medals
in Robotic Competition at
Kennedy Space Center, USA in 2015

5 Star Gold Rating
World Education Foundation, UK
2013

Overall Championship
in Mauritius

Global Innovative Schools Award 2018
BITS Pilani, DUBAI

Global Understanding For Sustainable Development Awards, Srilanka in 2018

Ref. No. : NPSIS/APPTT/2021/297

To,

Ms Porishmita Konwar
House No-14,Chachal,
VIP Road,Six Mile,
Guwahati, Assam-781022

NPS
INTERNATIONAL SCHOOL
AN EXPOSURE TO GLOBAL THINKING
A World class Co-ed Day / Air Conditioned Boarding School
Affiliated to CBSE, New Delhi :: Affiliation No. 230055

Sub: **Offer Letter For Appointment.**

Date: 05-04-2021

Dear Ms Porishmita Konwar,

We are pleased to make an offer of appointment to you for the post of **Resident PRT Science** as per recommendations of the Selection Committee of the NPS INTERNATIONAL SCHOOL, GUWAHATI-40. As discussed with you, we would expect you to join us on **10th April, 2021**.

You will be on probation for a period of one year from the date of joining of your duty which may be extended at the discretion of the Management of the School, if necessary.

You will be provided with free semi-furnished accommodation on sharing basis, with electricity in the school campus in lieu of HRA and free meals in the school cafeteria only for you.

Please confirm your acceptance of offer offer by mail/hard copy and return the duplicate copy duly signed by you to us.

On the date of your joining duty, please submit your joining report to the Principal of the school along with self - attested photocopies of the following documents together with originals for verification:

1. Proof of age.
2. Copies of the educational certificates.
3. Copies of experience certificates.
4. Relieving certificate from the previous employer, if any.
5. 2 Passport Size Photographs (25mm x 35mm with a Cobalt Blue background and clear face)
6. Permanent Account Number (PAN) to be furnished by the employee.
7. A declaration that no criminal / disciplinary proceeding is pending against you.
8. Medical certificate of fitness from the Authorized Medical Officer.
9. Front page of your SBI passbook.
10. Declaration of Marital status.
11. Total teaching experience statement.

Founder & Chairman

Acceptance

I understand and hereby accept the above offer of appointment as per terms & conditions mentioned above.

Name:- Porishmita Konwar

Signature & Date:- Porishmita Konwar 17/4/21

NPS, NH-37, Near Lakhra Chariali, P.O. Saukuchi,
Guwahati-781040, Assam, INDIA, M : 088765 55333, 088765 88565,
www.npsis.in E-mail: contact@npsis.in, admission@npsis.in

Dipshikha Singha (ESE18010) (Project)

तेजपुर विश्वविद्यालय/TEZPUR UNIVERSITY

(संसद के अधिनियम द्वारा स्थापित केंद्रीय विश्वविद्यालय)
(A Central University established by an Act of Parliament)

संकायाध्यक्ष का कार्यालय, शोध व विकास

OFFICE OF THE DEAN, RESEARCH & DEVELOPMENT

तेजपुर-784028 :: असम / TEZPUR-784028 :: ASSAM

कार्यालय आदेश/OFFICE ORDER

दिनांक/Dated 28/04/2021

चयन समिति के अनुमोदनानुसार, **सुश्री दिपशिखा सिंहा** को मुख्य अनुसंधानकर्ता डॉ. आशालता देवी, संबद्ध प्रोफेसर, पर्यावरण विज्ञान विभाग, तेजपुर विश्वविद्यालय के तहत विज्ञान एवं प्रौद्योगिकी विभाग द्वारा प्रायोजित 'उत्कृष्टता केंद्र' शोध परियोजना के अधीन **"क्लाइमेट चैंज इम्पेक्ट्स एंड एडप्टैशन फॉर ए क्लाइमेट रेजिलिएंट नॉर्थ ईस्ट इंडिया"** में 8% स्वीकार्य मकान किराया भत्ता के साथ प्रतिमाह रू. **31,000/- (इकतीस हजार रुपए)** फैलोशिप पर **कनिष्ठ शोध फैलो** के रूप में नियुक्त किया जाता है। प्रारंभ में यह नियुक्ति **एक (01)** वर्ष के लिए है, जिसे उम्मीदवार का कार्य निष्पादन संतोष जनक पाए जाने की स्थिति में परियोजना की समाप्ति या अगले आदेश, जो भी पहले हो तक बढ़ाया जा सकता है।

यह नियुक्ति पूर्ण रूप से अस्थायी है और इस परियोजना के समाप्ति पर बिना किसी पूर्व सूचना या मुआवजे के स्वत: निरस्त माना जाएगा और इस पद में नियुक्त व्यक्ति तेजपुर विश्वविद्यालय में नियुक्ति या आमेलन का कोई दावा नहीं कर सकेगा।

आदेश जारी होने के (15) पंद्रह दिनों के अंदर उन्हें अपना कार्यभार ग्रहण रिपोर्ट परियोजना के मुख्य अनुसंधानकर्ता के माध्यम से अधोहस्ताक्षरी को प्रस्तुत करना होगा।

On recommendation of the Selection Committee, **Ms. Dipshikha Singha** is appointed as **Junior Research Fellow** in the DST sponsored 'Centre of Excellence' research project entitled "Climate Change Impacts and Adaptation for a Climate Resilient North East India" under the Principal Investigator Dr. Ashalata Devi, Associate Professor, Department of Environmental Science, Tezpur University at a monthly fellowship of Rs. 31,000/- (Rupees thirty one thousand) only plus 8% HRA as admissible initially for a period of one (01) year, which may be extended further depending upon satisfactory performance of the incumbent and co-terminus with the project or until further order, whichever is earlier.

The appointment is purely temporary and will terminate automatically without any notice or compensation on termination of the research project and the appointed person shall have no claim of appointment/absorption in Tezpur University.

She is to submit her joining report within a period of 15 (fifteen) days from the date of issue of the order, to the undersigned, through the Principal Investigator of the project.

हस्ता./Sd./-
संकायाध्यक्ष, शोध एवं विकास/Dean, R & D
तेजपुर विश्वविद्यलय/Tezpur University

मेमो सं Memo No. DoRD/Env.Sc./AD/20-472(Vol-II)/ 1970-A Date: 28.04.2021

प्रतिलिपि सूचनार्थ एवं आवश्यक कार्रवाई हेतु/

Copy for information and necessary action to:

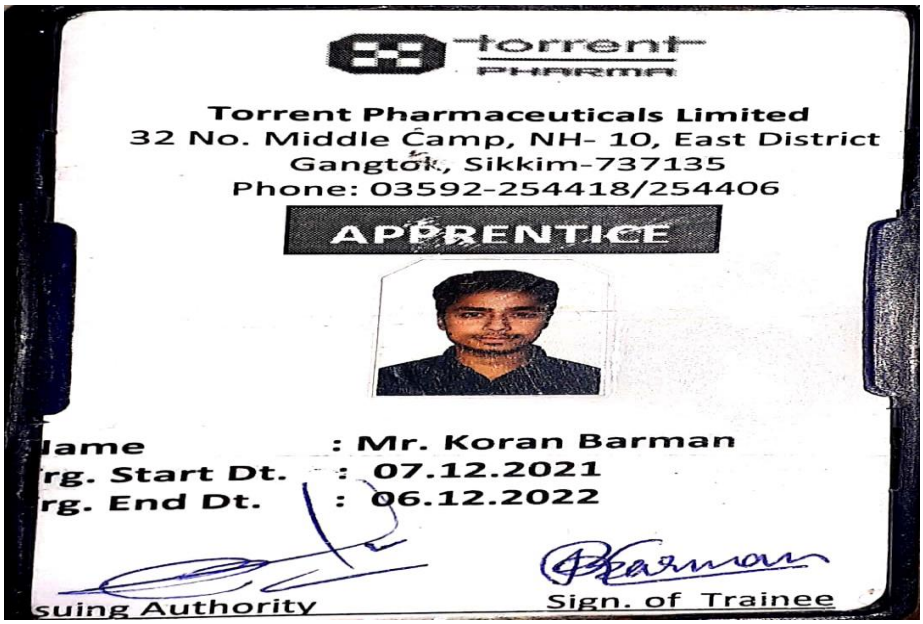
1. संकायाध्यक्ष, विद्यार्थी कल्याण, तेजपुर विश्वविद्यालय / Dean, Students' Welfare, Tezpur University.
2. विभागाध्यक्ष, पर्यावरण विज्ञान विभाग, तेजपुर विश्वविद्यालय / Head, Department of Environmental Science, Tezpur University.
3. डॉ. आशालता देवी, संबद्ध प्रोफेसर, पर्यावरण विज्ञान विभाग, तेजपुर विश्वविद्यालय एवं मुख्य अनुसंधानकर्ता/Dr. Ashalata Devi, Associate Professor, Department of Environmental Science, Tezpur University and Principal Investigator.
4. वित्त अधिकारी, तेजपुर विश्वविद्यालय / Finance Officer, Tezpur University.
5. पुस्तकालयाध्यक्ष, तेजपुर विश्वविद्यालय / Librarian, Tezpur University.
6. **सुश्री दिपशिखा सिंहा,** हाऊस नं. 105, पूब सालबारी, नुनमाटी, गुवाहाटी, असम, पिन-781020 / **Ms. Dipshikha Singha**, House No. 105, Pub Salbari, Noonmati, Guwahati, Assam, Pincode: 781020.
7. संबंधित फाइल / Concerned File.

संकायाध्यक्ष, शोध एवं विकास/Dean, R & D
तेजपुर विश्वविद्यलय/Tezpur University

Wandakaru Phawa (ESE18016) (Job)



Koran Barman (ESE18020) (Job)



Arnab Das Choudhury (ESE18023) (Job)

CN122115100

Model Contract of Apprenticeship Training for Major/Minor* Apprentices



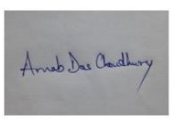
1.	Name and Registered Address of Establishment	: TORRENT PHARMACEUTICALS LIMITED (E09161100002)
	with Telephone no. & E-mail address	: 32 NO. MIDDLE CAMP, NH-10,, GangtokEast District, Sikkim : N/A : bhagwangoswami@torrentpharma.com
2.	(a) Name of Apprentice (Block Letters)	: ARNAB DAS CHOUDHURY (A122127607)
	(b) Father's/Mother's /Spouse's Name	: Ajit Das Choudhury
3.	Address of apprentice	: Near S.P. Office, Haflong, Haflong, Dima Hasao, Assam
4.	Gender	: Male
5.	Date of Birth	: 14-07-1994
6.	(a) Whether belongs to SC/ST/OBC/PwD/ Minority	: No
	(b) Name of the Category	: General
7.	Educational Qualification (Highest)	: Post Graduate - M.Sc
8.	(a) Category of Apprenticeship	: Optional
	(b) Name of the trade for which Apprentice is training	: Bio Process Engineer
9.	(a) Whether Basic Training is to be provided as part of Apprenticeship	: No
	(b) If Basic Training is exempt – reason for exemption	
	(i) Name of the Course	: Post Graduate
	(ii) Duration of Training/Course	: From 2018-07-20 00:00:00 To 2020-08-20 00:00:00
	(iii) Name of the Institute	: Tezpur University
	(iv) Name of the Sector Skill Council (if applicable)	: N/A
10.	Apprenticeship Training duration (Total)	: 1152 Hours
	(a) Duration of Basic Training	: N/A
	Period of Basic Training	: N/A
	(b) Duration of On-the-Job Training	: 1152 Hours
	Period of On-the-Job Training	: From 07-12-2021 to 06-12-2022
	(c) Training Type	: Sequential
11.	Apprenticeship Training Location	: 32 NO., MIDDLE CAMP
	(a) Name and address of facility where Basic Training is to be provided	: N/A
	(b) Name and address of the facility where On-the-Job Training is to be provided	: TORRENT PHARMACEUTICALS LIMITED 32 NO., MIDDLE CAMP East District Sikkim
12.	(a) Date of execution of contract	: 09-12-2021
	(b) Age of Apprentice on the date of execution of contract	: 27 years, 4 months and 25 days
13.	Is the establishment opting for benefits under NAPS*? *If yes, Annexure 2 to this contract will also be applicable.	: Yes
14.	Monthly stipend amount	
	(a) During 1st year of training	: 12000
	(b) During 2nd year of training	: N/A
	(c) During 3rd and 4th year of training	: N/A

The Establishment agrees and understands that the minimum monthly stipend amount is prescribed in the Rule 11(1) of Apprenticeship Rule, 1992. The Establishment confirms that the agreed monthly stipend amount entered above must be higher than these minimum rates.
If the minimum rates are modified through legislation (either through modification of rules, or through modification of minimum wages payable) during the course of apprenticeship, this revised rates will apply as the minimum payable to Apprentice

15.	(a) Name and Address of Guardian In case Apprentice is under 18 years of age (Minor)	: N/A
	(b) Relationship with the Apprentice	: N/A
16.	(a) Whether Apprentice was identified through approved Third Party Aggregator	: No
	(b) Name of TPA (if applicable)	: N/A

17. We, the Establishment, Apprentice/Guardian solemnly declare that we have read the Apprentices Act, 1961 and the Apprenticeship Rules, 1992 as amended from time to time, regarding the contract of apprenticeship training including obligations and terms and conditions contained in Schedule V and VI of the said rules and will comply with the same.
18. I, the Apprentice, declare that all details shared by me, including educational qualifications and other personal information shared, is correct and will provide original documents for verification at any time
19. We, the Establishment, have examined the Apprentice's information, including personal details, and will seek relevant documentation for verification as and when required.
20. In case of default by either the apprentice or the employer, we agree to compensate the other party as per the provisions of the Apprenticeship Rules, 1992 (Main Provisions of the Rules may be seen in the Annexure 1).
21. The Establishment, Apprentice/Guardian hereby also declares to comply with the terms and conditions of National Apprenticeship Promotion Scheme (NAPS),if applicable.



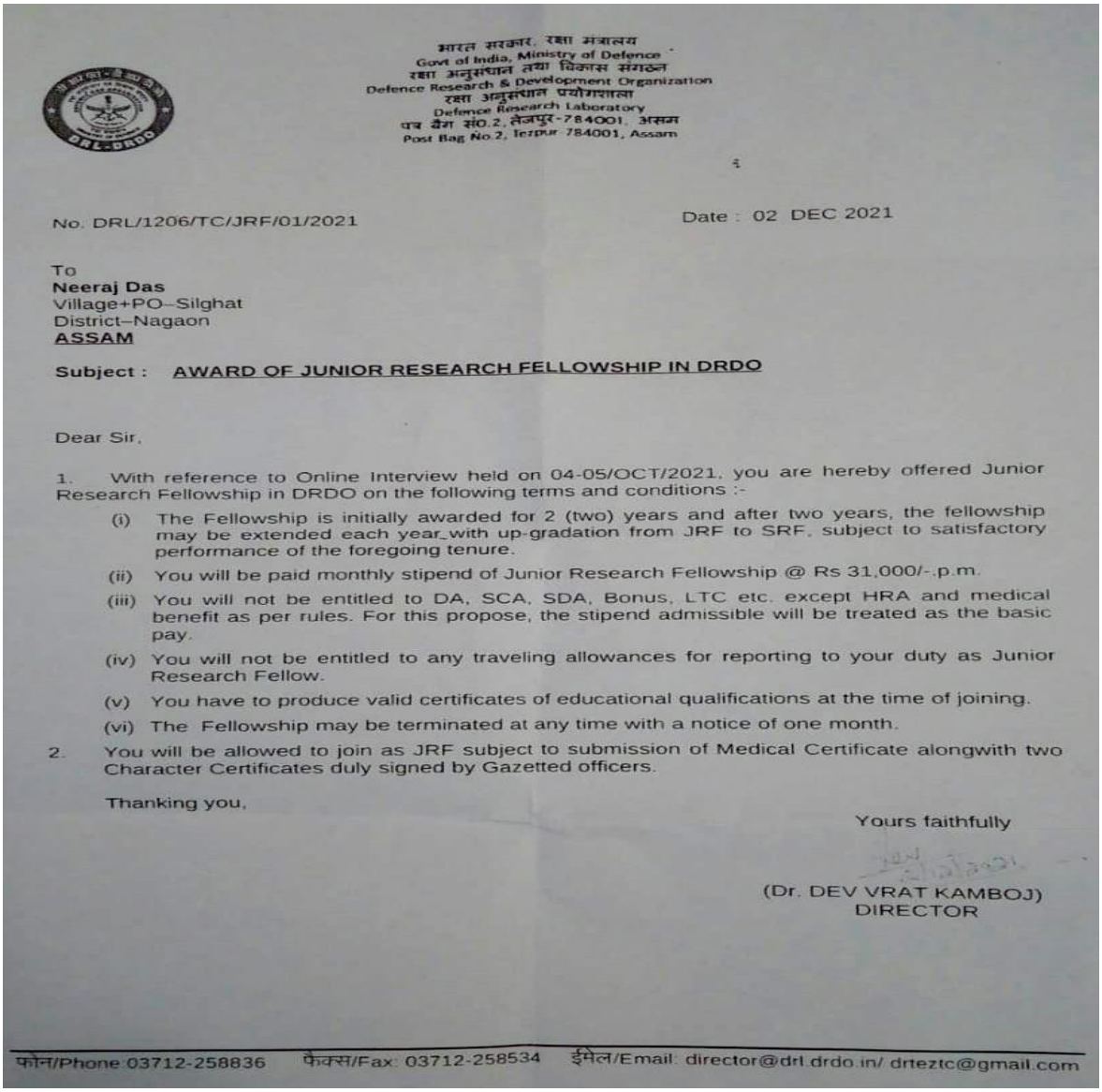


Signature of the Employer with seal

Signature of Apprentice

Signature of Guardian

Neeraj Das (ESE18030) (Project)



भारत सरकार, रक्षा मंत्रालय
Govt of India, Ministry of Defence
रक्षा अनुसंधान तथा विकास संगठन
Defence Research & Development Organization
रक्षा अनुसंधान प्रयोगशाला
Defence Research Laboratory
पत्र बैग सं0.2, तेजपुर-784001, असम
Post Bag No.2, Tezpur-784001, Assam

No. DRL/1206/TC/JRF/01/2021 Date : 02 DEC 2021

To
Neeraj Das
Village+PO–Silghat
District–Nagaon
ASSAM

Subject : AWARD OF JUNIOR RESEARCH FELLOWSHIP IN DRDO

Dear Sir,

1. With reference to Online Interview held on 04-05/OCT/2021, you are hereby offered Junior Research Fellowship in DRDO on the following terms and conditions :-

   (i) The Fellowship is initially awarded for 2 (two) years and after two years, the fellowship may be extended each year with up-gradation from JRF to SRF, subject to satisfactory performance of the foregoing tenure.

   (ii) You will be paid monthly stipend of Junior Research Fellowship @ Rs 31,000/-.p.m.

   (iii) You will not be entitled to DA, SCA, SDA, Bonus, LTC etc. except HRA and medical benefit as per rules. For this propose, the stipend admissible will be treated as the basic pay.

   (iv) You will not be entitled to any traveling allowances for reporting to your duty as Junior Research Fellow.

   (v) You have to produce valid certificates of educational qualifications at the time of joining.

   (vi) The Fellowship may be terminated at any time with a notice of one month.

2. You will be allowed to join as JRF subject to submission of Medical Certificate alongwith two Character Certificates duly signed by Gazetted officers.

Thanking you,

Yours faithfully

(Dr. DEV VRAT KAMBOJ)
DIRECTOR

फोन/Phone 03712-258836 फैक्स/Fax: 03712-258534 ईमेल/Email: director@drl.drdo.in/ drteztc@gmail.com

GOVERNMENT OF ASSAM
OFFICE OF THE DIRECTOR OF ELEMENTARY EDUCATION, ASSAM
KAHILIPARA, GUWAHATI-19

Websi gov.in

No. EAA/SIU/125/2018/Pt-VII/10248 Dated Kahilipara, the 28th Aug. 2020

ORDER

In exercise of power conferred upon the DEE, Assam vide the Govt. letter No. B (3) S 427/2001/3 dated 04/01/2002 and in pursuance of the provision of the Right to Education Act, 2009; approval of Govt. vide letter No. PMA.160/2018/423 Dated 19/08/2020 and as per the Assam Elementary Education (Prov.) (Amendment) Rules, 2012 and subject to satisfactory police verification report and production of physical fitness certificate from concerned Joint Director of Health Services, the following selected candidates is hereby appointed as **Hindi Teacher** in UP School on purely temporary basis in the Pay Band – 2 (PB-2) @ Rs. 14,000/- to Rs. 60,500/- plus Grade Pay and other allowances as admissible as per "The Assam Service (Revision of Pay) (Amendment) Rules, 2019" under the **District Elementary Education Office, Sonitpur.**

The appointment is purely temporary. The appointment is liable to be terminated without assigning any reason thereof, if any kind of fraudulence regarding the credentials submitted by the appointee is established by appropriate authority at any point of time.

The appointee will have to join in his/ her place of posting on 1st September, 2020.

Application ID	Name of Candidate	Name of School	Vacancy	Govt. Creation No. & Date	Last/ Permanent Retention No. & Date
NUP1580986506	Bornali Gogoi	Mulagabharu Me	Bhuban Ch. Nath	ESS.170/78/15 dtd. 1/11/78	EMD.Middle/24/84/99 dtd. 2/8/94

This appointment is issued against existing vacancies with concurrence of the Finance (SIU) Department vide approval No. FSI.362/2018 dated 20/06/2018, communicated vide Govt. letter No. PMA.174/2018/64 Dated 28/06/2018 and subsequent extension of validity of approval of posts vide Finance Department's letter No. FSI.5/2005/Pt.VI/101 Dated 02/05/2020.

The appointee will have to furnish an undertaking along with the joining report as prescribed in the Finance (Budget) Department letter No. BW-3/2003/Pt-II/1 dated 25/01/2005 for "New Pension Rules". The content of the undertaking is as follows:

"I understand and accept that Govt. servant joining the service of the State Govt. on or after 1st February, 2005 shall not be governed by the existing Assam Service (Pension) Rules, 1969 and order issued there

under from time to time and that my pension and other retirement benefits will be governed by a set of New Pension Rules which are in line with the Contributory Pension Schemes of Govt. of India".

It is further instructed that without the above undertaking at the time of joining, the joining report shall not be accepted.

The appointee who is working as contractual teacher under the SSA or working in any other Govt./Govt. undertaking Department must tender his/ her resignation before joining in the new assignment. If detected that the candidate has not tendered his/ her resignation before joining in the new assignment, the appointment will stand cancelled automatically without assigning any reasons thereof.

Contd. Page 2

The expenditure will be debitable under the Head of Accounts, "2202-General Education-01-ElementaryEducation-101 Government Primary Schools-0165-Government Middle School-000 (No Sub Sub Head)-01 Salaries-01 Pay (EE)" 2020-21.

Sd/-
Director,
Elementary Education, Assam,
Kahilipara, Guwahati-19

Memo No. EAA/SIU/125/2018/Pt-VII/10248-A **Dated Kahilipara, the 28th Aug, 2020**

Copy to:-

1. **The A.G, Assam, Maidamgaon, Beltola, Guwahati-29 for information.**
2. **The Commissioner & Secretary to the Govt. of Assam, Education (Elementary) Department, Dispur, Guwahati-6 for his kind information.**
3. **The Superintendent of Police (Special Branch), Assam, Kahilipara, Guwahati-19 for kind information and necessary action. He is requested to furnish the police verification report especially among others, identity proof, citizenship proof, residence proof and antecedent reports relating to integrity and conduct legal and criminal offences etc. in respect of the new appointees.**
4. **The Sr. Standing Counsel for Education (Ele.) Department, Hon'ble Gauhati High Court, Guwahati-1 for information and necessary action.**
5. **The District Elementary Education Officer, Sonitpur. for information and necessary action. He/ She is requested to look into the matter for furnishing the necessary undertaking as per the terms and conditions of the appointment. It is also requested to forward the joining report along-with undertaking and Finance Department's Prescribed Format A & B etc. to the undersigned for obtaining necessary approval from the Finance Department for releasing of first monthly salary of the new appointees.**
6. **The Joint Director of Health Services, Sonitpur. for information and necessary action.**
7. **The Deputy Inspector of Schools, concerned for information and necessary action. He/ She is requested to look into the matter for furnishing the necessary undertaking as per terms and conditions of the appointment. It is also requested to forward the joining report along-with undertaking and Finance Department's Prescribed Format A & B etc. to the DEEO concerned.**
8. **The Block Elementary Education Officer, concerned for information and necessary action. He/ She is requested to look into the matter for furnishing the necessary undertaking as per terms and conditions of the appointment. It is also requested to forward the joining report along-with undertaking and Finance Department's Prescribed Format A & B etc. to the DEEO concerned.**
9. **The Treasury Officer, Sonitpur/Biswanath Chariali/Gohpur/Rangapara/Jamugurihat/Dhekiajuli. for information and necessary action.**
10. **The HM, Mulagabharu Me for information and necessary action. He/ She will verify all the original testimonials of the new appointee along-with release order in case of the appointee who is already working in any Govt./ Govt. undertaking/ contractual teacher under the SSA before joining in the new assignment. He/ She is directed to allow the candidate to join in his/ her new assignment on production of downloaded copy of the appointment letter if all the conditions as mentioned above are fulfilled.**
11. **Bornali Gogoi for information.**

Director,

GOVERNMENT OF ASSAM
OFFICE OF THE DIRECTOR OF ELEMENTARY EDUCATION, ASSAM
KAHILIPARA, GUWAHATI-19

Website: dee.assam.gov.in

No. EAA/SIU/125/2018/Pt-VII/10242 Dated Kahilipara, the 28th Aug, 2020

O R D E R

In exercise of power conferred upon the DEE, Assam vide the Govt. letter No. B (3) S 427/2001/3 dated 04/01/2002 and in pursuance of the provision of the Right to Education Act, 2009; approval of Govt. vide letter No. PMA.160/2018/423 Dated 19/08/2020 and as per the Assam Elementary Education (Prov.) (Amendment) Rules, 2012 and subject to satisfactory police verification report and production of physical fitness certificate from concerned Joint Director of Health Services, the following selected candidates is hereby appointed as **Hindi Teacher** in UP School on purely temporary basis in the Pay Band – 2 (PB-2) @ Rs. 14,000/- to Rs. 60,500/- plus Grade Pay and other allowances as admissible as per "The Assam Service (Revision of Pay) (Amendment) Rules, 2019" under the **District Elementary Education Office, Sonitpur**.

The appointment is purely temporary. The appointment is liable to be terminated without assigning any reason thereof, if any kind of fraudulence regarding the credentials submitted by the appointee is established by appropriate authority at any point of time.

The appointee will have to join in his/ her place of posting on 1st September, 2020.

Application ID	Name of Candidate	Name of School	Vacancy	Govt. Creation No. & Date	Last/ Permanent Retention No. & Date
NUP1581326078	Hira Chetry	Bakola Garogaon Me	Lilawati Roy	EPG.567/91/109 dtd.16/11/91	PMA.138/2002/188 Dt.7/8/03

This appointment is issued against existing vacancies with concurrence of the Finance (SIU) Department vide approval No. FSI.362/2018 dated 20/06/2018, communicated vide Govt. letter No. PMA.174/2018/64 Dated 28/06/2018 and subsequent extension of validity of approval of posts vide Finance Department's letter No. FSI.5/2005/Pt.VI/101 Dated 02/05/2020.

The appointee will have to furnish an undertaking along with the joining report as prescribed in the Finance (Budget) Department letter No. BW-3/2003/Pt-II/1 dated 25/01/2005 for "New Pension Rules". The content of the undertaking is as follows:

"I understand and accept that Govt. servant joining the service of the State Govt. on or after 1st February, 2005 shall not be governed by the existing Assam Service (Pension) Rules, 1969 and order issued there under from time to time and that my pension and other retirement benefits will be governed by a set of New Pension Rules which are in line with the Contributory Pension Schemes of Govt. of India".

It is further instructed that without the above undertaking at the time of joining, the joining report shall not be accepted.

The appointee who is working as contractual teacher under the SSA or working in any other Govt./Govt. undertaking Department must tender his/ her resignation before joining in the new assignment. If detected that the candidate has not tendered his/ her resignation before joining in the new assignment, the appointment will stand cancelled automatically without assigning any reasons thereof.

Contd. Page 2

The expenditure will be debitable under the Head of Accounts, “2202-General Education-01-ElementaryEducation-101 Government Primary Schools-0165-Government Middle School-000 (No Sub Sub Head)-01 Salaries-01 Pay (EE)” 2020-21.

Sd/-
Director,
Elementary Education, Assam,
Kahilipara, Guwahati-19

Memo No. EAA/SIU/125/2018/Pt-VII/10242-A Dated Kahilipara, the 28th Aug, 2020

Copy to:-

1. The A.G, Assam, Maidamgaon, Beltola, Guwahati-29 for information.
2. The Commissioner & Secretary to the Govt. of Assam, Education (Elementary) Department, Dispur, Guwahati-6 for his kind information.
3. The Superintendent of Police (Special Branch), Assam, Kahilipara, Guwahati-19 for kind information and necessary action. He is requested to furnish the police verification report especially among others, identity proof, citizenship proof, residence proof and antecedent reports relating to integrity and conduct legal and criminal offences etc. in respect of the new appointees.
4. The Sr. Standing Counsel for Education (Ele.) Department, Hon’ble Gauhati High Court, Guwahati-1 for information and necessary action.
5. The District Elementary Education Officer, Sonitpur. for information and necessary action. He/ She is requested to look into the matter for furnishing the necessary undertaking as per the terms and conditions of the appointment. It is also requested to forward the joining report along-with undertaking and Finance Department’s Prescribed Format A & B etc. to the undersigned for obtaining necessary approval from the Finance Department for releasing of first monthly salary of the new appointees.
6. The Joint Director of Health Services, Sonitpur. for information and necessary action.
7. The Deputy Inspector of Schools, concerned for information and necessary action. He/ She is requested to look into the matter for furnishing the necessary undertaking as per terms and conditions of the appointment. It is also requested to forward the joining report along-with undertaking and Finance Department’s Prescribed Format A & B etc. to the DEEO concerned.
8. The Block Elementary Education Officer, concerned for information and necessary action. He/ She is requested to look into the matter for furnishing the necessary undertaking as per terms and conditions of the appointment. It is also requested to forward the joining report along-with undertaking and Finance Department’s Prescribed Format A & B etc. to the DEEO concerned.
9. The Treasury Officer, Sonitpur/Biswanath Chariali/Gohpur/Rangapara/Jamugurihat/Dhekiajuli. for information and necessary action.
10. The HM, Bakola Garogaon Me for information and necessary action. He/ She will verify all the original testimonials of the new appointee along-with release order in case of the appointee who is already working in any Govt./ Govt. undertaking/ contractual teacher under the SSA before joining in the new assignment. He/ She is directed to allow the candidate to join in his/ her new assignment on production of downloaded copy of the appointment letter if all the conditions as mentioned above are fulfilled.
11. Hira Chetry for information.



Director,
Elementary Education, Assam,
Kahilipara, Guwahati-19

GOVT. OF ASSAM
OFFICE OF THE INSPECTOR OF SCHOOLS:: BARPETA DISTRICT CIRCLE
BARPETA

ORDER

In pursuance to the Govt. approval accorded vide letter No. ASE.176/2020/378, dated 16.03.2020 for filling up of the vacancies of Graduate Teacher (Arts & Science) and subject to discharge without notice and without assigning any reason thereof and pending satisfactory Police Verification Report, the following candidates duly selected by the District Selection Committee and approved by the Director of Secondary Education, Assam vide letter No. GB-EST/Approval/1/2021/60 dated 03/02/2021 are hereby temporarily appointed as **Graduate Teacher (Arts)** in the Provincialised Secondary Schoo's in the pay band – II of Rs.14,000/- to Rs.60,500/- plus Grade Pay of Rs.8,700/- and other allowances as admissible as per rules with effect from the date of his / her joining.

Sl. No.	Name of the candidate(s)	Selected against the category (UR/ EWS / PWD / OBC / MOBC / ST(P) / ST (H) / SC)
1	Satyajeet Das	OBC/MOBC
2	Pallabi Borah	OBC/MOBC
3	Archana Das	OBC/MOBC
4	Kirtikamal Das	OBC/MOBC
5	Bitumani Nath	OBC/MOBC
6	Manash Jyoti Pathak	OBC/MOBC
7	Deepa Moni Das	OBC/MOBC
8	Lunamani Das	OBC/MOBC
9	Bhaskar Jyoti Saikia	OBC/MOBC
10	Bismita Saikia	OBC/MOBC
11	Nirmal Das	OBC/MOBC
12	Dimpi Medhi	OBC/MOBC
13	Kabyashree Borah	OBC/MOBC
14	Harinath Roy	OBC/MOBC
15	Nayanjyoti Chutia	OBC/MOBC
16	Pampi Nath	OBC/MOBC
17	Manash Pratim Nath	OBC/MOBC
18	Pooja Kalita	OBC/MOBC
19	Jayashree Kumari	OBC/MOBC
20	Nanee Mousum Kalita	OBC/MOBC
21	Monosree Gogoi	OBC/MOBC
22	Sushmita Mohan	OBC/MOBC
23	Pampi Gogoi	OBC/MOBC
24	Pinky Bharali	OBC/MOBC
25	Jumi Das	OBC/MOBC
26	Dimpi Devi	OBC/MOBC
27	Archana Devi	OBC/MOBC
28	Swarnalata Roy	OBC/MOBC
29	Anju Moni Borah	OBC/MOBC
30	Rupjyoti Boruah	OBC/MOBC
31	Ram Hari Chetry	OBC/MOBC
32	Hijam Heirang LeimaDevi	OBC/MOBC

A.D.I. (Secondary)
Inspector of Schools B.D.C.
Barpeta

GOVT. OF ASSAM
OFFICE OF THE INSPECTOR OF SCHOOLS
NDC, NAGAON:: ASSAM

No. IS/NDC/APP/Asstt-Teachers/SC/Arts/5858/111 Dated :05-03-2021

ORDER

In continuation to this office order No.IS/NDC/App/Asstt-Teachers/Sc/Arts/2020/377, dtd. 04-02-2021, the following appointed Graduate Teachers (Arts) and already joined in the office of the undersigned on 06.02.2021 are hereby posted in the School shown against their names:-

Sl. No.	Name of the candidate(s)	Address	Place of Posting	Post Creation No. & Date	Retention No. & date	Roster point No.	Roster Sl. No.	Category of post as per Roster Register
1	Imdad Hussain Talukdar	Vill. Bhimar Ali, Po.Padumpukhuri Ps-Hojai Dist-Hojai(Assam) Pin-782435	ASDUL HASIB HSS	ESS 172/77/164 DTD:17/10/77	EPS 87/82/68 DTD:28/6/88	29	929	EWS
2	Jagat Jyoti Kalita	Vill-Ossai Gaon, Po Ossai Gaon, Ps-Lumding, Dist-Hojai, Assam, Pin-782446	ADARSH HIGH SCHOOL,KAKI	EPO /298/87/11 DTD:31/3/87	OB-EST/RETEN/1/2003/48-ADTD:29-5-3	29	1529	EWS
3	Mirajul Hassan Chowdhury	Vill- Kaliadinga Pam, Po-Kaliadinga, Ps- Juria, Dist-Nagaon, State- Assam, Pin-782124.	ALITANGANI OSMANIA HSS	ESS 172/77/162 DTD17/10/77	EPS 87/82/87 DTD:30/3/90	97	397	EWS
4	Birsha Ram Borah	Vill- Borbhakati Po-Jakhalabandha Ps- Jakhalabandha Pin 782136 Nagaon	BARBHAGIA HS	ESS 172/77/162 DTD-17/10/77	EPO 87/88/68 DTD-28/6/88	9	1509	EWS
5	Jonali Kalita	Vill- Balagaon, Po-Choudhurikhat, Ps- Chhaygaon, Kamrup (R) Pin 781141	BARHAMPUR SSA GIRLS HS	ESS 172/77/162 DTD-17/10/77	EPS 87/82/68 DTD:28/6/88	78	1078	EWS
6	Ankita Sharma	C/O. Manash Jyoti Borthakur Vill. Madhupur, Near Namghar, P.O. Madhupur, P.S. Nagaon Sadar Pin782003	BEREJIA PKS HS SCHOOL	ESS 172/77/162 DTD-17/10/77	EPS 87/82/68 DTD:28/6/88	19	1019	EWS
7	Abdul Kaiyum Ansary	Vill- Goroimari, P.O- Ambagan, P.S- Uhuni, Dist- Nagaon (Assam), Pin- 782120	CHAPANALLA HIGHER SECONDARY SCHOOL	ESS 172/77/162 DTD-17/10/77	EPS 87/82/68 DTD:29/6/88	38	338	EWS
8	Washim Akram	Vill- Kacharigaon, Po-Kaliadinga, Ps- Juria, Dist-Nagaon, State- Assam, Pin-782124.	DHANIABHETI HS	EPO 567/91/115 16/11/91	PMA 167/2003/17 DTD-2/7/04	9	1409	EWS
9	Md Rashidul Hoque	Vill+P.O.- Kumargaon, P.S.- Rupahi Hat, District-Nagaon(Assam), Pin-782125	DHING K.B. HSS	ESS 172/77/103 DTD-17/10/77	EPS 87/82/68 DTD-28/6/88	38	138	EWS
10	Kohinur Nasrin Sultana	D/O - Kitab Ali Vill - Moiradhaj P.O - Rowmari Bill P.S - Dhing Nagaon Pin 782123	DHING PUBLIC HS	ESS 172/77/162 DTD-17/10/77	EPS 87/82/68 DTD:28/6/88	19	1919	EWS
11	Mahmuda Begum	Vill- Borbori, Po+Ps - Laharighat, Dist Morigaon (Assam), Pin- 782127	DHING PUBLIC HS	ESS 172/77/162 DTD-17/10/77	EPS 87/82/68 DTD:28/6/88	9	1909	EWS
12	Arifa Ahmed	Vill: Patia Chapari P.O: Patia Chapari P.S: Dhing Pin:782122	DUMDUMIA BALISATRA HSS	ESS 172/77/162 DTD-17/10/77	EPO 87/88/68 DTD-29/6/88	9	409	EWS
13	Manoj Singh	Vill Dikhlem Majh Gaon Po Watjor Ps Kheroni, West Kabri Anglong Pin 782446	GANDHI VIDYAPITH HS	ESS 172/77/162 DTD-17/10/77	EPS 87/82/68 DTD:28/6/88	19	1619	EWS
14	Debasri Saikia	C/O Late Maheswar Saikia Vill: Korchung Satra P.O :Aibheti P.S: Jajori Pin 782002	HATICHUNG GIRLS HS	ESS 172/77/162 DTD-17/10/77	EPS 87/82/68 DTD:28/6/88	19	1719	EWS
15	Sima Thakuria	C/O - Krishna Kanta Thakuria Vill - Ischadagharia (Patakitola) P.O - Kaniha P.S - Rangia	JAGIAL GIRLS HIGH SCHOOL	EPO 567/91/115 DTD-16/11/91	PMA 93/2002/PT-II/210 DTD-11-6-04	9	2009	EWS
16	Triboni Borah	Vill-Jajori Dhalpuria P.O.-Jajori Pin 782142	JAJARI HSS	ESS 172/77/162 DTD-17/10/77	EPS 87/82/68 DTD:28/6/88	29	229	EWS
17	Rahul Islam	Vill Aditpur Po Showpur Ps Kalgachia Barpeta Pin 781319	KACHUA HSS	EPS 244/83/16 DTD-18/2/84	EPS 244/84/40 DTD-2/8/91	39	359	EWS
18	Fahmida Akters	Vill-Kawaimari, Po- Tinsukia, Ps-Juria Pin 782124	KADAMONI TOWN HS	EPO 567/91/115 DTD-16/11/91	PMA 176/2003/17 DTD-2/1/04	97	2797	EWS
19	Pubali Hazarika	Sonarigaon, Silghat, Kaliabor, Nagaon Pin 782143	KALIABOR HSS	ESS 172/77/162 DTD-17/10/77	EPS 87/82/68 DTD:28/6/88	78	878	EWS
20	Shohidul Alom	Vill- Barpeta, P.O.- Rowmari, P.S.- Rupahi Hat, District-Nagaon, Assam- 782125	KARAYANI HSS	ESS 172/77/162 DTD-17/10/77	EPS 87/82/68 DTD:28/6/88	87	987	EWS
21	Mahbuba Yeasmin	Vill- Chandisara , Po- Dagaon, Ps - Juria, Pin- 782124 Nagaon	KIRAN BALA GOSWAMI BALIKA HS	EPS 244/83/16 DTD 18-2-84	PMA 93/02/PT-II/210 DTD 11-6-04	19	1219	EWS
22	Pradakshina Sandilya	Vill- Purunigudam, P.O.- Purunigudam , P.S.- Samaguri, District- Nagaon, Assam- 782141	KUJIDAH HSS	ESS 172/77/163 DTD-17/10/77	EPS 87/82/68 DTD:28/6/88	97	397	EWS
23	Rokina Yeasmin	Vill-Gormara Gaon, P.O-Gormara, P.S- Dhekiajuli Sonitpur Pin 784110	MADHABDEV HS, Tulshimukh	ESS 207/79/45 DTD-31/3/80	ESS 207/79/160 DTD-25/7/91	97	2597	EWS
24	Olipriya Hazarika	Vill. Borachuk, Po. Purunigudam Ps. Samaguri Pin 782141 Nagaon	MAJPATHARI HS	ESS 172/77/162 DTD-17/10/77	EPS 87/82/68 DTD29/6/88	48	2548	EWS

REDMI NOTE 8

	...ika Kalita	Vill : Dwarkuchi P.O : Dwarkuchi	MARWARI HINDI HS	ESS 172/77/162 DTD-17/10/77	EPO 87/88/68 DTD-29/5/88	29	2529	EWS
26	Ashina Sultana	D/O-Jamal Sekh, Vill-Panigaon Kachahkhowa, Po-Nagaon, Ps-Sadar Pin 782001	MOTI RAM BORA H.S. BALIKA VIDY	ESS 267/75/166 DTD-2/3/79	ESS 317/81/47 DTD-21/5/91	29	329	EWS
27	Enamul Hoque Laskar	Vill-Doboka Pather, P.O & P.S.-Doboka Hojai Pin 782440	NILBAGAN HSS	ESS 207/79/97 DTD:28-3-81	ESS 207/79/162 DTD:5-3-91	9	709	EWS
28	Marsina Akhtar	Vill Gereki Po Kumar Gaon Ps Rupahi Hat	PUB NONOI MADHAB KONDALI HS	EPO 567/91/115 DTD-16/11/91	PMA 176/2003/17 DTD-2/7/04	29	2429	EWS
29	Sweety Bora	Vill Aunisti Po Puranigudam Ps Sadar Pin 782141 Nagaon	PURANIGUDAM GIRLS HS	ESS 172/77/162 DTD-17/10/77	EPS 87/82/68 DTD-28/6/88	87	1987	EWS
30	Muhaiminul Islam	Vill- Mokkhuli, Po- Mokkhuli, Ps-Sadar	PURANIGUDAM GIRLS HS	ESS 172/77/162 DTD-17/10/77	EPS 87/82/68 DTD-28/6/88	97	1997	EWS
31	Chimpi Bhuyan	Vill. Reengamati Gaon, P.O. Badulipar, P.S. Dergaon Golaghat Pin 785611	PURANIGUDAM RKB HSS	ESS 172/77/163 DTD-17/10/77	EPS 87/82/68 DTD-28/6/88	9	809	EWS
32	Deepsikha Sarma	Vill : Bordekpar, P.O.: Bordekpar, P.S.: Kamalpur, Kamrup (R) Pin 781382	RAHA GIRLS HS	ESS 172/77/162 DTD-17/10/77	EPS 87/82/68 DTD29/6/88	19	2819	EWS
33	Nilakhee Singh	C/O Vijoy Singh Vill Mazgaon Manik Nagar Po Nikamul Pin 784154 Sonitpur	RAHA HSS	ESS 172/77/162 DTD-17/10/77	EPS 87/82/68 DTD29/6/88	97	197	EWS
34	Hiramoni Goswami	Vill -Rajapukhuri P. S. -Palashbari P. O. -Bhagawatipara District -Kamrup(R) State-Assam Pin -781132	SANKAR DEV HSS	ESS 172/77/162 DTD-17/10/77	EPS 87/82/68 DTD29/6/88	19	819	EWS
35	Md Jamal Uddin	Vill- Ochua Chal Chali, P.O. Gebua Chal Chali, P.S. Rupahi Hat Nagaon Pin 782124	SATI RADHIKA GIRLS HS	EPO 567/91/115 DTD-16/11/91	PMA 176/2003/17 DTD-2/7/04	68	2068	EWS
36	Chayanika Sarma	Vill- Balowa, Po- Balowa, Ps-Belsor, Dist-Nalbari, Pin-781310	SENCHOWA AMAR BORKAKATI HS	ESS 172/77/164 DTD-17/10/77	EPS 87/82/68 DTD-28/6/88	59	1859	EWS
37	Jahnabi Devi	Amolapatty,B.B. Road,Near Mukut Sarmah Chariali, Nagaon ,Assam X000D Near Hotel Abhinandan	SENCHOWA AMAR BORKAKATI HS	EPG 147/86/6 DTD 31/3/86	GB-EST/RETEN/1/2003/32-A DTD-16-6-03	68	1868	EWS
38	Shabana Azmin	Satgaon, Nowa Para, Malau Path, Po- Panjabari, Ps- Satgaon Pin 781037	SHALKATI HIGH MADRASSA	EPO 567/91/115 DTD-16/11/91	PMA 176/2003/17 DTD-2/7/84	59	2059	EWS
39	Himashri Kalita	C/O- Maghi Kalita, Vill-Chechamukh, P.O- Palasani, P.S-Sadar Pin 782003	SINGIA POTANI HS	ESS 172/77/162 DTD-17/10/77	EPS 87/82/68 DTD29/6/88	68	2168	EWS
40	Shanta Kumari Devi	C/O- Dilip Kumar Sharma, Vill-Lewkhowa Road, P.O-Haiborgaon, P.S- Sadar Pin 782002	SINGIA POTANI HS	ESS 172/77/162 DTD-17/10/77	EPS 87/82/68 DTD29/6/88	78	2178	EWS
41	Smita Sarmah	Vill Japoriguri Po Burigang Ps Gingia	SUTAR HS	EDG 64/85//PT/25 DTD-30/3/85	PMA 27/97/PT-VII/247 DTD-2/7/02	78	2078	EWS
42	Khirod Jyoti Bora	Vill- Bhagiram Pather Po-Doboka Ps- Doboka, Hojai	ALITANGANI OSMANIA HSS	ESS 172/77/162 DTD17/10/77	EPS 87/82/87 DTD:30/3/90	69	2469	OBC/MOBC
43	Pompi Kundu	C/O- Lt. Subal Kundu, Vill-Bhoksong, Po- Laopani, Ps-Baithalangso, Pin- 782425, West Karbi Anglong	AMSOI HS	ESS 207/79/45 DTD:30/3/82	ESS 207/79/91 DTD:25/7/91	91	2591	OBC/MOBC
44	Swagata Saikia	Vill- Nonoi Dewri Gaon, P.O-Nonoi, P.S- Sadar	DARANGIGAON ANCHALIK HS	EPG 567/91/115 DTD-16-11-91	PMA 93/2002/PT-II/200 DTD:19-4-2003	99	2599	OBC/MOBC
45	Swapna Rubi Boruah	Vill: Satiyara Pathar, P.O: Howajan, Biswanath	BARBHAGIA HS	ESS 172/77/162 DTD-17/10/77	EPO 87/88/68 DTD-28/6/88	17	2617	OBC/MOBC
46	Mridusmita Borah	Vill- Teliapahukata, P.O-Uriagaon, P.S- Sadar	BARHAMPUR SSI HSS	ESS 172/77/162 DTD-17/10/77	EPS 87/82/68 DTD:28/6/88	73	2473	OBC/MOBC
47	Sumit Pandit	Vill-Radhanagar, P.O.- Jugijan, P.S- Hojai, Dist- Nagaon, Pin-782429	BHALUKMARI HSS	EDG 106/11/91 DTD-31/3/88	PMA 27/97/PT-VII/247 DTD-2/7/03	43	2343	OBC/MOBC
48	Pallab Kumar Nath	Vill. - Mainapur Gaon, Kaki 3 P/O - Mainapur Bazar P/S - Kaki Pin - 782446 Dist. - Hojai (Assam)	BHOGESWAR HAZARIKA GIRLS HSS	EPG 567/91/115 DTD-16/11/91	PMA 176/200.3/17 DTD-2/7/04	96	2396	OBC/MOBC
49	Dibyajyoti Borah	Vill - Da Parbatia, Tezpur P.O - Da Parbatia, Tezpur P.S - Tezpur Dist - Sonitpur Pin - 784001	DAKHIN KAMPUR HS	EPS 244/83/16 DTD-18/2/84	EPS 244/83/40 DTD-2/8/91	58	2558	OBC/MOBC
50	Kangkana Devi	Vill - Maisam Gaon. Po-Baithalangso. Ps- Kachua. Dist.-Nagaon. Pin- 782450.	DAKHINPAT HSS	ESS 172/77/162 DTD-17/10/77	EPO 87/88/68 DTD-29/6/88	84	2384	OBC/MOBC
51	Rashmi Rekha Bora	Vill-Kachari Gaon Po-Kathiatoli Ps-Kampur Dist-Nagaon Assam Pin-782427	DAWSON HS & M.P. SCHOOL	ESS 172/77/163 DTD-17/10/77	EPS 87/82/68 DTD-28/6/88	73	2373	OBC/MOBC
52	Naba Jyoti Saikia	S/O-Ananda Ram Saikia, Vill-Dimoruguri, Bishnu Nagar Path, Po-Dimoruguri, Ps-Sadar, Dist-Nagaon (Assam), Pin-782003	DHANIABHETI HS	EPO 567/91/115 16/11/91	PMA 167/200.3/17 DTD-2/7/04	11	2611	OBC/MOBC
53	Rosy Bhuyan	Village - Niz Narikali, Post Office - Niz Narikali, Police Station - Kampur	DHING K.B. HSS	ESS 172/77/163 DTD-17/10/77	EPS 87/82/68 DTD-28/6/88	76	2376	OBC/MOBC

REDMI NOTE 8

	Ami Sonowal	Dighala Pathar Po Naharkatia Ps Naharkatia Assam	NILBAGAN HSS	ESS 207/79/97 DTD:28-3-81	ESS 207/79/162 DTD:5-3-91	95	1095	ST (P)
115	Biohitra Doloi	Village - Niz Jarabari, Post Office - Deb Narikali, Police Station - Kampur	RAHA GIRLS HS	ESS 172/77/162 DTD-17/10/77	EPS 87/82/68 DTD29/6/88	5	2505	ST (P)
116	Tripti Sonowal	Vill- Singphura Gaon P.O- Mokrong	RAHA HSS	ESS 172/77/162 DTD-17/10/77	EPS 87/82/68 DTD29/6/88	65	665	ST (P)
117	Mamata Basumatary	Uday Nagar, Ward- 6, P.O.- Morigaon, Dist.- Morigaon	SINGIMARI HS	EPG 567/91/115 DTD-16/11/91	PMA 176/2003/17 DTD-2/7/04	25	2725	ST (P)
118	Nirmal Prabha Bordoloi	Vill-Longjap Maj Gaon , Po-Kachua, Ps- Barpani, Pin-782450 Dist-Nagaon	SONAIGHAT HS	EDG 336/85/7 DTD-11/3/86	PMA 27/97/PT-VII/247 DTD-2/7/02	15	2715	ST (P)
119	Ankita Balari	C/O Mr. Dinesh Balari Vill-Belaguri Kachari Gaon, P.O.- Rupohi, P.S.- Rupohi Hat	SUTAR HS	EDG 64/83//PT/25 DTD-30/3/85	PMA 27/97/PT-VII/247 DTD-2/7/02	35	2635	ST (P)
120	Dipjyoti Borah	C/O - Rabi Ram Borah, Vill - Darangial, P.O. - Kondoli, P.S.- Sadar	ADARSHA HIGH SCHOOL, KALIABOR	UR	GB-EST/RETEN/1/2003/48-A DTD 29/5/03	42	2742	UR
121	Shimi Saikia	C/O- Pranab Borah Vill- Majgaon Po- Jamugurihat Ps- Jamugurihat	AMBAGAN HSS	ESS 172/77/162 DTD-17/10/77	EPS 87/82/68 DTD-28/6/88	98	2698	UR
122	Bikash Kumar Borah	Vill-Kuwari Ati, P.O.- Niz Narikali, P.S-Kampur, Dist.- Nagaon (Assam), Pin-782426	DARANGIGAON ANCHALIK HS	EPG 567/91/115 DTD-16/11/91	PMA 176/2003/17 DTD-2/7/04	81	2781	UR
123	Deepshikha Bora	Co Padma Kanta Bora Vill Nonoi Pani Gaon Po Nonoi Ps Nagaon	BAGARIGURI P. N. TAMULY HS	EPG 567/91/115 DTD-16/11/91	PMA 176/2003/17 DTD-2/7/04	92	2792	UR
124	Pulakita Bordoloi	C/O- Dipak Sarmah Vill- Apibari (Sarubhagia Part) P.O.- Jakhalabandha P.S.- Jakhalabandha Pin- 782136 Dist.- Nagaon Assam	BARBHAGIA HS	ESS 172/77/162 DTD-17/10/77	EPG 87/88/68 DTD-28/6/88	100	2800	UR
125	Amrit Jyoti Lekharu	Village- Mudoioni, Po-Nonoi Ps Nagaon Sadar Nagaon Assam	BARBOHA HS	EPG 299/87/7 DTD-31/3/87	PMA 27/97/PT-VIII/247 DTD-2/7/03	49	2749	UR
126	Pori Neog	Vill Gomotha Gaon Po Uriagaon Ps Nagaon	BARHAMPUR SSA GIRLS HS	ESS 172/77/162 DTD-17/10/77	EPS 87/82/68 DTD-28/6/88	44	2744	UR
127	Dipshikha Borthakur	Vill- Gosaibori, P.O- Gosaibori, Pin-782142, P.S-Jajori	BEBEJIA PKS HS SCHOOL	ESS 172/77/162 DTD-17/10/77	EPS 87/82/68 DTD-28/6/88	33	2733	UR
128	Madhab Chanda	Lanka Netaji Road, Adarsha Pally, Ward No 9, Po Lanka, Ps Lanka Hojai	BHALUKMARI HSS	EDG 106/88/11 DTD-31/3/88	PMA 27/97/PT-VIII/247 DTD-2/7/03	46	2646	UR
129	Polomi Mandal	Kamakhya Colony, Near Kamakhya Mandir, Po. Lumding Hojai	BORDOLOI MEMORIAL BASTUHARA H.SCHOOL	ESS 267/75/166 DTD-2/3/79	GMSC 78/84/344 DTD-28/2/92	83	2783	UR
130	Mitali Mahanta	Vill-Senchowa Po-Senchowa Ps-Sadar Dist-Nagaon Assam Pin-782002	CHAPARMUKH B.B.HANSARIA HSS	ESS 172/77/162 DTD-17/10/77	EPG 87/88/68 DTD-29/6/88	16	2716	UR
131	Rumi Rabi Das	Village - Na Dewri Gaon, Post Office - Patiapam, Police Station - Kampur	DAWSON HS & M.P. SCHOOL	ESS 172/77/163 DTD-17/10/77	EPS 87/82/68 DTD-28/6/88	61	2661	UR
132	Rakesh Sarmah	Village- Bongalmora, P.O.- Islamgaon, P.S.- Bihpuria Lakhimpur	DIGHALDORI KAKATI GAON HS	EPS 244/83/16 DTD-18/2/84	EPS 244/83/40 DTD-2/8/91	14	2814	UR
133	Chandramallika Baruah	Vill. Garamur P.O. Puranigudam P.S. Samaguri	HATICHUNG GIRLS HS	ESS 172/77/162 DTD-17/10/77	EPS 87/82/68 DTD-28/6/88	27	2827	UR

The appointed teachers are directed to report the head of the institutions against which he / she have been posted, on 10.02.2021 without fail.

Sd/-
Mridul Kr Nath, ASE-I
Inspector of Schools
NDC, Nagaon

Date: 09-02-2021

Memo No. IS/NDC/APP/Asstt-Teachers/SC/Arts/2020/411-A

Copy to:-

1. The Commissioner & Secretary to the Govt. of Assam, Education (Secondary) Department, Dispur, Guwahati – 06.
2. The Deputy Commissioner, Nagaon/Hojai District.
3. The Director of Secondary Education, Assam, Kahilipara, Guwahati – 19.
4. The Senior Standing Counsel, Education (Secondary) Department, Gauhati High Court, Guwahati – 01.
5. The Superintendent of Police, Nagaon/Hojai/.....District. He / she is requested kindly to send Police Verification Report of the above mentioned candidates at an early date.
6. The Treasury Officer, Nagaon/Kaliabor/Raha/Hojai.
7. The Principal / Headmaster / Superintendent of concern school. He / she is directed to submit the proposal of first salary release in respect of the newly appointed teacher through online portal of Finance Department within 15 days from the date of submission of reports submitted by the newly appointed teacher concerned from the date of his / her date of joining in the office of the Inspector of Schools.
8. Person concerned .....
9. The office guard file.

Inspector of Schools
NDC, Nagaon

REDMI NOTE 8
AI QUAD CAMERA

GOVERNMENT OF ASSAM
OFFICE OF THE DIRECTOR OF ELEMENTARY EDUCATION, ASSAM
KAHILIPARA, GUWAHATI-19

Website: dee.assam.gov.in

No. EAA/SIU/125/2018/Pt-VII/9188

Dated Kahilipara, the 28th Aug, 2020

ORDER

In exercise of power conferred upon the DEE, Assam vide the Govt. letter No. B (3) S 427/2001/3 dated 04/01/2002 and in pursuance of the provision of the Right to Education Act, 2009; approval of Govt. vide letter No. PMA.160/2018/423 Dated 19/08/2020 and as per the Assam Elementary Education (Prov.) (Amendment) Rules, 2012 and subject to satisfactory police verification report and production of physical fitness certificate from concerned Joint Director of Health Services, the following selected candidates is hereby appointed as **Hindi Teacher** in UP School on purely temporary basis in the Pay Band – 2 (PB-2) @ Rs. 14,000/- to Rs. 60,500/- plus Grade Pay and other allowances as admissible as per "The Assam Service (Revision of Pay) (Amendment) Rules, 2019" under the **District Elementary Education Office, Lakhimpur.**

The appointment is purely temporary. The appointment is liable to be terminated without assigning any reason thereof, if any kind of fraudulence regarding the credentials submitted by the appointee is established by appropriate authority at any point of time.

The appointee will have to join in his/ her place of posting on 1st September, 2020.

Application ID	Name of Candidate	Name of School	Vacancy	Govt. Creation No. & Date	Last/ Permanent Retention No. & Date
NUP1580807727	Trishna Dutta	Amguri Mvs	Monorath Sarmah	EPS.67/83/67 dtd.27.12.88	EMD/Middle/5/84/13 dtd.1.8.94

This appointment is issued against existing vacancies with concurrence of the Finance (SIU) Department vide approval No. FSI.362/2018 dated 20/06/2018, communicated vide Govt. letter No. PMA.174/2018/64 Dated 28/06/2018 and subsequent extension of validity of approval of posts vide Finance Department's letter No. FSI.5/2005/Pt.VI/101 Dated 02/05/2020.

The appointee will have to furnish an undertaking along with the joining report as prescribed in the Finance (Budget) Department letter No. BW-3/2003/Pt-II/1 dated 25/01/2005 for "New Pension Rules". The content of the undertaking is as follows:

"I understand and accept that Govt. servant joining the service of the State Govt. on or after 1st February, 2005 shall not be governed by the existing Assam Service (Pension) Rules, 1969 and order issued there under from time to time and that my pension and other retirement benefits will be governed by a set of New Pension Rules which are in line with the Contributory Pension Schemes of Govt. of India".

It is further instructed that without the above undertaking at the time of joining, the joining report shall not be accepted.

The appointee who is working as contractual teacher under the SSA or working in any other Govt./Govt. undertaking Department must tender his/ her resignation before joining in the new assignment. If detected that the candidate has not tendered his/ her resignation before joining in the new assignment, the appointment will stand cancelled automatically without assigning any reasons thereof.

Contd. Page 2

The expenditure will be debitable under the Head of Accounts, "2202-General Education-01-ElementaryEducation-101 Government Primary Schools-0165-Government Middle School-000 (No Sub Sub Head)-01 Salaries-01 Pay (EE)" 2020-21.

Sd/-
Director,
Elementary Education, Assam,
Kahilipara, Guwahati-19

Memo No. EAA/SIU/125/2018/Pt-VII/9188-A Dated Kahilipara, the 28th Aug, 2020

Copy to:-

1. The A.G, Assam, Maidamgaon, Beltola, Guwahati-29 for information.
2. The Commissioner & Secretary to the Govt. of Assam, Education (Elementary) Department, Dispur, Guwahati-6 for his kind information.
3. The Superintendent of Police (Special Branch), Assam, Kahilipara, Guwahati-19 for kind information and necessary action. He is requested to furnish the police verification report especially among others, identity proof, citizenship proof, residence proof and antecedent reports relating to integrity and conduct legal and criminal offences etc. in respect of the new appointees.
4. The Sr. Standing Counsel for Education (Ele.) Department, Hon'ble Gauhati High Court, Guwahati-1 for information and necessary action.
5. The District Elementary Education Officer, Lakhimpur, for information and necessary action. He/ She is requested to look into the matter for furnishing the necessary undertaking as per the terms and conditions of the appointment. It is also requested to forward the joining report along-with undertaking and Finance Department's Prescribed Format A & B etc. to the undersigned for obtaining necessary approval from the Finance Department for releasing of first monthly salary of the new appointees.
6. The Joint Director of Health Services, Lakhimpur, for information and necessary action.
7. The Deputy Inspector of Schools, concerned for information and necessary action. He/ She is requested to look into the matter for furnishing the necessary undertaking as per terms and conditions of the appointment. It is also requested to forward the joining report along-with undertaking and Finance Department's Prescribed Format A & B etc. to the DEEO concerned.
8. The Block Elementary Education Officer, concerned for information and necessary action. He/ She is requested to look into the matter for furnishing the necessary undertaking as per terms and conditions of the appointment. It is also requested to forward the joining report along-with undertaking and Finance Department's Prescribed Format A & B etc. to the DEEO concerned.
9. The Treasury Officer, North Lakhimpur/Dhakuwakhana/Bihpuria/Naoboicha, for information and necessary action.
10. The HM, Amguri Mvs for information and necessary action. He/ She will verify all the original testimonials of the new appointee along-with release order in case of the appointee who is already working in any Govt./ Govt. undertaking/ contractual teacher under the SSA before joining in the new assignment. He/ She is directed to allow the candidate to join in his/ her new assignment on production of downloaded copy of the appointment letter if all the conditions as mentioned above are fulfilled.
11. Trishna Dutta for information.

Director,
Elementary Education, Assam,
Kahilipara, Guwahati-19

THE BAR COUNCIL OF ASSAM, NAGALAND, MIZORAM, ARUNACHAL PRADESH AND SIKKIM



Certificate of Practice

[Issued under B.C.I. Certificate and Place of Practice (Verification) Rules, 2015]

C.O.P. No. : C - 758/15

This is to certify that Angkina Saikia daughter of Late Parna Chandra Saikia, resident of Bishnu Rava Road, P.O. Jrashali, Nagaon is an advocate enrolled in the Bar Council of Assam, Nagaland, Mizoram, Arunachal Pradesh and Sikkim. His enrolment number is 394 of 2000 and his/her normal place of practice is Nagaon.

He/She is entitled to cast his/her vote for the election of the Bar Council at Nagaon and in the elections of Bar Association of Nagaon Bar Association.

This Certificate of Practice is valid for a period of 5 years from the date of its issue.

Date : 11/07/2016

THE BAR COUNCIL OF ASSAM, NAGALAND, MIZORAM, ARUNACHAL PRADESH AND SIKKIM GUWAHATI

(Gajanand Sahewalla)
MEMBER
Special Committee
Authorised Signatory

Angkina Saikia

Head
Department of Law
Tezpur University

APEX PROFESSIONAL UNIVERSITY
Statutory University u/s 3(f) UGC Act, 1956

No.:APU/REG/06/2020/06

Date: 22nd June, 2020.

Ms.Bobita Chetry
Tezpur, Assam.

SUBJECT: OFFER OF APPOINTMENT

Dear Sir,

I have been directed to inform that you have been selected by the Selection Committee as ***Lecturer*** in the ***School of Law and Juridical Sciences*** on the remuneration as offered and agreed upon by you. The selection is made after careful consideration of your qualifications and experience as per the norms of the University Grants Commission (UGC) and Bar Council of India (BCI).

This appointment offer is subject to:

1 This appointment will be considered null and void if any information and documents furnished by you in your Application and during Interview is found false or suppression at any stage. In the eventuality, the University can recover the payment made to you towards your remuneration during employment.

2 You shall execute an agreement as per UGC guidelines and Section 40 (1) of the Apex Professional University Act, 2012 (No. 7 of 2013) with the University that you shall strictly abide by the provisions of the Act, Statues, Rules, Regulations and Policies of the University.

3 ***Please bring the following documents at the time your joining:***

z. Original and photocopies of all your certificates, starting from matriculation onwards (including experience certificates).

aa. Relieving certificate from your previous employer.

bb. Proof of your last salary.

cc. Residence Proof (Voter Card / Aadhar Card / Bank Passbook / Passport / PRC)

dd. Medical Certificate for fitness of employment issued by Government Medical Officer.

Your formal appointment order will be issued at the time of your joining. In the meantime, we request your confirmation of acceptance of this offer by returning us a signed copy of this letter.

We look forward to your joining at the earliest.

Thanking you,

Yours Faithfully,

[V.S.MORAY]
Registrar

Suresh Basumatary, MA, EL.M, UGC - NET
Principal i/c

E – mail id: koklawcollege@gmail.com
Mob: +91 - 9101973811
Tel. No. : 03661 - 271160

OFFICE OF PRINCIPAL
KOKRAJHAR LAW COLLEGE
(AFFILIATED UNDER GAUHATI UNIVERSITY &
RECOGNIZED BY BAR COUNCIL OF INDIA)
KHARGAON, KOKRAJHAR, B.T.R., ASSAM – 783370, Estd. : 1985

Ref. No. KLC/App./2021/01

Date : 01/12/2021

To,

Mr. Bikram Baro

Sub: Appointment Letter

Dear Bikram,

In pursuance to the Governing Body's Resolution No.1 dated 29-10-2021 (Friday), Mr. Bikram Baro, an inhabitant of Vill- Karara Garbhitar, P.O. -Tarani , P.S. - Rangia , Dist- Kamrup , Assam is hereby appointed as an Assistant Professor in Kokrajhar Law College, Kokrajhar temporarily at the rate of Rs. 9000/- (Nine Thousand) only per month against the lying post.

He is directed to submit his joining report in triplicate to undersigned at an early date.

You shall be made entitled to the Service Rules of the College during your service period. Failing to which will give right to the college authority to take appropriate actions.

Thanking You

SD/-
01/12/2021

(Suresh Basumatary)

Principal i/c

Kokrajhar Law College, Kokrajhar

Principal
Kokrajhar Law College

Priyaranjan Kr
Head
Department of Law
Tezpur University

GEETA INSTITUTE OF LAW

(Approved by BCI, New Delhi and Affiliated to Kurukshetra University, Kurukshetra)
Village Karhans, Samalkha, G.T. Road, Panipat-132103 (Haryana)
Website: www.geetalawcollege.in Phone: 9996033743

Ref. No.

Dated: 23/02/2021

To

Mr. Prince Kumar

Sub.: Appointment letter for the post of Research Associate

On the recommendations of selection committee, we are pleased to appoint you for the post of Research Associate on ad-hoc basis at Geeta Institute of Law, Panipat (Haryana) as per the following terms and conditions:-

1. The nature of the appointment as Research Associate shall be temporarily on ad-hoc basis on the consolidated salary of Rs. 20000/-. During your services, the college will deduct security money equal to one month salary in the first four months (4 installments) from the salary.
2. During your employment with the Institute, you may be required to undertake any/all other academic/ administrative work as assigned by the Principal/ Head of the Institution from time to time.
3. You will have to take responsibility of the students and perform other duties of hostel while staying in the Hostel.
4. You will be governed by the rules and regulations framed by the Society / Institute amended from time to time. It is expected that you will discharge your assigned responsibilities with high standard of performance, quality, integrity and discipline.
5. There shall be three months probation period.
6. Your service may be terminated at any time without assigning any reason.
7. During the academic session July to May, you should not leave the college in the interest of students. You should submit three months prior notice before leaving the college in case of unavoidable circumstances.
8. You will not undertake private or any other tuition; engage in business or profession add qualification including M.Phil and Ph.d. without prior permission in writing of the Principal/Head of the Institution.
9. You will be required to submit copies (2 sets) of all your educational credentials, residence proof, Adhaar card, PAN card, photos, identity proof, ten passport size photographs and your joining letter.

Dr. Subhash Mittal
Principal

Copy of above is forwarded for kind information to:-

1. Hon'ble Chairman/Vice-chairman, Geeta Group of Institutions for information.
2. Dean, GIL
3. Accounts office
4. Candidate file.

Priyaranjan Kr
Head
Department of Law
Tezpur University

GEETA INSTITUTE OF LAW
(Approved by Bar Council of India, New Delhi, Affiliated to Kurukshetra University)

Dated: 20th December 2021

CERTIFICATE OF EXPERIENCE

This is to certify that **Mr. Prince Kumar** has served as a Research Associate at Geeta Institute of Law, Delhi-NCR from 23rd February 2021 to 15th May 2021.

During his tenure at Geeta Institute of Law, he was found to be an honest, hardworking & responsible employee. He has consistently done an exemplary job while working with us & always maintained professional relations with the team & colleagues.

We wish him the very best for his future endeavours.

Yours sincerely,

Dr. Subhash Kumar

Principal,

Geeta Institute of Law, Delhi-NCR

Head
Department of Law
Tezpur University

Karhans, Samalkha, G.T. Road,
Panipat 132101 (Haryana)
Tel: +91 99960-33743

Website: www.geetalawcollege.in | www.geeta.edu.in
Email: deangil@geeta.edu.in | registrargil@geeta.edu.in

ARKA JAIN University
Jharkhand (Gamharia)
Estd. Under Jharkhand State Private University Act

Ref. No. AJU/R/4881/20-21 Date 04/03/2021

Offer Letter

To
Dipshreeya Das
Garmur, JEC Road
Jorhat, Assam - 785007

Sub: Appointment to the post of Assistant Professor

Dear Ms Dipshreeya,

It is our pleasure to inform you that you have been selected for appointment to the post of Assistant Professor of ARKA JAIN University, Jharkhand promoted and managed by the sponsoring body, ARKA Educational & Cultural Trust Bangalore with effect from the date you report for duties on the terms and condition mentioned below.

1. NATURE OF APPOINTMENT: You will be on probation for a period of one year with effect from the date of joining duty.
2. PAY: Salary is Rs. 25,000/- month. PF & ESI will be deducted as & when applicable.
3. LEAVE: Leave will be governed by the Leave Rules of the University.
4. DUTY: You have to perform such duties as may be assigned to you by the competent authority of the University.
5. JOINING TIME: Your date of joining will be 15th March 2021 .
6. NOTICE PERIOD: This contract is terminable without reasons, by either party giving one-month notice period. The University reserves the right to pay or recover the salary in lieu of the notice period. The University may relieve you at its discretion from such date prior to expiry of the notice period without assigning reasons.
7. Terminal benefits will be guided by the University policy.
8. You will be required to produce the following documents on the day of joining. (List of document is attached below).
9. Your job location will be ARKA JAIN UNIVERSITY, Gamharia.
10. Your working hours would be between 8.00 AM to 5.00 PM (as applicable).

In case you are willing to accept the offer on terms and conditions mentioned above; please confirm the undersigned through email / or signed copy of this latest by 6th March 2021 failing which the offer shall automatically stand withdrawn.

Detail appointment letter in hard copy will be given to you at the time of joining.

Please acknowledge the offer.

With Regards,

Jasbir Singh Dhanjal
Registrar

ACKNOWLEDGEMENT & ACCEPTANCE

I have read and understood the above terms and conditions and hereby signify my acceptance of the same. I would be joining ARKA JAIN University, Jharkhand from 15th March, 2021.

DATE: 6/03/2021 SIGNATURE: Dipshreeya Das

Campus | Admission Office

Priyaranjan Kr

Head
Department of Law
Tezpur University

ARKA JAIN University Jharkhand

CARD NO:



U-ID: ARKA / AJU / 1228

CATEGORY: Teaching

NAME: Dipshreeya Das

BLOOD GROUP: B+

MOB: 9101853728

PHONE(R) :

ADDRESS: Garmur, Jorhat, Assam Pin - 785007,
P.O-JEC, P.S-JEC

E-MAIL: dipshreeya.d@arkajainuniversity.ac.in

VALID: TILL ON SERVICE

Priyarayanka
Head
Department of Law
Tezpur University

ADMISSION OFFICE
D 28, Danish Arcade, Opp. Asian Inn Hotel,
Dharkidih, Jamshedpur - 01
Office Ph No :-0657-2220285

CAMPUS ADDRESS
Opp. to Kerela Public School, Moherpur, Gamaharia
Dist. Seraikela Kharsawan, Jharkhand - 832108

Authorised Signatory

GOVERNMENT OF ASSAM

LEGISLATIVE DEPARTMENT ::: LEGISLATIVE BRANCH
DISPUR ::::: GUWAHATI-6.

ORDERS BY THE GOVERNOR
NOTIFICATION

Dated Dispur the 7th June, 2021.

No. LGL. 62/2017/170 : The Governor of Assam on the recommendation of the Assam Public Service Commission vide their letter No.21PSC/CON/Exam-20/2020-2021 dated 22nd February, 2021,is pleased to appoint Smti Pompi Saikia (OBC), Daughter of Rasheshwar Saikia, Vill- Kekorabari, PO – Kalabari, Gohpur, Assam as Language Officer (Assamese) in the O/o the Official Language Wing, Legislative Department, Government of Assam in the scale of pay of Rs. 22000-97000 PB-3 and Grade Pay of Rs.11800 /- plus other allowance as admissible under the Rules with effect from the date of joining.

The pension and other retirement benefit of the appointee shall be governed by the "New Defined Contribution Pension Schemes", 2009 issued vide Finance Department's O.M. No. BW 7/2008/Pt/40, dated 06/10/2009 in line with the contribution pension scheme announced by the Government of India in terms of the Government letter No. BW3/2003/Pt-II/1 dated Dispur the 25th January, 2005.

The appointment is subject to production of Medical Fitness Certificate of Health from the Joint Director of Health Services of the District concerned. He/She should produce all necessary certificates in original for verification at the time of joining without which he/she shall not be allowed to join.

He/She should report for duty within 15 (fifteen) days from the date of receipt of this Notification failing which the offer shall stand cancelled.

-sd/-(M.K.Kalita)
LR cum in-charge Secretary to the Govt. of Assam,
Legislative Department, Dispur, Guwahati-6

Memo No LGL. 62/2017/170 - A Dated Dispur the 7th June, 2021.

Copy to:-

1) The Principal Accountant General(A & E) Assam, Maidamgaon, Beltola, Guwahati-29 for information. The present appointment is against the existing vacancy of Language Officers (Assamese) in the Official Language Wing, Legislative Department.
2) The Secretary Assam Public Service Commission, Assam Khanapara, Guwahati-22 with reference to letter No.21PSC/CON/Exam-20/2020-2021 dated 22nd February, 2021 for information.
3) The P.S. to Hon'ble Chief Minister, Law, Dispur, Assam.
4) The P.S. to Chief Secretary, Dispur, Assam.
5) The Under Secretary to the Govt. of Assam, Finance (SIU) Deptt. with reference to their U/O No. FSI.188/2020 dated 29/05/2020 for information and necessary action.
6) The Under Secretary to the Govt. of Assam, Sectt. Admn. (Accounts) Deptt. for information and necessary action.
7) The Under Secretary to the Govt. of Assam, Personnel (B) Deptt. with reference to their U/O No.709/2019 dated-11/12/2019 for information.
8) The Joint Director, Health Services, Kamrup District for information and necessary action.
9) The Deputy Director, Assam Government Press, Bamunimaidam, Guwahati- 21 for publication in the Assam Gazette.
10) All Officers of the Legislative Department, Dispur, Guwahati-6.
11) The Treasury Officer, Dispur Treasury.
12) Smti Pompi Saikia, C/o Mr. Rasheshwar Saikia, Vill- Kekorabari, PO – Kalabari, Gohpur, Distt. - Bishwanath, Assam, Pincode – 784178.

In case he/she is not willing to accept the offer of appointment he/she should intimate the same to the undersigned immediately on receipt of this letter.

Priyaranjan Das

Head
Department of Law
Tezpur University

- NO. : B-445/2021

GOVERNMENT OF ASSAM
JANATA BHAWAN, DISPUR

IDENTITY CARD



POMPI SAIKIA
Language Officer(Assamese)

Pompi Saikia

Sign. of card holder

Joint Secretary
Sectt.Admin.Deptt.

Head
Department of Law
Tezpur University

Letter of Offer

PRAG NEWS

To,

Date: 26th February 2021

Mr. Amborish Bordoloi
Digboi
Tinsukia

Sub: Job offer

Dear Amborish,

This letter is in reference to your candidature submitted in our company. We take pleasure in offering you the position of **Event Coordinator** in our organization based at Guwahati.

We trust that your knowledge, skills and experience will be among our most valuable assets.

As discussed and agreed your Annual Total Employment Cost to the company would be Rs. 1, 80,000/- (Rupees One Lakh Eighty Thousand Only) inclusive of other allowances and statutory deduction will be made as admissible.

You are hereby instructed and directed not to disclose your salary to anyone and if found doing so then it will be considered as a violation of the company policy and also the terms of your employment and in such case the company will take legal action against you and in that event you will be fully responsible and liable to comply with the procedure initiated against you for violation of the terms of your employment and company policy.

This offer letter is valid till **1st March 2021.** Please send a signed copy of this letter indicating your acceptance to join and resignation acceptance letter from your current employer.

Your Appointment Letter will be issued after joining. The joining formalities and induction will be carried out in our **Guwahati Office**.

Please submit the following documents to HR at the time of your joining: (1) photocopies of your degree certificates, (2) certifications, if any, (3) experience/ relieving letters (4) four color passport-size photos, (5) latest salary slip from your previous organization,(6) Aadhar Card, (7) proof of address and (8) proof of Identity.

We look forward to welcome you aboard.

Sincerely,

For, AM Television Pvt. Ltd.

Apurba Deka
Head-HR & Admin

SeSTA
Seven Sisters Development Assistance

Ref.: SeSTA/HR/310/2021-22 Date: 01/07/2021

Name: Ms Arifa Begum
Address: Sidli, Chirang

Subject: **Offer of Appointment as Executive**

Dear Arifa,

Greetings from SeSTA!
On behalf of Seven Sisters Development Assistance (SeSTA) and all my colleagues, I write to welcome you as an Executive with effect from 1st July, 2021. The terms and conditions of your appointment are given below. Please read those carefully and return us a copy of this letter with your signature as a token of your acceptance.

Your place of posting would be at our Location Office located at Sidli block of Chirang district. Please report for duty to Ms Bidangshree Mushahary, Integrator.

1. You will be paid a basic pay of Rs. 17000/- per month. In addition to your basic pay, You will be eligible for the allowances/ benefits detailed in the enclosed General Service Rules of SeSTA. These may, however, be modified/amended from time to time.

A.	HRA: 40% of Basic Salary	Rs. 6800.00
B.	CA: 15% OF Basic Salary	Rs. 2550.00
C.	EPF 12% of Basic Salary	Rs. 2040.00
D.	Gratuity 3% of Basic Salary	Rs. 510.00
E.	Medical Allowance Fixed	Rs. 2000.00

Total Monthly Gross Salary Rs.30,900.00

- Deductions

A. EPF Employee Share 12% of Basic	Rs.2040.00
EPF Employer Share 12% of Basic	Rs.2040.00
B. Gratuity	Rs. 510.00
C. Professional Tax	Rs. 208.00
Total Deductions	Rs. 4798.00
Net Monthly in Hand Salary	Rs.26102.00

2. Your services can be terminated by either side after giving one month's (30 days') Notice in writing or payment of salary (basic pay) in lieu thereof without assigning any reason.

PROVIDED that if any of the information furnished by you through your bio-data/ application form or any other document in connection with your employment with SeSTA is found to be false or incorrect OR it is found at any time that you have not revealed any relevant information, your services may be liable to be terminated forthwith without any compensation whatsoever.

As a full-time employee of SeSTA, you will devote your whole time in the service and for the benefit of SeSTA. You cannot accept any other employment on any terms without the prior written approval of the Executive Director of SeSTA. You will also not make yourself directly or indirectly interested in the business of any other person or entity without the prior written approval of the Executive Director.

3. An Executive builds a perspective for a community comprising a cluster of families. Your primary roles and responsibilities will be as follows :-

- Implementing the mission of SeSTA in the context of a community and a cluster of families
- Mobilizing families through direct engagement with the community, helping them work with each other for a shared purpose.
- Implementing and monitoring performance in terms of:
  - Quality
  - Outreach
  - Cost
  - Time
- Contributing to team processes and support other members of the team
- Assisting the Integrator in documenting, recording data and reporting
- Implementing the internal functions of SeSTA
- Safeguarding and managing assets and materials of SeSTA
- Ensuring adherence to organizational values and norms
- Building linkages with relevant stakeholders
- An Executive may also be entrusted with the responsibility of coordinating Projects.

You will also be responsible for safe-keeping and return in good condition all the office property, equipment, instruments, tools, books, etc., which may be given to you for your use or under your custody/charge. In the event of your failure to account for the aforesaid property, etc., SeSTA shall have the right to deduct/recover the money from your dues or otherwise and/or take such action as SeSTA may deem fit/proper.

5. You will observe due confidentiality respecting all transactions and activities of SeSTA and shall not, except in performance in good faith of the duties assigned to you, disclose, communicate or part with any confidential, classified or technical information, know-how, details or data, etc., to any other person(s) at any time during your employment with us. Failure to observe this condition of employment entitles SeSTA to summarily dispense with your services without any notice.

6. You are entitled to reimbursement of travel expenses related to official work as per the prevailing travel rules. A copy of the current travel rules is available at each Office.

7. Your services are subject to the rules/policies of SeSTA, as detailed in the enclosed copy of the General Service Rules, and subject to changes that may come in force from time to time.

8. In case our offer of appointment, on the terms and conditions set out above, is acceptable to you, please return to the undersigned the duplicate copy of this offer of appointment, duly signed by you as a token of your acceptance.

9. In matters concerning differences, if any, between clauses of this appointment letter and General Service Rules, the clause mentioned in this appointment letter will apply.

We take this opportunity to welcome you on board and look forward to a fruitful and purposive association with you. We hope that you will stay with us for long and derive a sense of fulfillment by contributing significantly and meaningfully to SeSTA and to society. In course of time, we are sure you will also help others to learn about the practice of development and initiating action to change things on the ground.

With my best wishes,
yours sincerely,

Pradyut Bhattacharjee
Executive Director

ON OFFICE COPY AND DUPLICATE COPY ONLY

I have carefully read the terms and conditions of this offer of appointment and these are acceptable to me. I shall join duty on 1/7/2021 forenoon.

Place: Sidli
Date: 1/7/2021

Signature: _____
Name: Saifa Begum
Address: Mariani, Jorhat, Assam

cc: - Supervisor
- Finance & Administration Unit
- Personal Dossier (PD)

Gmail **Anjuman Borah <anjuman.borah@gmail.com>**

Fwd: Working on accelerating women safety

Kaberi Saikia <kaberi.saikia27@gmail.com> 19 February 2022 at 10:02
To: Anjuman Borah <anjuman.borah@gmail.com>

Dear Anjuman ma'am,

PFB the email I received from Contact Base.

Regards,
Kaberi

---------- Forwarded message ---------
From: **Ananya Bhattacharya** <ananya@banglanatak.com>
Date: Fri, 19 Feb 2021, 12:33
Subject: Working on accelerating women safety
To: Kaberi Saikia <kaberi.saikia27@gmail.com>
Cc: Adrita Bagchi <adrita.banglanatak@gmail.com>

Dear Kaberi

It was a pleasure e-meeting you. We would like to engage you as a trainee for one year from the end of March.

If you are interested to join, we will provide two weeks of online training between 8-19 March 2021 on child rights, gender rights and care and protection mechanism to prevent violence against women and children as we observed you are not oriented on these aspects. We will finalise your stipend amount after the training. Your formal joining date will be from March 29, 2021

Please let us know by 23 February 2021 whether you are interested to join.
Thanks & Regards
Ananya
--
Ananya Bhattacharya

Director
www.banglanatak.com
188/89 Prince Anwar Shah Road
Kolkata 700045
Phone 91-33-40047484

June 08, 2021

Subject: Fellowship Letter- Batch 2021-2023

Dear Kangkana Devi,

Congratulations and welcome to the Gandhi Fellowship Program, Batch of 2021-23!

I trust you are in good health and following all COVID-19 safety protocols.

The Gandhi Fellowship is the flagship program of Piramal Foundation (hereinafter referred to as the "Foundation"). This program is amongst the most aspirational Fellowship programs in the country, owing to our dynamic educational curriculum. Young people like you, from across the country embark on lifelong journeys of personal transformation as they lead our interventions in the communities we serve. These experiences lead to deeper self-awareness, discovery of personal values and stronger leadership skills and life-skills.

The Foundation is focused on universal primary education, reducing child mortality rates, improving maternal and tribal health and improving access to safe drinking water in the Aspirational Districts identified by the Niti Aayog. We currently work across 24 states, a lot of which is in partnership with the Central and State Governments. Over the years, we have developed innovative solutions and a deep understanding of our communities, along with strong technical partnerships. These are pivotal in helping us continue to serve our communities in partnership with government institutions across India.

The country is deeply impacted by the global Covid-19 pandemic. While we continue to be committed to the well-being of the communities we serve, it is equally important for us to ensure the safety and well-being of our team members.

Usually, the entire duration of the fellowship is designed to be spent in the location where you are placed. Given the current exigent circumstances, your fellowship journey may be a combination of working from home and working from our program locations. This is a critical choice we make to ensure your safety and wellbeing over the course of this journey with minimal impact on your transformational journey. These decisions will be shared with you periodically by our leaders and will be made considering the multiple factors that impact your safety, well-being and learning journeys.

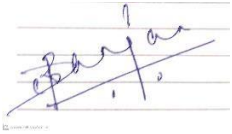
Other nuances of the duration of this fellowship are detailed in the attached Annexures for your reference. We urge you to please read through them and write to us on ***offer.acceptance@gandhifellowship.org*** for any clarifications we could assist you with.

To confirm your participation as a Gandhi Fellow in the Gandhi Fellowship Program, Batch of 2021- 23, please sign a copy of this letter along with each page of the Annexures and share it with us **on orbefore June 11, 2021.** After this date, our offer for you to join the fellowship will stand withdrawn.

I extend our warm welcome to you and wish you great success as you embark on this journey of self-discovery and self-development as you transform the nation's Education system and continue further on your journey as a Nation Builder.

I look forward to seeing you at the Orientation!

Yours sincerely,



Debanjan Roy
Director - Gandhi Fellowship Program

I have carefully read and understood the terms and conditions of the Gandhi Fellowship Program as has been detailed hereinabove and the Annexures hereto. I agree to all the terms and conditions and undertake to abide by the same during the course of the Fellowship Program. I also declare that all the documents, data and information provided by me is correct and I understand that any false declaration or information provided by me could lead to termination of the Offer Letter and the opprtunity to pursue the Fellowship.

NAME Kangkana Devi SIGNATURE  DATE 08/06/2021

Annexure A

Gandhi Fellowship Program: Terms & conditions

1. The Fellowship Program 2021-23 is for a period of 23 months, commencing from 1-Jul-2021 to 31-May-2023 ("Term").

2. Owing to the current Covid situation in the country, you are expected to start the Fellowship Program through the Work From Home mode, the duration of which may vary based on exigencies of the covid situation. However, all communications in this regard shall be issued to you well in advance. Thus, during the Fellowship Program you may be required to Work either from Home or from a Location assigned to you, in furtherance of your work on Projects/ Programs for live action experience.

3. The Foundation is an empathetic Organisation and very mindful of the safety and health of all the people. Fellows are no exception.

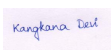
   We would always encourage and urge you to continue being mindful of preventing exposure for yourselves and others – whether you are working from home or have moved to a location. Following COVID protocols and mindful behaviour will continue to be critical for everyone's safety and wellbeing.

   - Each of us will ensure we wear a mask, maintain social distance, and ensure hand-hygiene (washing hands, using sanitiser, sneezing into tissue/elbow, not shaking-hands etc.) at all times
   - Maintain social distancing and not be part of a crowd etc.
   - Exercise due caution when travelling to reduce the chances of getting infected by the COVID19 Virus.

- **The Foundation continues to encourage:**
  - Work From Home till the situation becomes safe to go to any location
  - Large gatherings over virtual platforms (Teams/Zoom). This includes Bootcamps, stakeholder workshops, trainings, and meetings as well as internal workshops, trainings, and meetings.
  - Undertake only essential travel and by taking all safety precautions
  - Follow all relevant government, railways, airline, and any other applicable guidelines when travel is absolutely necessary

- **The Foundation encourages all eligible people to get vaccinated at the earliest convenience following government guidelines:**
  The vaccination expenses, if any, incurred after joining the Fellowship will be reimbursed by the organization

4. You may be placed at any location in India and assigned to any project to gain the live action experience for learning. Such Projects and Programs could be undertaken by Piramal Foundation and any of the entities under the aegis of the Piramal Foundation viz. Piramal Foundation for Education Leadership / Kaivalya Education Foundation / Piramal Swasthya / Piramal Sarvajal / Jal Jeevan Mission / Enable Health Society / Tribal Health Collaborative etc.

NAME Kangkana Devi SIGNATURE  DATE 08/06/2021

5. You can be re-assigned to another location and/ or to another project under any of the above entities, in order to meet the objectives of the Fellowship Program to enhance the richness of the experiential learning process cutting across initiaves.

6. You are not entitled to choose any location as per your preference or choose to Work from Home. Hence, you will have to strictly abide by the instructions of the Fellowship Program with regard to the location/ activity assigned to you.

7. You shall be eligible to a **Fellowship Honorarium** during the course of the Program from the date of your joining the Fellowship, irrespective of whether you are Working from home or at any location gaining live action experience on any of the projects / programs which is as follows:

   (A) All Inclusive Consolidated Fellowship Honorarium amount of Rs. 14,500 per month

   (i) An amount of ₹ 7500 (Rupees Seven Thousand Five Hundred Only) will be paid to you on a monthly basis. This covers amount that you may have to spend on personal needs like food, personal medicines, personal clothing etc.
   (ii) The balance monthly Fellowship honorarium amounting to ₹ 7000/-(Rupees Seven Thousand Only) will be retained as deferred Fellowship honorarium amount.

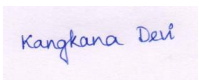
   (iii) The total deferred Fellowship honorarium accrued and due amount as per the Fellowship Rules (provided in clause 8 below) will be paid to you in lump-sum at the end of the Term of your Fellowship Program i.e. 23 (twenty three) months ending on 31st May, 2023 after recovery of or adjustment of any advances given to you and confirmation that all dues have been settled by you.

8. **If you are guided to move to a location, the Foundation will take care of living requirements as per the Fellowship Design principles either in rented accommodation or in the Foundation's own facility (Piramal School of Leadership)**

   OR

   provide you additional amount for living expenses over and above the Fellowship Honorarium mentioned in (A) to help you take care of your living requirements on your own as per the Fellowship Design principles

9. The additional amount for living requirements will address basic sustenance needs like rent for accomodation, buying items for the living quarters for the Fellowship period, payment of utility bills (gas / electrity / mobile phone / water etc.), cook and cleaner, cleaning materials, local conveyance / fuel for 2 wheeler that may be provided for use during the Fellowship; repairs and maintenance at the living quarters and including assets (such as a tablet) which may be provided to you for use during your Fellowship period; and/or any other such or similar expenses.

NAME Kangkana Devi SIGNATURE  DATE 08/06/2021

Irrespective of the type of living arrangement, you are expected to manage your living expenses within the said Total Fellowship Honorarium by prudently managing the same and following the Design tenets of the Fellowship.

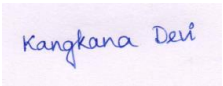
Note: The monthly Fellowship Honorarium amount of Rs.7500 that will be paid monthly covers buying food provisions and managing any other personal needs, personal medicines, personal clothing, personal communication expenses and the like; and that is not a part of the additional amount to be provided for living requirements as explained.

Therefore, the total Fellowship Honorarium amount will vary depending on the location, the project / program, and the kind of living arrangement that you are made part of.

The details about the various options of living arrangements shall be communicated to you closer to the time of moving to the locations which will be guided by us.

10. You are expected to complete the Fellowship by being part of it for the full tenure of 23 months.

11. In case the Fellowship is terminated by the Foundation or you, for any reason whatsoever prior to the completion of the Term of the Fellowship, the cumulative deferred Fellowship honorarium shall be payable subject to the following conditions:
    a) If you complete less than 12 months from the start of the program, you will not be eligible or entitled to be paid any deferred Fellowship honorarium amount. The said amount shall stand forfeited.
    b) If you complete more than 12 months but less than 23 months, you will be eligible and entitled to be paid the cumulative deferred Fellowship honorarium amount for 12 months only i.e. Rs. 7000 x 12 only. However, the said deferred Fellowship honorarium amount will be paid only at the end of the term of the Fellowship Program i.e. 23 months after recovery of any advances given to you and confirmation that all dues have been settled by you at the location.
    c) If you choose to leave the Fellowship for good reasons which is accepted by the Fellowship Management, then a minimum of 15 days' notice is expected to be served.
    d) If you complete 23 months of Fellowship then you will be paid the entire cumulative deferred Fellowship honorarium amount for 23 months i.e. Rs. 7000 x 23 months in the month of June 2023 after your graduation ceremony, after recovery of any advances given to you and confirmation that all dues have been settled by you at the location.

NAME Kangkana Devi SIGNATURE  DATE 08/06/2021

The above conditions for deferred Fellowship are illustrated in below table for your reference:

Scenario #	Program start date	Date of leaving the program	Association for # months	Payable deferred Fellowship Honorarium amount	Deferred fellowship Honorarium payment month
# 1 (Left within 12 months)	1-Jul-2021	31-May-2022	11 months	₹ 0	NA
# 2 (left after 12 months but before 23 months)	1-Jul-2021	31-Dec-2022	18 months	₹ 7,000*12 = ₹ 84,000	Jun-2023
# 3 (completed the Program)	1-Jul-2021	31-May-2023	23 months	₹ 7,000*23 = ₹ 161,000	Jun-2023

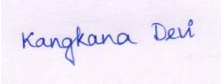
Note: The amount of deferred Fellowship honorarium will be prorated as set out above on the basis of your actual date of leaving after confirmation that all dues have been settled by you at the location and recovery of or adjustment of any advances given to you.

12. You will be covered under the following as per terms applicable as on date from your date of joining the Fellowship:
    a. Group Medical Insurance Policy for Rs.2 lacs
    b. Group Term Life Insurance Policy for Rs.4 lacs
    c. Group Personal Accident Policy for Rs.5 lacs

    The terms and conditions of the above shall be explained separately.

13. As the Fellowship Program is a full time learning/educational program, you are not permitted to engage yourself in any other activity including but not limited to pursuing any other educational course during the period of the Fellowship.

14. You undertake to follow the Fellowship Design principles that would be explained to you, the Code of Conduct of the Fellowship and you commit to respect the community that you get to live in as part of the Fellowship. This is integral to the Fellowship.
15. You undertake to ensure that the "Use and Return" assets given to you during the Fellowship are used for the Fellowship purposes only and are managed and maintained in a good state.
16. The Fellowship will be awarded on an objective and non-discriminatory basis.
17. The Foundation does not act as an employer with respect to you i.e., the Fellows under this Fellowship. The terms and conditions of this Fellowship shall in no manner be construed as an employer-employee relationship between the parties.
18. The Foundation does not guarantee any future employment with it or any of its affiliates.
19. The Foundation does not take any liability, financial or otherwise of the Fellow, except to pay the Fellowship honorarium as set out hereinabove.
20. You will be awarded with the Fellowship Certificate on your successful completion of the Program.
21. The Foundation reserves its right to terminate this Fellowship arrangment with you, at any time during the Term of this Fellowship program for cause. To illustrate, if you commit an act of misconduct deemed by the Foundation to be in breach of the values and ethos of the Fellowship or are found to be medically unfit or remain willfully absent or are otherwise unable to perform the assignment entrusted to you, in such a scenario, the Foundation reserves the right to terminate this Fellowship arrangement with you forthwith, and your deferred Fellowship honorarium amount will stand forfeited.

NAME Kangkana Devi SIGNATURE  DATE 08/06/2021

22. You will be governed by all the rules and regulations as enforced by the Foundation from time to time. The current applicable rules & regulations are available on our intranet_____. The decision of the Foundation on all such matters shall be final and binding.

23. All documents, declarations and undertakings signed by you separately shall be construed as part and parcel of this Offer Letter.

24. The Terms and Conditions of the Fellowship shall be governed by and construed in accordance with Indian laws. The Foundation and the Fellows irrevocably submit to the jurisdiction of the courts at Mumbai to settle any disputes in connection with these terms and conditions

25. You will be eligible to apply for the Social incubation and Enterprise Program after successfully graduating from this Fellowship Program.

I have carefully read and understood the terms and conditions of the Gandhi Fellowship Program as has been detailed hereinabove.

NAME Kangkana Devi SIGNATURE  DATE 08/06/2021

ANNEXURE – B

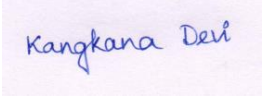
Name: **Kangkana Devi**

Location assigned to: **Barpeta, Assam**

Project / Program: **District Transformation Program**

Entity Assigned to: **Piramal Foundation**

I accept.

NAME Kangkana Devi SIGNATURE  DATE 08/06/2021

EENADU TELEVISION PRIVATE LIMITED

26th June 2020

Ms. Kumarika. B
D/o: Munindra Nath. B
Home Town: Kachogoral Sonari Gaon
Jorhat
Assam-785010

Dear Ms Kumarika,

With reference to your application and subsequent interview you had with us, we are pleased to offer you the position of **PROGRAMME EXECUTIVE TRAINEE** at our Hyderabad Office. You will be under Training for a period of **ONE YEAR** from the date of your joining and will be paid a Stipend of **₹ 15,278.00** (Rupees Fifteen thousand two hundred seventy eight only) per month.

If the above offer is acceptable, you are advised to join on or before **03rd July 2020** at 9.00 AM at HR Department, SP-2 Building, 1st Floor, Ramoji Film City, Hyderabad, Phone: 08415–246111 Extn: 6772. The formal letter of Apprenticeship Training will be issued to you with all terms and conditions on joining.

You are required to bring the following documents when you report for Training:

- Photostat copies of all your certificates (along with originals for verification) in support of your qualification and experience;
- Three recent colour photographs of size 2.5 x 3 cms;
- Physical fitness certificate in the enclosed format issued by any Registered Medical Practitioner;
- Two post card size family photographs and Xerox copy of Aadhaar Card issued by Government of India (If unmarried – self and dependent parents and if married – spouse, children and dependent parents) for your registration under ESI Scheme;
- Any one of the Identity proof like Ration card, Voter identity card, PAN Card, Driving License, Passport or Postal identity card ;

Please acknowledge the receipt and confirm your date of joining.

We welcome you to join as a member of our organization.

With best wishes,

For **Eenadu Television Pvt. Ltd**

G RAJA SEKHAR
CHIEF MANAGER – HR

Corporate Office :
Ramoji Film City, Hyderabad-501 512
Tele : 08415-246555, Fax : 08415-246408
CIN : U92111TG1991PTC012643

Registered Office :
H.No. 1-10-76, Fair Fields,
Begumpet, Hyderabad - 500016.
Website : www.etv.co.in

PRAG NEWS

REF-AMTV/HR/EC/16/2021

Date: 15/12/2021

TO WHOM IT MAY CONCERN

This is to certify that **Mr. Lochan Kaushik** resident of Rati Ram Road, Ward No-3, Bijni, Dist-Chirang, Assam-783390 was employed with us as from 1st October 2020 to 7th November 2021.

During the period of his assignment, we found him sincere, hardworking and a keen learner. He has excellent conduct and character.

We wish him all the best for future endeavors.

For AM Television Pvt. Ltd.

Apurba Deka

(Head-HR & Admin)

AM Television Pvt. Ltd.

Admin Office: Prag Tower, Below Ulubari Flyover, G.S. Road, Ulubari, Guwahati-781007

Tel : 0361-2465327, Fax : 0361-2465326, Email : amtelevisionprag@gmail.com

COTTON UNIVERSITY

Panbazar, Guwahati – 781001, India
www.cottonuniversity.ac.in :: 0361-2733530 :: registrar@cottonuniversity.ac.in

No. CU/GAD/2018/0161/ 1614 Dated

To
Mr. Muktikam Hazarika
MC Road, Near Jaga Harizan LP School
Barowari, Uzanbazar, Kamrup (M) Assam - 781001
Email: muktikam89@gmail.com Ph. +91-9435126745

Sub. : Offer of appointment as Assistant Professor, Department of Mass Communication Journalism & Media Studies

Dear Mr. Muktikam Hazarika,

On the recommendation of the Selection Committee and the approval of the Executive Council, we are pleased to offer you the appointment to the post of Assistant Professor, Department Mass Communication Journalism & Media Studies, Cotton University in the scale of pay of Rs. 57,700/- to Rs. 1, 82,400/- (Academic Level 10) and other allowances as admissible under the rules which may be modified from time to time, with effect from the date of joining, and subject to the following terms and conditions.

1. That your appointment is subject to final verification of all educational qualifications (10th standard onwards), copies of academic certificates, publications etc. you have submitted along with your application, caste certificate if applicable, age proof/date of birth etc. by the competent authorities.
2. That your services will be governed by the Act, Statutes, Ordinances, Rules and Regulations of the University in force from time to time.
3. That your services will also be governed by the rules of the Government of Assam, UGC, RUSA and AICTE, as modified from time to time as adopted by the University.
4. That you will be on probation for a period of one year. You are a full-time salaried employee of the University and your performance will be evaluated before your probationary period is over. However the probation period may be extended, subject to satisfactory performance.
5. That your pay will be fixed according to the University and Government of Assam Rules in force.
6. That you will be governed by the Government of Assam pension rules as may be modified from time to time, and decisions of the University.
7. That you will have to undergo a medical fitness test as suggested by the University authorities before joining. This may be done by a Government Medical Officer not below the rank of a Civil Surgeon, or a Professor in a Medical College, or a Superintendent in a Government Hospital.
8. That you have to submit a relieving order issued by your present employer (if you are in service).
9. That you have to submit a certificate issued by your present employer (if you are in service) stating that no vigilance/disciplinary proceedings are pending or contemplated against you.
10. That you have to submit two copies of recent passport sized photographs. Please also e-mail a soft copy (jpg file) to registrar@cottonuniversity.ac.in.

Please confirm the acceptance of the offer on the above terms and conditions and join the university at the earliest.

We eagerly look forward to your joining Cotton University at the earliest possible, and contributing towards building this University to be amongst the best. We expect all staff members to work beyond the call of duty to make this dream a reality.

With warmest regards and best wishes,

30/11/18
Registrar

Memo No. CU/GAD/2018/0161/..... Dated

Copy for information to:
1. P.S. to Honourable Chancellor and Governor of Assam.
2. PS to Vice-Chancellor
3. Finance Officer
4. Office File

Registrar

Society Registration Number : S/1U/8602 of 2001-02 FCRA Registration Number : 147120700

CONTACT BASE

Ms. Neetu Moni Das
CPB Path, Pub Sarania, Bylane-6,
Guwahati,
Assam. PIN – 781003

13.07.2021

Dear Neetu,

Sub: Engagement as Consultant

We are happy to offer you a project consulting role at Contact Base

You will be working with us for a period of **5 months**, renewable afterwards, effective **August 1, 2021** as a field executive for our WSAF project in Assam. You will be based at Dibrugarh. All expenses incurred for project related travel and work will be paid by the organization.

You will be paid a consolidated sum of **Rs. 18,000** (Rupees eighteen thousand only) per month subject to number of work days (if total number of workdays in a month is less than 10 days, you will be paid @ Rs. 500 per working day for that month). You will also be eligible for PA and Health Insurance as per CB policy. The Organization will not bear any other cost or liability except whatever mentioned above and your contract terms and conditions will be bound by our HR policy.

You would be administratively reporting to Devdan Mookerjee.

As a token of acceptance of your appointment, please do let me know by writing me a mail at ananya@banglanatak.com

Wish you all the best.

Regards,
Signed on behalf of
Contact Base
Name: **Ananya Bhattacharya**
Designation: Secretary

Signature: _____

OFFICE OF THE REGISTRAR
DIBRUGARH UNIVERSITY
DIBRUGARH

No. : DU/Estt-A/CSJM/2015/368/4472 Dated : 03/11/2021

ORDER

Ms. Samagnee Baruah, D/o. Mr. Simanta Baruah is appointed as Assistant Professor on contract basis in the Centre for Studies in Journalism and Mass Communication, D.U. for a period of 11(eleven) months with effect from **date of her joining** on a consolidated pay of Rs. 25,000/- (Rupees twenty five thousand) only per month on the following conditions.

Conditions :

01. The appointment is purely temporary and may be terminated at any time, without assigning any reason thereof.
02. By virtue of this appointment, she will have no claim to be considered for appointment against any regular vacancy.
03. She shall have to submit an undertaking to the University that she shall serve the University for the above mentioned period.
04. She will have to stay in the Centre during the working hours, irrespective of whether there is allotted class in the routine or not.
05. She shall have to take classes in other allied Department(s), if necessary.
06. Apart from taking classes, she shall have to do administrative works in the Centre.
07. She shall abide by the Act, Rules and Ordinance of the University.

She will have to sign an agreement with the University that she shall abide by the above conditions. She is requested to report her joining in duty through the Chairperson, Centre for Studies in Journalism and Mass Communication, D.U.

Issued with due approval

Registrar
Dibrugarh University
Dibrugarh

Memo No. : DU/Estt-A/CSJM/2015/368/4473-80 Dated : 03/11/2021

Copy forwarded for information and necessary action to :-

01. The Hon'ble Vice-Chancellor, D.U. for favour of information.
02. The Dean, Faculity of Humanities and Social Science, D.U.
03. The Chairperson, Centre for Studies in Journalism and Mass Communication, D.U.
04. The Dy. Registrar, (F&A), D.U.
05. The Senior Statistician, D.U.
06. The Programmer, D.U.
07. The Section Officer, UGC & Budget Section, D.U.
08. **Ms. Samagnee Baruah, D/o. Mr. Simanta Baruah**
09. Office file.

Registrar 03/11/2021
Dibrugarh University
Dibrugarh

Registrar
Dibrugarh University
Dibrugarh

Offer Letter

Dear Sujita Sinha

News Daily 24 Pvt. Ltd. is excited to bring you on board as **Content Writer.**

We're just a few formalities away from getting down to work. Please take the time to review our offer.

News Daily 24 is offering a full-time position for you as **Content Writer** reporting to the Editor or to the Sr. Associate Editor starting on **01-02-2021 (tentative)** at News Daily's head office.

In this position, News Daily 24 is offering to start you at a pay rate **discussed during your final round of discussion**.

Once you accept our offer, we will release formal appointment letter with detailed compensations and other benefits along with company's terms and conditions.

Please treat this as official confirmation

Sincerely,

Parismita Kakaty
HR, ND24.
January 19, 2021

শদিয়া মহাবিদ্যালয়

PROFILE

DR. AJAY SHARMA (HOD)

ASSISTANT PROFESSOR



Education Qualification : **M.Sc., Ph.D, JRF(AIR 37)**

Contact Details

Email-ID: **ajaybimsharma@gmail.com**

Phone #: **6900740324**

Courses / Paper Taught: **Algebra and Analysis**

Home (https://sadiyacollege.org.in/)

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Admission (https://sadiyacollege.org.in/article/OlDf/page/admission.html)

Feedback / Grievance (https://sadiyacollege.org.in/article/AsqW/feedGrie/pgGr.html)

Faculty Login (https://sadiyacollege.org.in/faculty/)

Contact Us (https://sadiyacollege.org.in/article/VfGb/page/contact.html)

Sadiya College Chapakhowa,
Sadiya, Tinsukia-786157, Assam

Email : principalsadiyacollege@gmail.com

Phone : 03756-244122 (O)

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GOVERNMENT OF ASSAM
OFFICE OF THE **DIRECTOR OF HIGHER EDUCATION**, ASSAM
KAHILIPARA, GUWAHATI-19.
****

No.DHE/CE/AC/NET/SLET/206/2021/79 Dated Kahilipara, the 20-08-2021

O R D E R

In exercise of the authority conferred under provision of Rules, 7(a) of the Assam College Employees (Provincialization) Rules, 2010 and on the basis of the recommendation of the Selection Committee and the Governing Body's resolution **No. 1, dated 29-01-2021** of the Governing Body of **Birjhora Mahavidyalaya, Bongaigaon, District- Bongaigaon,** the following person is hereby appointed as Assistant Professor with the following terms and conditions mentioned below:

Name of the person(s)	*Designation*	*Department*	*The Post against which the appointment is made*	*Scale of pay*
Dr. Krishna Ram Saikia, OBC, as per Roster Point No.6, (NET, SLET, Ph.D.)	**Assistant Professor**	**Mathematics**	**Vice Mr. Manabendra Das, retired.**	**Rs. 57,700-1,82,400/-**

This has the approval of Govt. vide No. AHE.272/2021/124, dated 18-08-2021.

Terms and conditions:-

1. *The appointed **Assistant Professor** will be entitled to enjoy regular **U.G.C. scale of pay of** Rs. 57,700-1,82,400/- with other allowances as per rules as admissible.*
2. *The appointee concerned will have to furnish an undertaking before joining in the college as prescribed by the Finance (Budget) Department vide its letter No.BW.3/2003/Pt./11/1, dated 25-01-2005 regarding introduction of "New Pension" Rules along with the joining report.*
3. *This appointment letter is issued in anticipation of receipt of satisfactory PVR and the undersigned reserves the right to cancel the appointment order in case of receipt of unsatisfactory PVR.*

Sd/- Dharma Kamta Mili, ACS
Director of Higher Education, Assam
Kahilipara, Guwahati-19.

Memo No.DHE/CE/AC/NET/SLET/206/2021/79-A Dated Kahilipara, the 20-08-2021

Copy to:-

1. The Principal Secretary to the Govt. of Assam, Education (Higher) Department, Dispur, Guwahati-6.
2. The Principal, **Birjhora Mahavidyalaya, Bongaigaon, District- Bongaigaon,** with reference to his letter No. BMB/DHE/Appnt/Maths/2021/576, dated 30-01-2021. He is directed to certify confirming that there is no court case against the said post / incumbent. While accepting the joining report, the authority should allot routine works/ academic activities as per job chart and report compliance.
3. The Treasury Officer, **Bongaigaon.**
4. The person concerned **(Dr. Krishna Ram Saikia).** He/She is directed to submit the undertaking on the new pension policy alongwith the joining report to the Principal.
5. The Guard File.

Director of Higher Education, Assam
Kahilipara, Guwahati-19

Not secure | tezu.ernet.in/dmaths/

Dr. Bivas Bank, Guest Faculty

M.Sc.(Guru Ghasidas Vishwavidyalaya), Ph.D.(NIT Raipur)
Research topic: Queueing theory and Stochastic process
Phone: +91-9340160908
E-Mail: bbank06@gmail.com
Curriculam Vitae: Click Here



Dr. Subha Pal, Guest Faculty

M.Sc.(IIT Guwahati), Ph.D.(Tezpur University)
Research topic: Solutions of the Navier-Stokes equations
Phone: +91-9085293159
E-Mail: subhapal@tezu.ernet.in
Curriculam Vitae: Click Here



GOVERNMENT OF ASSAM
OFFICE OF THE DIRECTOR OF HIGHER EDUCATION,ASSAM
KAHILIPARA, GUWAHATI-19.

No.DHE/CE/AC/NET/SLET/464/2020/150 Dated Kahilipara, the 10-12-2020

O R D E R

In exercise of the authority conferred under provision of Rules, 7(a) of the Assam College Employees (Provincialization) Rules, 2010 and on the basis of the recommendation of the Selection Committee and the Governing Body's **Resolution No.**3, **dated 29-10-2020** of the Governing Body of **Bahona College, Bahona, Jorhat,** the following person is hereby appointed as Assistant Professor with the following terms and conditions mentioned below:

Name of the person(s)	Designation	Department	The post against which the appointment is made	Scale of pay
Dr. Aishawnnya Sharma, U.R. Roster Point No.31, Ph.D. SLET	Assistant Professor	Physics	Vice Sri Gopal Hazarika, Retired.	Rs.57,700-1,82,400/-

This has the approval of Govt. vide No.AHE.28/2020/4, date 04-02-2020, As per authority of Finance SIU Department letter No.FSI.5/2005/Vol-VI/76, dated 30-03-2012.

Terms and conditions:-

1. *The appointed **Assistant Professor** will be entitled to enjoy regular **U.G.C. scale of pay of** Rs.57,700-1,82,400/- with other allowances as per rules admissible.*
2. *The appointee concerned will have to furnish an undertaking before joining in the college as prescribed by the Finance (Budget) Department vide its letter No.BW.3/2003/Pt./11/1, dated 25-01-2005 regarding introduction of "New Pension" Rules along with the joining report.*
3. *This appointment letter is issued in anticipation of receipt of satisfactory PVR and the undersigned reserves the right to cancel the appointment order in case of receipt of unsatisfactory PVR.*

Sd/-(Smti Gitimoni Phukan, ACS)
Director of Higher Education, Assam
Kahilipara, Guwahati-19.

Memo No.DHE/CE/AC/NET/SLET/464/2020/150-A Dated Kahilipara, the 10-12-2020

Copy to:-

1. The Commissioner and Secretary to the Govt. of Assam, Education (Higher) Department, Dispur,Guwahati-6.
2. The Principal, **Bahona College, Bahona, Jorhat**, District: Jorhat, with reference to his letter No.BC/A-2(T)/2020/6197, dated 05-11-2020. He is directed to certify confirming that there is no court case against the said post / incumbent. While accepting the joining report, the authority should allot routine works / academic activities as per job chart and report compliance.
3. The Treasury Officer, Jorhat.
4. The person concerned (**Dr. Aishawnnya Sharma**). He/she is directed to submit the undertaking on the new pension policy alongwith the joining report to the Principal.
5. The Guard File.

10/12/2020
Director of Higher Education, Assam
Kahilipara, Guwahati-19.

GOVERNMENT OF ASSAM
OFFICE OF THE **DIRECTOR OF HIGHER EDUCATION**, ASSAM
KAHILIPARA, GUWAHATI-19.
****

No.DHE/CE/AC/NET/SLET/341/2020/96 Dated Kahilipara, the 21-11-2020

O R D E R

In exercise of the authority conferred under provision of Rules, 7(a) of the Assam College Employees (Provincialization) Rules, 2010 and on the basis of the recommendation of the Selection Committee and the Governing Body's resolution **No. 01(g-i), dated 13-10-2020** of the Governing Body of **Duliajan College**, Duliajan, District-Dibrugarh, the following person is hereby appointed as Assistant Professor with the following terms and conditions mentioned below:

Name of the person	*Designation*	*Department*	*The Post against which the appointment is made*	*Scale of pay*
Ms. Bhagyalakhi Baruah, OBC as per Roster Point No.2, (SLET)	**Assistant Professor**	**Physics**	**Vice Dr. L.C. Borah, retired.**	**Rs. 57,700-1,82,400/-**

This has the approval of Govt. vide No. AHE.28/2020/4, dated 04-02-2020.

Terms and conditions:-

1. *The appointed **Assistant Professor** will be entitled to enjoy regular **U.G.C. scale of pay of** Rs. 57,700-1,82,400/- with other allowances as per rules as admissible.*
2. *The appointee concerned will have to furnish an undertaking before joining in the college as prescribed by the Finance (Budget) Department vide its letter No.BW.3/2003/Pt./11/1, dated 25-01-2005 regarding introduction of "New Pension" Rules along with the joining report.*
3. *This appointment letter is issued in anticipation of receipt of satisfactory PVR and the undersigned reserves the right to cancel the appointment order in case of receipt of unsatisfactory PVR.*

Sd/- G. Phukan, ACS
Director of Higher Education, Assam
Kahilipara, Guwahati-19.

Memo No.DHE/CE/AC/NET/SLET/341/2020/96-A Dated Kahilipara, the 21-11-2020

Copy to:-

1. The Commissioner & Secretary to the Govt. of Assam, Education (Higher) Department, Dispur, Guwahati-6.
2. The Principal, **Duliajan College, Duliajan, District: Dibrugarh,** with reference to his letter No. DC/Appt-Prof/2020/154-01/10, dated 20-10-2020. He is directed to certify confirming that there is no court case against the said post / incumbent. While accepting the joining report, the authority should allot routine works/ academic activities as per job chart and report compliance.
3. **The Treasury Officer, Naharkatia.**
4. **The person concerned (Ms. Bhagyalakhi Baruah). She is directed to submit the undertaking on the new pension policy alongwith the joining report to the Principal.**
5. **The Guard File.**

23/11/2020
Director of Higher Education, Assam
Kahilipara, Guwahati-19.

GOVERNMENT OF ASSAM
OFFICE OF THE DIRECTOR OF HIGHER EDUCATION, ASSAM
KAHILIPARA, GUWAHATI-19.

No.DHE/CE/AC/NET/SLET/295/2020/77 Dated Kahilipara, the 29-10-2020

O R D E R

In exercise of the authority conferred under provision of Rules, 7(a) of the Assam College Employees (Provincialization) Rules, 2010 and on the basis of the recommendation of the Selection Committee and the Governing Body's resolution **No. 02, dated 01-10-2020** of the Governing Body of **Rangapara College, Rangapara, District- Sonitpur,** the following person is hereby appointed as Assistant Professor with the following terms and conditions mentioned below:

Name of the person	*Designation*	*Department*	*The Post against which the appointment is made*	*Scale of pay*
Sri Bijoy Sankar Boruah, MOBC as per Roster Point No.43, (SLET)	**Assistant Professor**	**Physics**	**Newly created post**	**Rs. 57,700-1,82,400/-**

This has the approval of Govt. vide No. AHE.594/2018/20, dated 31-07-2020 as per authority of Finance SIU Department letter No.FSI.5/2005/Vol-VI/76, dated 30-03-2012.

Terms and conditions:-

1. *The appointed **Assistant Professor** will be entitled to enjoy regular **U.G.C. scale of pay of** Rs. 57,700-1,82,400/- with other allowances as per rules as admissible.*
2. *The appointee concerned will have to furnish an undertaking before joining in the college as prescribed by the Finance (Budget) Department vide its letter No.BW.3/2003/Pt./11/1, dated 25-01-2005 regarding introduction of "New Pension" Rules along with the joining report.*
3. *This appointment letter is issued in anticipation of receipt of satisfactory PVR and the undersigned reserves the right to cancel the appointment order in case of receipt of unsatisfactory PVR.*

Sd/- G. Phukan, ACS
Director of Higher Education, Assam
Kahilipara, Guwahati-19.

Memo No.DHE/CE/AC/NET/SLET/295/2020/77 -A Dated Kahilipara, the 29-10-2020

Copy to:-

1. The Commissioner & Secretary to the Govt. of Assam, Education (Higher) Department, Dispur, Guwahati-6.
2. The Principal, **Rangapara College, Rangapara, District: Sonitpur,** with reference to his letter No. RC/GT-6/GC-26/2020/281, dated 12-10-2020. He is directed to certify confirming that there is no court case against the said post / incumbent. While accepting the joining report, the authority should allot routine works/ academic activities as per job chart and report compliance.
3. The Treasury Officer, **Rangapara.**
4. The person concerned **(Sri Bijoy Sankar Boruah).** He is directed to submit the undertaking on the new pension policy alongwith the joining report to the Principal.
5. The Guard File.

30/10/2020
Director of Higher Education, Assam
Kahilipara, Guwahati-19.

GOVERNMENT OF ASSAM
PANCHAYAT & RURAL DEVELOPMENT (B) DEPARTMENT
JANATA BHAWAN :: DISPUR :: GUWAHATI-06

Website : www.pnrd.assam.gov.in
Email : pnrddispur@gmail.com

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ORDERS BY THE GOVERNOR OF ASSAM
NOTIFICATION

Dated Dispur, the 14th July, 2021.

No.PRD-12011/2/2021-PRD(B)/21 : On their services being placed at the disposal of Panchayat & Rural Development Department by Personnel (A) Department vide their Notification No. AAA.16/2016/151, dated 13-07-2021 & No. AAA.16/2016/152, dated 13-07-2021 and in the interest of public services, the following ACS / ALRS officers are transferred and posted as Block Development Officer against the Development Blocks mentioned against their names below with immediate effect and until further order.

Sl. No.	Name of the Officers	Present place of posting	Name of the Development Blocks where posted
1	Smti. Sangeeta Sarkar, ACS (DR-2019)	Asstt. Commisioner, Dhemaji	Bordoloni Dev. Block, Dhemaji
2	Shri Partha Pratim Choudhury, ACS (DR-2021)	Asstt. Commisioner, Bajalii	Barhampur Dev. Block, Nagaon
3	Smti. Kashyapee Kashyap, ACS (DR-2021)	Asstt. Commisioner, Mangaldoi	Bhurbandha Dev. Block, Morigaon
4	Shri Gauranga Dutta, ACS (DR-2021)	Asstt. Commisioner, Majuli	South Karimganj Dev. Block, Karimganj
5	Shri Bandeep Rabha, ACS (DR-2021)	Asstt. Commisioner, Haflong	Harangajao Dev. Block, Dima Hasao
6	Shri Ankan Jyoti Phukan, ACS (DR-2021)	Asstt. Commisioner, Tezpur	Amguri Dev. Block, Sivsagar
7	Shri Uddipta Gautam, ACS (DR-2021)	Asstt. Commisioner, Hojai	Odali Dev. Block, Hojai
8	Smti. Anwesha Saikia, ACS (DR-2021)	Asstt. Commissioner, Goalpara	Khormuja Dev Block, Goalpara
9	Shri Bedanta Bikash Bora, ACS (DR-2021)	Asstt. Commissioner, Nagaon	Juria Dev. Block, Nagaon
10	Smti. Nandita Saharia, ACS (DR-2021)	Asstt. Commissioner, Kamrup	Hajo Dev. Block, Kamrup
11	Shri Tulashi Ranjan Kalita, ACS (DR-2021)	Asstt. Commisioner, South Salmara	South Salmara Dev. Block, South Salmara- Mankachar
12	Shri Rahul Prosenjit Gogoi, ACS (DR-2021)	Asstt. Commisioner, Rangia	Bezera Dev. Block, Kamrup
13	Shri Rajesh Singh, ACS (DR-2021)	Asstt. Commisioner, Hamren	Amri Dev. Block, West Karbi Anglong
14	Shri Himanshu Saloi, ACS (DR-2021)	Asstt. Commisioner, North Salmara	Boitamari Dev. Block, Bongaigaon
15	Shri Manoj Kr. Dutta, ACS (DR-2021)	Asstt. Commisioner, Jonai	Lala Dev. Block, Hailakandi
16	Shri Sunam Das, ACS (DR-2021)	Asstt. Commisioner, Charaideo	Mahmora Dev. Block, Charaideo
17	Shri Pranabananda Dowerah,ACS (DR-2021)	Asstt. Commisioner, Bijni	South Hailakandi Dev. Block, Hailakandi
18	Smti. Rituparna Buragohain, ACS (DR-2021)	Asstt. Commisioner, Dibrugarh	Kaliabor Dev. Block, Nagaon
19	Shri Madhurjya Kr. Parasar, ACS (DR-2021)	Asstt. Commisioner, Gohpur	Biswanath Dev. Block, Biswanath
20	Shri Samujjal Jyoti Gogoi, ACS (DR-2021)	Asstt. Commisioner, Dhakuakhana	Algapur Dev. Block, Hailakandi

21	Smti. Seema Devi Yein, ACS (DR-2021)	Asstt. Commisioner, Morigaon	Kapili Dev. Block, Morigaon
22	Shri Prasanta Borah, ACS (DR-2021)	Asstt. Commisioner, Kamrup-M	Dimoria Dev. Block, Kamrup-M
23	Smti. Jhanadi Langthasa, ACS (DR-2021)	Asstt. Commisioner, Diphu	Rongmongwe Dev. Block, Karbi Anglong
24	Shri Arunav Sonowal, ACS (DR-2021)	Asstt. Commisioner, Sadiya	Saikhowa Dev. Block, Tinsukia
25	Shri Nipjyoti Patiri, ACS (DR-2021)	Asstt. Commisioner, Dhansiri	Morongi Dev. Block, Golaghat
26	Shri Tonmoy Chetia, ACS (DR-2021)	Asstt. Commisioner, Nazira	Nazira Dev. Block, Sivsagar
27	Smti. Urvashi Chetia, ACS (DR-2021)	Asstt. Commisioner, Barpeta	Margherita Dev. Block, Tinsukia
28	Smti. Dhariti Kakati Amphi, ACS (DR-2021)	Asstt. Commisioner, Haflong	Jatinga Dev Block, Dima Hasao
29	Shri Polash Borah, ACS (DR-2021)	Asstt. Commisioner, Kaliabor	Raha Dev. Block, Nagaon
30	Shri Avinash Paul, ACS (DR-2021)	Asstt. Commisioner, Lakhipur (Cachar)	Sonai Dev. Block, Cachar
31	Smti. Shikha Moni Bora, ACS (DR-2021)	Asstt. Commisioner, Nalbari	Kalaigaon Dev. Block, Udalguri
32	Shri Nirman Nath, ACS (DR-2021)	Asstt. Commisioner, Dhubri	Agamoni Dev. Block, Dhubri
33	Shri Sudip Gogoi, ACS (DR-2021)	Asstt. Commisioner, Bhergaon	Tapang Dev. Block, Cachar
34	Smti. Jiljily Thaosen, ACS (DR-2021)	Asstt. Commisioner, Diphu	Howraghat Dev. Block, Karbi Anglong
35	Smti. Rima Trishna Haloi, ACS (DR-2021)	Asstt. Commisioner, Goalpara	Mahamaya Dev. Block, Dhubri
36	Shri Davidson Daimari, ACS (DR-2021)	Asstt. Commisioner, Baksa	Tihu Barama Dev. Block, Baksa
37	Shri Bedabrat Pegu, ACS (DR-2021)	Asstt. Commisioner, Jorhat	Golaghat Central (Kathaguri) Dev. Block, Golaghat
38	Shri Raghuraj Baidya, ACS (DR-2021)	Asstt. Commisioner, Hailakandi	Hailakandi Dev. Block, Hailakandi
39	Smti. Neihat Haolai, ACS (DR-2021)	Asstt. Commisioner, Karimganj	Lowirpowa Dev. Block, Karimganj
40	Shri Manash Jyoti Malakar, ACS (DR-2021)	Asstt. Commisioner, Kokrajhar	Debitola Dev. Block, Dhubri
41	Shri Anish Beria, ALRS (DR-2021)	Circle Officer(A), Dhing	North Karimganj Dev. Block, Karimganj
42	Shri Hussain Mohammad Mobin, ALRS (DR-2021)	Circle Officer(A), Lakhipur(Cachar)	Lakhipur Dev. Block, Cachar
43	Shri Champak Sharmah, ALRS (DR-2021)	Circle Officer(A), Harisinga	Mazbat Dev. Block, Udalguri
44	Shri Arnav Kr. Baruah, ALRS (DR-2021)	Circle Officer(A), Kamalpur	Boko Dev. Block, Kamrup
45	Shri Rajjyoti Borah, ALRS (DR-2021)	Circle Officer(A), Dhemaji	Salchapra Dev Block, Cachar
46	Shri Dibakar Deb, ALRS (DR-2021)	Circle Officer(A), R. K. Nagar	Patharkandi Dev. Block, Karimganj
47	Shri Samarendra Sarma, ALRS (DR-2021)	Circle Officer(A), Lakhipur (Goalpara)	Dudhnoi (Rongjuli) Dev. Block, Goalpara
48	Shri Anurag Gogoi, ALRS (DR-2021)	Circle Officer(A), Nazira	Lakuwa Dev Block, Charaideo
49	Shri Biplob Sarma Bordoloi, ALRS (DR-2021)	Circle Officer(A), Dibrugarh (West)	Kalain Dev. Block, Cachar
50	Smti. Babita Kalita, ALRS (DR-2021)	Circle Officer(A), Ghagrapar	Birsing Jharua Dev Block, Dhubri
51	Shri Chandan Kalita, ALRS (DR-2021)	Circle Officer(A), Barpeta	Sivasagar Dev. Block, Sivasagar
52	Shri Debananda Nath, ALRS (DR-2021)	Circle Officer(A), Biswanath	Dullavcherra Dev. Block, Karimganj

53	Shri Pronab Nath, ALRS (DR-2021)	Circle Officer(A), Lakhimpur	Diyungbra Dev. Block, Dima Hasao
54	Shri Adhiraj Chamuah, ALRS (DR-2021)	Circle Officer(A), Dhekiajuli	Bihaguri Dev. Block, Sonitpur
55	Shri Bibhash Bora, ALRS (DR-2021)	Circle Officer(A), Sipajhar	Sipajhar Dev. Block, Darrang
56	Shri Rantu Baruah, ALRS (DR-2021)	Circle Officer(A), Sivasagar	Sapekhati Dev. Block, Charaideo
57	Shri Bipul Deka, ALRS (DR-2021)	Circle Officer(A), Barnagar	Chak Chaka Dev. Block, Barpeta
58	Shri Kaustav Das, ALRS (DR-2021)	Circle Officer(A), Barbhag	Mankachar Dev. Block, South Salmara- Mankachar
59	Shri Chandan Bezbaruah, ALRS (DR-2021)	Circle Officer(A), Sarthebari	Bajali Dev. Block, Bajali
60	Shri Ranadeep Chutia, ALRS (DR-2021)	Circle Officer(A), Tezpur	Pub Chhaiduar Dev. Block, Biswanath
61	Smti. Swabnam Padi, ALRS (DR-2021)	Circle Officer(A), Dhakuakhana	Balipara Dev. Block, Sonitpur
62	Shri Bhabani Pegu, ALRS (DR-2021)	Circle Officer(A), Rupohi	Bhabanipur Dev. Block, Bajali
63	Smti. Rhea Mech, ALRS (DR-2021)	Circle Officer(A), Majuli	Telahi Dev. Block, Lakhimpur
64	Smti. Sharavani Boro, ALRS (DR-2021)	Circle Officer(A), Kokrajhar	Rupshi Dev Block, Dhubri
65	Shri Jatra Kanta Karmakar, ALRS (DR-2021)	Circle Officer(A), Sissiborgaon	Palangghat Dev. Block, Cachar
66	Shri Charan Narzary, ALRS (DR-2021)	Circle Officer(A), Sidli	Fekamari Dev. Block, South Salmara- Mankachar
67	Shri Mrinmoy Haloi, ALRS (DR-2021)	Circle Officer(A), Srijangram	Rajabazar Dev. Block, Cachar
68	Smti. Rosy L. Singson, ALRS (DR-2021)	Circle Officer(A), Katlichhera	Katlichhera Dev. Block, Hailakandi
69	Smti. Antara Paul, ALRS (DR-2021)	Circle Officer(A), Katigorah	Katigorah Dev. Block, Cachar
70	Shri Arif Ahmed Chaudhury, ALRS (DR-2021)	Circle Officer(A), Morigaon	Baskandi Dev. Block, Cachar

Sd/- Dr. J. B. Ekka, IAS

Principal Secretary to the Govt. of Assam,
Panchayat and Rural Development Deptt.

Memo No. PRD-12011/2/2021-PRD(B)/21 -A, Dated Dispur, the 14th July, 2021.

Copy to :-

1. The Accountant General (A&E), Assam, Maidamgaon, Beltola, Guwahati-29.
2. The Principal Secretary to the Chief Minister, Assam.
3. The Principal Secretary to the Govt. of Assam, Personnel (A) Department, Dispur.
4. The Principal Secretary to the Govt. of Assam, Revenue & DM Department, Dispur.
5. All Commissioners of Divisions for information.
6. The Commissioner, Panchayat & Rural Development, Assam, Panjabari, Juripar, Guwahati-37.
7. The Principal Secretary, BTC, Kokrajhar / KAAC, Diphu / NCHAC, Haflong for information & necessary action.
8. The Director, SIPRD, Assam, Khanapara, Guwahati-22.
9. P.P.S. to the Chief Minister, Assam
10. All concerned Deputy Commissioner for information and necessary action.

11. All concerned Chief Executive Officer, Zilla Parishad / Project Director, DRDA for information and necessary action.
12. S.O. to the Chief Secretary, Assam
13. The Treasury Officer, ...
14. PS to the Hon'ble Minister, Panchayat and Rural Development, Assam, Dispur, Ghy-6.
15. PS to the Hon'ble Minister, Revenue and DM, Assam, Dispur, Ghy-6.
16. PS to the Principal Secretary to the Govt. of Assam, Panchayat and Rural Development Deptt. Dispur.
17. PA to Commissioner & Secretary to the Govt. of Assam, Panchayat and Rural Development Deptt. Dispur, Ghy-6.
18. Officer concerned.....
19. Office copy/Departmental website.

By Order etc.,

Additional Secretary to the Govt. of Assam,
Panchayat and Rural Development Deptt.

GOVERNMENT OF ASSAM
OFFICE OF THE **DIRECTOR OF HIGHER EDUCATION**, ASSAM
KAHILIPARA, GUWAHATI-19.
****

No.DHE/CE/AC/NET/SLET/179/2019/124 Dated Kahilipara, the 29-02-2020

O R D E R

In exercise of the authority conferred under provision of Rules, 7(a) of the Assam College Employees (Provincialization) Rules, 2010 and on the basis of the recommendation of the Selection Committee and the Governing Body's resolution **No. 06, dated 23-09-2019** of the Governing Body of **Digboi College, Digboi, District- Tinsukia,** the following person is hereby appointed as Assistant Professor with the following terms and conditions mentioned below:

Name of the person	*Designation*	*Department*	*The Post against which the appointment is made*	*Scale of pay*
Dr. Deep Kumar Kuri, U.R. as per Roster Point No.12 (SLET/Ph.D.)	**Assistant Professor**	**Physics**	**Vice Dr. Arun Kr. Sarma, released.**	**Rs. 57,700-1,82,400/-**

This has the approval of Govt. vide No. AHE.135/2019/31, dated 09-05-2019 as per authority of Finance SIU Department letter No.FSI.5/2005/Vol-VI/76, dated 30-03-2012.

Terms and conditions:-

1. *The appointed **Assistant Professor** will be entitled to enjoy regular **U.G.C. scale of pay of** Rs. 57,700-1,82,400/- with other allowances as per rules as admissible.*
2. *The appointee concerned will have to furnish an undertaking before joining in the college as prescribed by the Finance (Budget) Department vide its letter No.BW.3/2003/Pt./11/1, dated 25-01-2005 regarding introduction of "New Pension" Rules along with the joining report.*
3. *This appointment letter is issued in anticipation of receipt of satisfactory PVR and the undersigned reserves the right to cancel the appointment order in case of receipt of unsatisfactory PVR.*

Sd/- G. Phukan, ACS
Director of Higher Education, Assam
Kahilipara, Guwahati-19.

Memo No.DHE/CE/AC/NET/SLET/179/2019/124-A Dated Kahilipara, the 29-02-2020

Copy to:-

1. The Commissioner & Secretary to the Govt. of Assam, Education (Higher) Department, Dispur, Guwahati-6.
2. The Principal, **Digboi College, Digboi, District: Tinsukia,** with reference to his letter No.Dig/Col/A.App/T/2019/9, dated 24-09-2019. He is directed to certify confirming that there is no court case against the said post / incumbent. While accepting the joining report, the authority should allot routine works/ academic activities as per job chart and report compliance.
3. The Treasury Officer, **Margherita.**
4. The person concerned **(Dr. Deep Kumar Kuri).** He is directed to submit the undertaking on the new pension policy alongwith the joining report to the Principal.
5. The Guard File.

No. 238(A) 5.3.2020

29/2/2020

Director of Higher Education, Assam
Kahilipara, Guwahati-19.

GOVERNMENT OF ASSAM
OFFICE OF THE **DIRECTOR OF HIGHER EDUCATION**, ASSAM
KAHILIPARA, GUWAHATI-19.
****

No.DHE/CE/AC/NET/SLET/82/2020/84 Dated Kahilipara, the 07-10-2020

O R D E R

In exercise of the authority conferred under provision of Rules, 7(a) of the Assam College Employees (Provincialization) Rules, 2010 and on the basis of the recommendation of the Selection Committee and the Governing Body's resolution **No. 4(a), dated 10-01-2020** of the Governing Body of **Nalbari College, Nalbari, District- Nalbari,** the following person is hereby appointed as Assistant Professor with the following terms and conditions mentioned below:

Name of the person	*Designation*	*Department*	*The Post against which the appointment is made*	*Scale of pay*
Dr. Dhruba Jyoti Gogoi, OBC as per Roster Point No.2, SLET/Ph.D.	**Assistant Professor**	**Physics**	**Vice Prof. Mahadev Das, retired.**	**Rs. 57,700-1,82,400/-**

This has the approval of Govt. vide No. AHE.680/2019/44, dated 19-06-2019 as per authority of Finance SIU Department letter No.FSI.5/2005/Vol-VI/76, dated 30-03-2012.

Terms and conditions:-

1. *The appointed **Assistant Professor** will be entitled to enjoy regular **U.G.C. scale of pay of*** Rs. 57,700-1,82,400/- *with other allowances as per rules as admissible.*
2. *The appointee concerned will have to furnish an undertaking before joining in the college as prescribed by the Finance (Budget) Department vide its letter No.BW.3/2003/Pt./11/1, dated 25-01-2005 regarding introduction of "New Pension" Rules along with the joining report.*
3. *This appointment letter is issued in anticipation of receipt of satisfactory PVR and the undersigned reserves the right to cancel the appointment order in case of receipt of unsatisfactory PVR.*

Sd/- G. Phukan, ACS
Director of Higher Education, Assam
Kahilipara, Guwahati-19.

Memo No.DHE/CE/AC/NET/SLET/82/2020/84-A Dated Kahilipara, the 07-10-2020

Copy to:-

1. The Commissioner & Secretary to the Govt. of Assam, Education (Higher) Department, Dispur, Guwahati-6.
2. The Principal, **Nalbari College, Nalbari, District: Nalbari,** with reference to his letter No. NC/DHE/Appointment/Approv/Phy/2020/22, dated 20-01-2020. He is directed to certify confirming that there is no court case against the said post / incumbent. While accepting the joining report, the authority should allot routine works/ academic activities as per job chart and report compliance.
3. The Treasury Officer, **Nalbari Treasury.**
4. The person concerned **(Dr. Dhruba Jyoti Gogoi).** He is directed to submit the undertaking on the new pension policy alongwith the joining report to the Principal.
5. The Guard File.

GOVERNMENT OF ASSAM
OFFICE OF THE **DIRECTOR OF HIGHER EDUCATION**, ASSAM
KAHILIPARA, GUWAHATI-19.
****

No.DHE/CE/AC/NET/SLET/190/2021/167 Dated Kahilipara, the 18-02-2021

O R D E R

In exercise of the authority conferred under provision of Rules, 7(a) of the Assam College Employees (Provincialization) Rules, 2010 and on the basis of the recommendation of the Selection Committee and the Governing Body's resolution **No. 2(b), dated 31-01-2021** of the Governing Body of **North Gauhati College, College Nagar,** District- Kamrup, the following person is hereby appointed as Assistant Professor with the following terms and conditions mentioned below:

Name of the person	*Designation*	*Department*	*The Post against which the appointment is made*	*Scale of pay*
Mr. Dhrubajit Kalita, U.R., as per Roster Point No. 9, (NET)	**Assistant Professor**	**Physics**	**Vice Tapan Kumar Sarma, retired.**	**Rs. 57,700-1,82,400/-**

This has the approval of Govt. vide No. AHE.28/2020/4, dated 04-02-2020.

Terms and conditions:-

1. *The appointed **Assistant Professor** will be entitled to enjoy regular **U.G.C. scale of** pay of* Rs. 57,700-1,82,400/- *with other allowances as per rules as admissible.*
2. *The appointee concerned will have to furnish an undertaking before joining in the college as prescribed by the Finance (Budget) Department vide its letter No.BW.3/2003/Pt./11/1, dated 25-01-2005 regarding introduction of "New Pension" Rules along with the joining report.*
3. *This appointment letter is issued in anticipation of receipt of satisfactory PVR and the undersigned reserves the right to cancel the appointment order in case of receipt of unsatisfactory PVR.*

Sd/- G. Phukan, ACS
Director of Higher Education, Assam
Kahilipara, Guwahati-19.

Memo No.DHE/CE/AC/NET/SLET/190/2021/167-A Dated Kahilipara, the 18-02-2021

Copy to:-

1. The Commissioner & Secretary to the Govt. of Assam, Education (Higher) Department, Dispur, Guwahati-6.
2. The Principal, **North Gauhati College, College Nagar,** District- Kamrup, with reference to his letter No.NGC/DHE.54/2021/34, dated 01-02-2021. He is directed to certify confirming that there is no court case against the said post / incumbent. While accepting the joining report, the authority should allot routine works/ academic activities as per job chart and report compliance.
3. The Treasury Officer, Amingaon/Kamrup.
4. The person concerned **(Mr. Dhrubajit Kalita).** He is directed to submit the undertaking on the new pension policy alongwith the joining report to the Principal.
5. The Guard File.

20/2/21

Director of Higher Education, Assam
Kahilipara, Guwahati-19.

GOVERNMENT OF ASSAM
OFFICE OF THE **DIRECTOR OF HIGHER EDUCATION**, ASSAM
KAHILIPARA, GUWAHATI-19.
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No.DHE/CE/AC/NET/SLET/191/2021/99 Dated Kahilipara, the 25-02-2021

O R D E R

In exercise of the authority conferred under provision of Rules, 7(a) of the Assam College Employees (Provincialization) Rules, 2010 and on the basis of the recommendation of the Selection Committee and the Governing Body's resolution **No. 2(a), dated 31-01-2021** of the Governing Body of **North Gauhati College, College Nagar,** District- Kamrup, the following person is hereby appointed as Assistant Professor with the following terms and conditions mentioned below:

Name of the person	*Designation*	*Department*	*The Post against which the appointment is made*	*Scale of pay*
Dr. Gautam Saikia, U.R., as per Roster Point No. 48, (Ph.D.)	**Assistant Professor**	**Physics**	**Vice Dr. Rashmi Dutta, retired.**	**Rs. 57,700-1,82,400/-**

This has the approval of Govt. vide No. AHE.28/2020/4, dated 04-02-2020.

Terms and conditions:-

1. *The appointed **Assistant Professor** will be entitled to enjoy regular **U.G.C. scale of pay of** Rs. 57,700-1,82,400/- with other allowances as per rules as admissible.*
2. *The appointee concerned will have to furnish an undertaking before joining in the college as prescribed by the Finance (Budget) Department vide its letter No.BW.3/2003/Pt./11/1, dated 25-01-2005 regarding introduction of "New Pension" Rules along with the joining report.*
3. *This appointment letter is issued in anticipation of receipt of satisfactory PVR and the undersigned reserves the right to cancel the appointment order in case of receipt of unsatisfactory PVR.*

Sd/- G. Phukan, ACS
Director of Higher Education, Assam
Kahilipara, Guwahati-19.

Memo No.DHE/CE/AC/NET/SLET/191/2021/99-A Dated Kahilipara, the 25-02-2021

Copy to:-

1. The Commissioner & Secretary to the Govt. of Assam, Education (Higher) Department, Dispur, Guwahati-6.
2. The Principal, **North Gauhati College, College Nagar,** District- Kamrup, with reference to his letter No.NGC/DHE.54/2021/38, dated 01-02-2021. He is directed to certify confirming that there is no court case against the said post / incumbent. While accepting the joining report, the authority should allot routine works/ academic activities as per job chart and report compliance.
3. The Treasury Officer, **Kamrup.**
4. The person concerned **(Dr. Gautam Saikia).** He is directed to submit the undertaking on the new pension policy alongwith the joining report to the Principal.
5. The Guard File.

25/2/21
Director of Higher Education, Assam
Kahilipara, Guwahati-19.

GOVERNMENT OF ASSAM
OFFICE OF THE **DIRECTOR OF HIGHER EDUCATION**, ASSAM
KAHILIPARA, GUWAHATI-19.
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No.DHE/CE/AC/NET/SLET/317/2020/215 Dated Kahilipara, the 05-11-2020

O R D E R

In exercise of the authority conferred under provision of Rules, 7(a) of the Assam College Employees (Provincialization) Rules, 2010 and on the basis of the recommendation of the Selection Committee and the Governing Body's resolution **No. 01 (I), dated 10-10-2020** of the Governing Body of **Silapathar College, Silapathar, District- Dhemaji,** the following person is hereby appointed as Assistant Professor with the following terms and conditions mentioned below:

Name of the person	*Designation*	*Department*	*The Post against which the appointment is made*	*Scale of pay*
Dr. Happy Borgohain, U.R. as per Roster Point No.31, SLET/Ph.D.	**Assistant Professor**	**Physics**	**Newly created post for Science stream**	**Rs. 57,700-1,82,400/-**

This has the approval of Govt. vide No. AHE/594/2018/20, dated 31-07-2020.

Terms and conditions:-

1. *The appointed* ***Assistant Professor*** *will be entitled to enjoy regular* ***U.G.C. scale of pay of*** Rs. 57,700-1,82,400/- *with other allowances as per rules as admissible.*
2. *The appointee concerned will have to furnish an undertaking before joining in the college as prescribed by the Finance (Budget) Department vide its letter No.BW.3/2003/Pt./11/1, dated 25-01-2005 regarding introduction of "New Pension" Rules along with the joining report.*
3. *This appointment letter is issued in anticipation of receipt of satisfactory PVR and the undersigned reserves the right to cancel the appointment order in case of receipt of unsatisfactory PVR.*

Sd/- G. Phukan, ACS
Director of Higher Education, Assam
Kahilipara, Guwahati-19.

Memo No.DHE/CE/AC/NET/SLET/317/2020/215 -A Dated Kahilipara, the 05-11-2020

Copy to:-

1. The Commissioner & Secretary to the Govt. of Assam, Education (Higher) Department, Dispur, Guwahati-6.
2. The Principal, **Silapathar College, Silapathar, District: Dhemaji,** with reference to his letter No. SPC/Approval/DHE/2020-2021/190, dated 14-10-2020. He is directed to certify confirming that there is no court case against the said post / incumbent. While accepting the joining report, the authority should allot routine works/ academic activities as per job chart and report compliance.
3. The Treasury Officer, Silapathar Sub-Treasury.
4. The person concerned **(Dr. Happy Borgohain).** She is directed to submit the undertaking on the new pension policy alongwith the joining report to the Principal.
5. The Guard File.

5/11/2020
Director of Higher Education, Assam
Kahilipara, Guwahati-19.

GOVERNMENT OF ASSAM
OFFICE OF THE **DIRECTOR OF HIGHER EDUCATION**, ASSAM
KAHILIPARA, GUWAHATI-19.

No DHE/CE/AC/NET/SLET/134/2019/67 Dated Kahilipara, the 09-01-2020

O R D E R

In exercise of the authority conferred under provision of Rules, 7(a) of the Assam College Employees (Provincialization) Rules, 2010 and on the basis of the recommendation of the Selection Committee and the Governing Body's resolution **No. 12, dated 08-09-2019** of the Governing Body of **Nowgong College, Nagaon, District- Nagao**, the following person is hereby appointed as Assistant Professor with the following terms and conditions mentioned below:

Name of the person	*Designation*	*Department*	*The Post against which the appointment is made*	*Scale of pay*
Sri Madhurjya Lalung, NET, ST(P), as per Roster Point No.75	**Assistant Professor**	**Physics**	**Vice Onooz Borkataki, superannuation**	**Rs. 57,700-1,82,400/-**

This has the approval of Govt. vide No. AHE.142/2019/4, dated 03-06-2019 as per authority of Finance SIU Department letter No.FSI.S/2005/Vol-VI/76, dated 30-03-2012.

Terms and conditions;-

1. *The appointed **Assistant Professor** will be entitled to enjoy regular **U.G.C. scale of pay of** Rs. 57,700-1,82,400/- with other allowances as per rules as admissible.*
2. *The appointee concerned will have to furnish an undertaking before joining in the college as prescribed by the Finance (Budget) Department vide its letter No.BW.3/2003/Pt./11/1, dated 25-01-2005 regarding introduction of "New Pension" Rules along with the joining report.*

Sd/- G. Phukan, ACS
Director of Higher Education, Assam
Kahilipara, Guwahati-19.

Memo No.DHE/CE/AC/NET/SLET/134/2019/67 -A Dated Kahilipara, the 09-01-2020

Copy to:-

1. The Joint Secretary to the Govt. of Assam, Education (Higher) Department, Dispur, Guwahati-6.
2. The Principal, **Nowgong College, Nagaon, District: Nagaon**, with reference to his letter No NC/DHE/Apptt/Physics/2019/0307, dated 09-09-2019. He is directed to certify confirming that there is no court case against the said post / incumbent. While accepting the joining report, the authority should allot routine works/ academic activities as per job chart and report compliance.
3. The Treasury Officer, **Nagaon.**
4. The person concerned **(Sri Madhurjya Lalung).** He is directed to submit the undertaking on the new pension policy alongwith the joining report to the Principal.
5. The Guard File.

14/1/2020

Director of Higher Education, Assam
Kahilipara, Guwahati-19.

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GOVERNMENT OF ASSAM
OFFICE OF THE **DIRECTOR OF HIGHER EDUCATION,** ASSAM
KAHILIPARA, GUWAHATI-19.
****

No.DHE/CE/AC/NET/SLET/51/2020/89 Dated Kahilipara, the 29-02-2020

O R D E R

In exercise of the authority conferred under provision of Rules, 7(a) of the Assam College Employees (Provincialization) Rules, 2010 and on the basis of the recommendation of the Selection Committee and the Governing Body's resolution **No. 4(B), dated 14-06-2019** of the Governing Body of **Moran College, Moranhat, District- Charaideo,** the following person is hereby appointed as Assistant Professor with the following terms and conditions mentioned below:

Name of the person	*Designation*	*Department*	*The Post against which the appointment is made*	*Scale of pay*
Sri Pragyan Phukan, OBC as per Roster Point No.39, (SLET)	**Assistant Professor**	**Physics**	**Vice Dr. Prity Borah, retired.**	**Rs. 57,700-1,82,400/-**

This has the approval of Govt. vide No. AHE.415/2019/58, dated 13-06-2019 as per authority of Finance SIU Department letter No.FSI.5/2005/Vol-VI/76, dated 30-03-2012.

Terms and conditions:-

1. *The appointed* ***Assistant Professor*** *will be entitled to enjoy regular* ***U.G.C. scale of pay of*** Rs. 57,700-1,82,400/- *with other allowances as per rules as admissible.*
2. *The appointee concerned will have to furnish an undertaking before joining in the college as prescribed by the Finance (Budget) Department vide its letter No.BW.3/2003/Pt./11/1, dated 25-01-2005 regarding introduction of "New Pension" Rules along with the joining report.*
3. *This appointment letter is issued in anticipation of receipt of satisfactory PVR and the undersigned reserves the right to cancel the appointment order in case of receipt of unsatisfactory PVR.*

Sd/- G. Phukan, ACS
Director of Higher Education, Assam
Kahilipara, Guwahati-19.

Memo No.DHE/CE/AC/NET/SLET/51/2020/89-A Dated Kahilipara, the 29-02-2020

Copy to:-

1. The Commissioner & Secretary to the Govt. of Assam, Education (Higher) Department, Dispur, Guwahati-6.
2. The Principal, **Moran College, Moranhat, District: Charaideo,** with reference to his letter No.MC/DHE/Apptt/2019/304, dated 28-12-2019. He is directed to certify confirming that there is no court case against the said post / incumbent. While accepting the joining report, the authority should allot routine works/ academic activities as per job chart and report compliance.
3. The Treasury Officer, **Sivasagar.**
4. The person concerned **(Sri Pragyan Phukan).** He is directed to submit the undertaking on the new pension policy alongwith the joining report to the Principal.
5. The Guard File.

29/2/2020

Director of Higher Education, Assam
Kahilipara, Guwahati-19.

GOVERNMENT OF ASSAM
OFFICE OF THE **DIRECTOR OF HIGHER EDUCATION**, ASSAM
KAHILIPARA, GUWAHATI-19.
****

No.DHE/CE/AC/NET/SLET/PDUAM/853/2020/ 71 Dated Kahilipara, the 20-08-2021

O R D E R

In exercise of the authority conferred under provision of Rules, 7(a) of the Assam College Employees (Provincialization) Rules, 2010 and on the basis of the recommendation of the Selection Committee and the Governing Body's resolution **No.4, dated 12-11-2020** of the Governing Body of **Pandit Deendayal Upadhyaya Adarsha Mahavidyalaya, Tulungia, Bongaigaon, Pin-783383,** the following person is hereby appointed as **Assistant Professor** with the following terms and conditions mentioned below:

Name of the person	*Designation*	*Department*	*The Post against which the appointment is made*	*Scale of pay*
Dr. Saurabh Jyoti Hazarika, UR, as per Roster Point No.24, (SET, Ph.D.)	**Assistant Professor**	**Physics**	**Newly created post of Assistant professor vide Govt. letter No.AHE.594/ 2018/20, dated 31-07-2020**	**Rs. 57,700-1,82,400/-**

This has the approval of Govt. vide No. AHE.272/2021/124, dated 18-08-2021.

Terms and conditions:-

1. *The appointed **Assistant Professor** will be entitled to enjoy regular **U.G.C. scale of pay of Rs. 57,700-1,82,400/-** with other allowances as per rules as admissible.*
2. *The appointee concerned will have to furnish an undertaking before joining in the college as prescribed by the Finance (Budget) Department vide its letter No.BW.3/2003/Pt./11/1, dated 25-01-2005 regarding introduction of **"New Pension"** Rules along with the joining report.*
3. *This appointment letter is issued in anticipation of receipt of satisfactory PVR and the undersigned reserves the right to cancel the appointment order in case of receipt of unsatisfactory PVR.*

Sd/- Dharma Kanta Mili, ACS
Director of Higher Education, Assam
Kahilipara, Guwahati-19.

Memo No.DHE/CE/AC/NET/SLET/PDUAM/853/2020/ 71 -A Dated Kahilipara, the 20-08-2021

Copy to:-

1. The Commissioner & Secretary to the Govt. of Assam, Education (Higher) Department, Dispur, Guwahati-6.
2. The Principal, **Pandit Deendayal Upadhyaya Adarsha Mahavidyalaya, Tulungia, Bongaigaon, Pin-783383,** with reference to his letter No.PDUAM/152-a/2020, dated 26-12-2020. He is directed to certify confirming that there is no court case against the said post / incumbent. While accepting the joining report, the authority should allot routine works/ academic activities as per job chart and report compliance.
3. The Treasury Officer, **Bongaigaon.**
4. The person concerned **(Dr. Saurabh Jyoti Hazarika).** He is directed to submit the undertaking on the new pension policy alongwith the joining report to the Principal.
5. The Guard File.

Director of Higher Education, Assam
Kahilipara, Guwahati-19



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INDIAHUB E-GOVERNANCE PRIVATE LIMITED
CIN NO:. U74999DL2017PTC311260
Registered Office: Room No. 2, Plot No. 8, Block-E
Jhandewalan Ext., New Delhi-110055, India
Correspondence Office: B-190 Sector-41, Noida
20130, U.P

Appointment Letter

Dear CHAYANIKA BARUAH

Greetings

We are happy to inform you that you had been selected for the Below Role and Designation and location mentioned with CTC INR 1,80,000 (One Lacs Eighty Thousand Only).

This cost is all inclusive no separate reimbursement, mediclaim, travel to office.

This Job is contractual Job and appointment is strictly towards the progress of the work .

The Roles and Responsibilities will be dicussed seperately and same will need acknoweldgment.

The Job involves Travelling and company will not be liable for any loss or damage or theft of any item, product or life during the course of Job and neither any of your relations will hold company liable in near future for the same.

You are requsted to update the progress of Project timely,your immediate Reporting senior will be Mr Janardhan Chutia. You need to use proper and daily communication channel for sharing the Project update .

Designation -Project coordinator , Sivasagar, Assam

Location - Sivasagar,Assam

Date of Joining - 14th December ,2020

Kindly acknoweldge and return back hard copy signed for the record purpose.

With Regards

Mipaandeep SIngh

Director – INDIAHUB E-GOVERNANCE PRIVATE LIMITED

India Hub E- governance Pvt. Ltd.

Director

Head
Department of Social Work
Tezpur University

Sunbird Trust
PEACE THROUGH EDUCATION

connect@sunbirdtrust.com
+91-7022260784
#23/2 Rest House Crescent,
Bengaluru - 560001
www.sunbirdtrust.com

APPOINTMENT LETTER

6th October 2021

To,
Debahuti Gogoi
The Swarnakar Compound,
Amolapatty, Dibrugarh,
Assam - 786001

Sub: Appointment to the post of **Program Associate** with

Sunbird Trust Dear Debahuti,

With reference to your application for the post of **Program Associate** with Sunbird Trust in North East India, we are pleased to inform you that your application has been accepted. We at Sunbird Trust look forward to your acceptance of this Appointment Letter.
Reaching out to the most under-resourced communities, irrespective of religion, caste or race, Sunbird Trust works to bring about lasting peace and understanding for a better future of self-reliance, dignity and hope. As part of this powerful movement of Peace through Education in conflict affected areas of Northeast India, we expect that as a Sunbird Team Member you will be able to:

- Engage empathetically with local communities to build bridges of trust and friendship
- Build capacity of the locals in education
- Work passionately in, with and for marginalized rural communities. Look beyond education to envisioning and facilitating holistic and sustainable development of the community
- Exhibit willingness and sensitivity to work in multi-cultural and multi-ethnic communities, preserving the dignity of the locals
- Invest all stakeholders including members of the local community, school staff, our school children,
  partners, donors and Armed Forces, in Sunbird's mission
- Live in a remote, low resource and challenging environment, with limited electricity, phone network and road communication.
- Stretch well beyond the call of duty and possess ownership of the mission
- Proactively problem solve under uncertainties and be self-driven
- Seek growth in one's own ability through continuous learning, reflection, and feedback.
- Exhibit strong leadership by example and relentlessly seek opportunities to improve processes in the system
- Assist to make organizational processes more robust and effective
- Contribute effectively to team building and bonding among team members

A. ROLES AND RESPONSIBILITIES

As a Program Associate your responsibilities would be broadly spread across the following areas

1. **Educational Intervention in Partner Schools - Work with Sunbird appointed school leader / Assistant School Leader in all educational intervention work that would include**
   a. Planning and executing lesson plans in the classroom as allocated to you by the SL/ASL
   b. Assist ASL/SL with classroom observations of local teachers in order to design effective teacher training modules.
   c. Work with ASL/SL in creating curricular, co-curricular and cultural programmes at the schools for holistic development of the students.
   d. Assist the ASL/SL and the school management in designing structures and processes to improve school management, operations and administration.
   e. Participate to provide constructive inputs in all school meetings related to academic development of the students

2. **Manage Hostel Operations (as applicable)**
   a. Work with the school's hostel management to improve operations and efficiency of the same.
   b. Participate in all hostel meetings to improve operations of the same.
   c. Interact with hostel children to assess their needs and resolve issues pertaining to their well-being in the hostel.
   d. Work closely with the ASL/SL in ensuring academic growth of all hostel students

3. **Infrastructure Development at Partner School (as applicable)**
   a. Work closely along with the school management and ASL/SL to assess needs for infrastructure development at both the school and the hostel
   b. Assist in designing optimum infrastructure solution using local resources and talent
   c. Monitor all developmental projects to ensure adherence to quality, timeline and costs.

4. **Community Engagement and Development**
   a. Develop deep and meaningful relationships with all key stakeholders in the community which includes school founders, parents, teachers, various village authorities etc.
   b. Create awareness about education in the community and encourage families to engage their children with learning and skill development.
   c. Work with the local youth and women's group to identify solutions linked to livelihood improvement for the locals.
   d. Identify potential youth to participate in the NEST Fellowship offered by Sunbird Trust.
   e. Scout for potential students for sponsorship for higher education / skill development courses.

5. Organisational Level Responsibilities

a. Assist the SL/ASL in regular communication with senior management regarding various proposals and progress reports.
b. Meticulously maintain financial records of all work sponsored by Sunbird Trust with the partner school
c. Regularly update data of students sponsored by Sunbird Trust
d. Host various visitors of Sunbird and its donors at the location and take care of hospitality
e. Participate in all organisational level programmes and functions

B. TERMS AND CONDITIONS OF THE

APPOINTMENT Designation: Program

Associate

Current Location: Majuli Island, Assam
(Your posting location may be changed to another village or state in case of any change in organizational requirements and needs)

Date of Joining: 1st November

2021 **CTC**: Rs. 3,21,600/- per

annum **Tenure**: Open

Working Hours: A minimum of 9-hour working day from Monday to Saturday. (Sunday off)

Notice period: 30 calendar days on either side.

G7

Probation Period: 90 calendar days

Termination/Resignation: During employment, either party can terminate your services by giving 30 days' notice in writing, or pay in lieu thereof, as per our exit policy. Relieving/Service a letter would be issued to you only if you complete the exit formalities and hand over full charge of the work to your manager or any person designated by him/her. A notice period of 30 days would be applicable during the probation period too. We understand that this is a very big decision you have taken to come be a part of a very challenging assignment and we at Sunbird trust will ensure you full support and guidance to enable you to perform at your best. Congratulations once again on being selected to join the Sunbird Team! You have the opportunity to be a part of a powerful movement and we hope you take it. The above terms and conditions are subject to amendments from time to time. If you agree to all the above-mentioned terms and conditions, we request you to confirm your acceptance of this offer by returning to us the duplicate of this letter duly signed by you.

Along with your acceptance letter please also submit the following documents:

1. Soft copy of your PAN Card and Aadhar Card
2. Bank Account details for salary transfers
3. Soft copy of your education certificates for our records
4. Contact details of your next of kin, in case emergency

You may email the soft copies to the undersigned at chitra.suvarna@sunbirdtrust.com and cc christopher.rego@sunbirdtrust.com, ajinkya.hande@sunbirdtrust.com and aliasgar.janjali@sunbirdtrust.com

We look forward to welcoming you to the Sunbird

family. Sincerely,



Col Christopher Rego
(Retd.) CEO
Sunbird Trust

C. DECLARATION OF THE EMPLOYEE

a. I understand that the appointment is confirmed from the date of your joining but subject to the completion of all joining formalities and submission of documents mentioned later in this letter.

b. I understand that if I do not meet the commitments outlined in the Roles and Responsibilities clause above, my employment with Sunbird Trust may be terminated with immediate effect. Service confirmation will be based on recommendation of supervisor(s) and achievement of key responsibilities as decided by the CEO

c. I understand that Sunbird Trust may be contacting the references that I provide as well as confirming my educational qualifications and/or employment history, and that this offer and payment of compensation is conditional upon satisfactory completion of these checks.

d. I confirm that I have no criminal record or knowledge of any health concerns (including mental health issues such as depression), which would impact my ability or suitability to work with children and which I have not previously mentioned. I understand that failure to disclose such information could result in my employment with Sunbird Trust being terminated immediately.

e. I understand that I will keep the terms of my employment confidential and not share with any other team member.

f. I understand that I will be responsible for safekeeping and return in good condition and order all the organizational property, which may be in my use, custody and charge.

g. I understand that I will be governed by all the rules and regulations of the organization in force and as applicable from time to time. I will abide by the terms of this appointment and non-compliance of any of the terms mentioned above will invite disciplinary action.



(Signature of the Employee) Place: Dibrugarh
Date: 9/10/2021

the ant
the action northeast trust

Udangshree Dera, Village Rowmari
P.O.-Khagrabari, District-Chirang via Bongaigaon
BTAD, Assam 783380, India

t + 91 8472010563
e mail@theant.org
w www.theant.org

8th October, 2021

Sub: Contract Letter: Assistant Project Coordinator

JOB DESCRIPTION

Name	**Dibbya Sharma**	Village	Guwahati Birkuchi
Job Title	**Assistant Project Coordinator**	Grade	II B
Reports To	**Project Coordinator**		
Department/Project	**Stop Domestic violence**	Location	Amguri, Dosiri, Nangalbhana

Job Summary

This is a full-time Assistant Project Coordinator position based in Chirang for women candidates ONLY.She will be responsible for supervising a team of 5-6 Field Facilitator covering several clusters of geographical areas. The purpose of the position is to assist the Project Coordinator in:

Monitoring

- Effective implementation in terms of impact, reporting, and timeliness
- Ensure project activities are regularly monitored according to the project monitoring plan and progress is recorded and reported.
- Ensure that project activities carried out are resulting in achievement of specific project outputs and outcomes.
- Support the Field staff in project activitiesand meeting the project goals.
- Ensure Effectiveness and efficiency of the team by regular quality checking of the activities
- Stay at field for 3 days in a quarter in each location.
- Mandatory visit to the clusters least 162 days a year
- Implement project activities applying strategic thinking.
- Mentoring and monitoring one Project partner organisation Avahan model.

Documentation and Reporting

- Develop and prepare monthly, quarterly, annual plans and reports
- Ensure effective systems of documentation and reporting of project activities, and make reports available for use as required
- Design, carry out and prepare reports of baseline and situation analysis studies
- Support the Project Coordinator in reviewing and verification for any data gaps in project reports/baseline studies
- Ensure project documentation is retained/saved/filed on hard copy and on soft copy for future reference as required
- Ensure high quality, timely and coherent reporting, both financial and narrative

Financial Management

- Ensure effective day to day financial planning and management.
- Ensure and monitor the allocation of resources in the most efficient and cost effective way while aiming for the highest quality of implementation
- Monitor on monthly basis actual expenditures and compare them with the implementation

Head
Department of Social Work
University

budget requirements, review the budget if needed in consultation with the immediate supervisor/ED

Capacity Building

- Identify areas of capacity building for project team and community groups as per the need and requirement leading to increased project impact
- Organize periodic team building activities and retreats for team growth and development

Networking and Advocacy

- Assist the project coordinator in periodic dissemination of project/survey reports in and outside the ant
- Explore and build relationships with relevant stakeholders to promote collaborative work contributing to the overall strategic program goal.
- Coordinate activities at the community/district level program in partnership with CSOs/Government bodies.

Approx Salary and Benefits:

S.No.	Salary and Benefits	Amount	Deductions	Amount
		Cr.		Dr.
1	Basic Salary	16050	Provident Fund - personal contrib.	1800
2	Provident Fund contr from the ant	1950	TDS	0
3	Performance Bonus pm	0	Professional Tax	180
4	Medical Insurance	0	Staff M Cycle/Other Loan return	0
5	House Rent/Travelling Allowance	0	Med Insurance/ Staff Welfare	104
6	Children's Edu Allowance	0	Rent/ Mess deduction	0
7	Other benefits	5310	Leave/Penal / Other deduction	0
			Total Statutory Deductions from Employee PF/TDS/P.T	1980
			Organisational Deductions Med Ins/SW	104
			Personal Deductions	0
			PF from Employer	1950
			Total deductions from FUNDER SALARY	4034
			CTC (Cost To Company)	18000
	In Bank Cr	13966		

Gross salary (18,000 x 12) including employer PF per year: Rs 2,16,000/-

Please go through this contract letter. By signing this document you agree to the terms and conditions of this contract.

You will be under 3 month's probation. At the end of 3 months probation there will confirmation

for the ant
(the action northeast trust)

Pranami D Garg
Executive Director

Pranami D Garg
Executive Director

Head
Department of Social Work
Tezpur University

DRISHTEE
SUSTAINABLE COMMUNITIES

DRISHTEE FOUNDATION
Innov8 CP2 Center, 2nd Floor, Property No. 44, Regal Building,
Connaught Place, New Delhi- 110001 Tel.: 011 4587 3446
Registration Number: S/45468

AWARD FOR ONE YEAR FELLOWSHIP PROGRAME (VIDUSHI)

To,
Ms. Mantu Das
House No. 44, Ward No. 25,
Village- Nazirajan, Near Tini Ali,
District- Nagaon, ASSAM- 782003

Date: 08/10/2020

Dear Mantu,

It is our pleasure to extend to you an award for one year Fellowship Programme (**Vidushi**) on behalf of Drishtee. This award is contingent upon your reference check, receipt of your documents mentioned below and successful due diligence carried out by the HR team on your credentials.

List of Documents:

1. Photocopies of all Educational qualification certificates
2. Photographs: 5 passport size
3. Two Reference Letters from Institutes
4. Photocopy of Identity Proof - Driving License/PAN/Voter ID/Aadhar/any other
5. Permanent Address Proof
6. Present Address Proof
7. Birth Certificate/Class X/XII certificate to verify the Date of Birth/Age
8. Cancelled Cheque of Bank Account currently used

Duration & Programme: One Year Fellowship Programme - Vidushi

Reporting Relationship:RHQ Head, Guwahati

Roles and Responsibilities:

Vidushi means the learned one in Sanskrit. Your role is to be the learned one for the community that you are going to build. This community would comprise of rural producers and entrepreneurs. It would have urban households too participating actively as consumers, service providers, knowledge givers and more. In all this community is called a Vatika (a garden) which is self-sustainable, growing and which uses all modern tools to transact, exchange, grow and become a unit of sustainability.

1. Developing 5 Vatika community units within block/district within 1 year.
2. Creating a strong community structure inclusive of Rural units and Urban units as Swavlamban Samiti to develop the cohesive inter-dependent groups for institutional growth and sustainability.
3. Supporting and Handholding of key units of the Swavlamban at Rural end – Mitra center (for rural to rural exchange), Vaani (training center) & Vaibhavi (micro enterprise group)
4. Engaging with Urban level market partners – Vasuki (Sales), Vasudha (Financial Service) and Retail channel partners
5. Identifying and Promoting the rural products with structured marketing plan under MIRI (Made in rural India) Brand in Rural, Urban and at Retail units

Head
Department of Social Work
Tezpur University

तेजपुर विश्वविद्यालय/TEZPUR UNIVERSITY
(संसद के अधिनियम द्वारा स्थापित केंद्रीय विश्वविद्यालय)
(A Central University established by an Act of Parliament)
संकायाध्यक्ष का कार्यालय, शोध व विकास
OFFICE OF THE DEAN, RESEARCH & DEVELOPMENT
तेजपुर-784028 :: असम / TEZPUR-784028 :: ASSAM

OFFICE ORDER
Dated: 11.09.2020

Permission is hereby accorded to **Prof. Chandan Kumar Sharma**, Principal Investigator of the UNICEF sponsored consultancy project entitled ***"State Nutrition and Community Action Resource Centre (NCARe)"***, Department of Social Work, Tezpur University to engage **Ms. Panchali Bhagawati** as Project Assistant (Knowledge Management) at a fixed remuneration of Rs.35,000/- (Rupees thirty five thousand only) per month in the above-mentioned consultancy project for a period of 4 months w.e.f. **01.09.2020 to 31-12-2020**.

The engagement is purely temporary and will terminate automatically without any notice or compensation on termination of the research project and the engaged person shall have no claim of appointment/absorption in Tezpur University.

She is to submit her joining report/ acceptance within a period of 15 (fifteen) days from the date of issue of the order, to the undersigned, through the Principal Investigator of the project.

-sd-
(N. Karak)
Dean, Research and Development

Memo No. DoRD/CP/SW/CKS/30-123/ 1377-A Date: 11/09/2020

Copy for information and necessary action to:

1. Dean, Students' Welfare, Tezpur University.
2. Prof. Chandan Kumar Sharma, Department of Social Welfare, Tezpur University and PI of the project.
3. Finance Officer, Tezpur University.
4. Librarian, Tezpur University.
5. **Ms. Panchali Bhagawati,** Nabapur, Borbheta, Jorhat, Assam-785005.
6. Concerned file.

Karak 11/9/20

(N. Karak)
Dean, Research and Development

Rural Organisation for Social Service (ROSS) ROSS - CCI Estd - 2016 Tangla Udalguri BTAD, Assam

ROSS/Children Home/File-8/03, Tangla, 27th February-2021,

To,
District Child Protection Officer ,
District child Protection Unit
Dist: Udalguri BTR Assam

Subject: Regarding approval of Appointment from Selection panel List Miss Rwisumwi Swargiary , Qualification MSW, against of Champa Sarkar as she has resigned from the post.

Respected Sir,

With due respect and humble submission I have the honour to state that I the undersigned General Secretary on behalf of ROSS, Children Home Tangla would like to seek an approval for the Appointment of Miss Rwisumwi Swargiary, against the Resignation of the previous Counselor Miss Champa Sarkar, as she has resigned from her post . Therefore, in this regard I would like to request you to approved the appointment of the new Counselor for ROSS Children Home Tangla as per grievances redressal Committee meeting and resolution taken on 28th February 2021.

This is for your kind favour and necessary information.

Thanking you

Yours Sincerely

Sri Lalit Boro General Secretary
ROSS Children Home,Dist:Udalguri.BTAD,Assam.

General Secretary
Rural Organisation for Social Service
(ROSS)

तेजपुर विश्वविद्यालय/TEZPUR UNIVERSITY

(संसद के अधिनियम द्वारा स्थापित केंद्रीय विश्वविद्यालय)

(A Central University established by an Act of Parliament)

संकायाध्यक्ष का कार्यालय, शोध व विकास

OFFICE OF THE DEAN, RESEARCH & DEVELOPMENT

तेजपुर-784028 :: असम / TEZPUR-784028 :: ASSAM

OFFICE ORDER

Dated: 03.09.2021

Permission is hereby accorded to **Prof. Chandan Kumar Sharma**, Principal Investigator of the UNICEF sponsored consultancy project entitled ***"State Nutrition and Community Action Resource Centre (NCARe)"***, Department of Social Work, Tezpur University to engage **Ms. Tonaya Borah** as **Project Assistant (Knowledge Management)** at a fixed remuneration of **Rs.35,000/-** (Rupees thirty-five thousand only) per month in the above-mentioned project for a period of 5 (five) months w.e.f. **01.09.2021** to **31.01.2022.**

The engagement is purely temporary and will terminate automatically without any notice or compensation on termination of the project and the engaged person shall have no claim of appointment/ absorption in Tezpur University.

She is to submit her joining report/ acceptance within a period of 15 (fifteen) days from the date of issue of the order, to the undersigned, through the Principal Investigator of the project.

-sd-

(N. Karak)

Dean, Research and Development

Memo No. DoRD/CP/SW/CKS/30-123 (Vol.II)/2187-A Date: 03.09.2021

Copy for information and necessary action to:

1. Dean, Students' Welfare, Tezpur University.
2. Prof. Chandan Kumar Sharma, Department of Social Work, Tezpur University and Principal Investigator of the project.
3. Finance Officer, Tezpur University.
4. Librarian, Tezpur University.
5. Ms. Tonaya Borah, Mazgaon, opp. Khara-ati Naamghar, Tezpur.
6. Concerned file.

Karak

(N. Karak) 3/9/21

Dean, Research and Development

collegedunia

Collegedunia Web Pvt. Ltd

CIN NO. - U80103DL2013PTC262063
418-419, Fourth Floor, AIHP Signature Tower,
Udyog Vihar Phase IV, Gurugram - 122015

Letter Reference Number - 2021-22/CDLetter/0053

SERVICE CERTIFICATE

Name	Iona Bhattacharyya
Designation	Content Writer
Department	CarHP
Location	Assam
Date of Joining	15 October 2020
Date of Resignation	18 March 2021
Date of Relieving	17 April 2021
Conduct	Satisfactory

For Collegedunia Web Pvt Ltd

COLLEGEDUNIA WEB PVT. LTD. GURUGRAM HARYANA

Isha Sharma

Manager - Human Resources

GOVERNMENT OF ASSAM
OFFICE OF THE **DIRECTOR OF HIGHER EDUCATION**, ASSAM
KAHILIPARA, GUWAHATI-19.
****

No.DHE/CE/AC/NET/SLET/182/2021/97 Dated Kahilipara, the 30-11-2021

O R D E R

In exercise of the authority conferred under provision of Rules, 7(a) of the Assam College Employees (Provincialization) Rules, 2010 and on the basis of the recommendation of the Selection Committee and the Governing Body's resolution **No. 1, dated 18-01-2021** of the Governing Body of **M.D.K. Girls' College, Dibrugarh, District- Dibrugarh,** the following person is hereby appointed as Assistant Professor with the following terms and conditions mentioned below:

Name of the person	*Designation*	*Department*	*The Post against which the appointment is made*	*Scale of pay*
Smti. Monika Gogoi, U.R., as per R.P. No.41, (NET).	**Assistant Professor**	**Sociology**	**Vice Phirmi Bodo, resigned.**	**Rs. 57,700-1,82,400/-**

This has the approval of Govt. vide No. AHE.429/2021/23, dated 18-11-2021.

Terms and conditions:-

1. *The appointed **Assistant Professor** will be entitled to enjoy regular **U.G.C. scale of pay of** Rs. 57,700-1,82,400/- with other allowances as per rules as admissible.*
2. *The appointee concerned will have to furnish an undertaking before joining in the college as prescribed by the Finance (Budget) Department vide its letter No.BW.3/2003/Pt./11/1, dated 25-01-2005 regarding introduction of "New Pension" Rules along with the joining report.*
3. *This appointment letter is issued in anticipation of receipt of satisfactory PVR and the undersigned reserves the right to cancel the appointment order in case of receipt of unsatisfactory PVR.*

Sd/- D.K. Mili, ACS
Director of Higher Education, Assam
Kahilipara, Guwahati-19.

Memo No.DHE/CE/AC/NET/SLET/182/2021/97-A Dated Kahilipara, the 30-11-2021

Copy to:-

1. The Principal Secretary to the Govt. of Assam, Education (Higher) Department, Dispur, Guwahati-6.
2. The Principal, **M.D.K. Girls' College, Dibrugarh, District- Dibrugarh,** with reference to his letter No.MD/Appointment/Sociology/2021/1089, dated 01-02-2021. He is directed to certify confirming that there is no court case against the said post / incumbent. While accepting the joining report, the authority should allot routine works/ academic activities as per job chart and report compliance.
3. The Treasury Officer, **Dibrugarh.**
4. The person concerned **(Smti. Monika Gogoi).** She is directed to submit the undertaking on the new pension policy alongwith the joining report to the Principal.
5. The Guard File.

Director of Higher Education, Assam
Kahilipara, Guwahati-19.

DARRANG COLLEGE

TEZPUR (ASSAM) ESTD. 1945
T.O & P.O. Tezpur, Phone No 03712-220014 (Principal) 225990 (Vice-Principal), 225410 (Office)
Fax no. 03712-224337, Website: www.darrangcollege.in, e-mail: darrangcollege@gmail.com

Ref: DC/Gen/F. No. 254/16/2021/ 589 Date:- 08-12-2021

To,

Dr. Sofica Ahmed
Dept. of Sociology

Sub: Appointment as Contractual Faculty in the department of Sociology.

Sir / Madam,

Most respectfully the undersigned is pleased to state is that you are appointed as Assistant Professor on Contractual basis w.e.f. 02-07-2021 for a period of 11 months i.e upto 02-06-2022 with a fixed pay of Rs. 25,000/- p.m. On the expiry of the contract your appointment will be terminated automatically. However, during the period of this contract your academic performance will be judged from the student's feedback and on the event of any negative performance your service may be terminated before the completion of the full term. Moreover, you have stay in the college minimum 5 hours in all work days. This is for your kind information and necessary action.

Yours faithfully,

Principal,
Darrang College, Tezpur

Principal
Darrang College, Tezpur
Assam
3/12/21

Copy to the:

1. President, G.B. for information.
2. Person Concerned.
3. S.A. for record the period for necessary action.
4. F.O. for necessary record and information.

Principal

Principal
Darrang College, Tezpur
Assam

GOVERNMENT OF ARUNACHAL PRADESH
DEPARTMENT OF PERSONNEL
BLOCK IV, 4TH FLOOR: CIVIL SECRETARIAT
ITANAGAR-791111

No. PERS-12/18/2021 **Dated Itanagar, the 27th January 2022**

ORDER

Consequent upon the recommendation of the Arunachal Pradesh Public Service Commission vide their letter No.PSC-R/28/2019(Vol-II) dated 27th October,2021 and in continuation to the Government Memorandum even No. of dated 10th Nov/2021, the Governor of Arunachal Pradesh, in terms of Rule 7 and 9 of the Arunachal Pradesh Civil Services Rules, 2018, is pleased to appoint the following candidates to the post of Arunachal Pradesh Civil Service (Entry Grade) with immediate effect in the Pay Matrix Level-10 (Rs.56,000-1,77,500/-)(Group-A) plus other allowances as admissible from time to time from the date of his/her joining at the Department of Personnel, Civil Secretariat, Itanagar.

Sl. No.	Name of candidate	Roll No.	Son/daughter of
01	Shri Anmol Singh	102325	Shri Arun Kumar Singh
02	Shri Goken Koyu	117174	Shri Tago Koyu
03	Ms.Ama Nungnu	100294	Shri Nanya Nungnu
04	Ms. Niyang Pertin	105187	Shri Tony Pertin
05	Ms. Pinkey Debnath	101169	Shri Jantu Debnath
06	Ms. Sylvia Koyu	107736	Shri Tari Koyu
07	Ms.Yangki Jamoh	119082	Shri Starlie Jamoh
08	Shri Hento Riba	112057	Shri Lihen Riba
09	Shri Gaurav Panwar	102451	Shri Naresh Pal Singh Panwar
10	Shri Phobing Gyati	100932	Shri Gyati Tajang
11	Ms. Nido Ronnie	101369	Sh. Nido Taka
12	Shri David Koyu	117698	Sh. Nyado Koyu
13	Ms.Tsetan Droma	109095	Late Lengka Dirkhipa
14	Shri John Diru	110388	Shri Lame Diru
15	Shri Nyalen Hakom	104922	Shri Tania Hakom
16	Shri Tasso Duri	104369	Shri Tasso Richo
17	Ms. Tage Asha	100179	Shri Tage Buga
18	Shri Yomgam Marde	111526	Shri Dikyom Marde
19	Ms. Ting Paron	108910	Shri Bikki Paron
20	Shri Nyato Doji	125426	Late Jumnya Doji
21	Shri Kalom Tasing	103994	Late Tasor Tasing
22	Ms. Kajum Mara	100187	Shri Tadu Mara
23	Shri Kenbang Jongkey	117801	Shri Aken Jongkey
24	Shri Kenge Loya	105915	Shri Moken Loya
25	Shri Deewan Mara	114996	Shri Prakash Mara
26	Shri Austin Tayeng	116695	Shri Rajeet Tayeng
27	Ms. Gheram Panyang	103558	Shri Toyit Panyang
28	Shri Talo Moyong	116980	Shri Nanong Moyong
29	Shri Eken Bam	105140	Late Hari Bam
30	Shri Dingzang Baham	105428	Shri Phungoi Baham
31	Ms. Ade Haji	115062	Shri Rie Haji
32	Shri Chow Kungkham Namchoom	123392	Shri Chow Chantred Namchoom

33	Shri Durin Dai	106589	Shri Otem Dai
34	Shri Chownein Maio	123495	Shri Onggam Maio
35	Ms. Mihin Sonia	114404	Shri Mihin Tangu
36	Shri Riba Gyadi	104215	Shri Jaro Gyadi
37	Ms. Hage Nari	101681	Shri Hage Obin
38	Shri Imar Ete	111874	Shri Kenyi Ete
39	Ms. Fema Taku	107614	Late Basna Taku
40	Shri Nido Terin	113775	Late Nido Tago
41	Ms. Oter Gao	118959	Shri Tagom Gao
42	Shri Bini Shiva	107737	Late Bini Jaipu
43	Ms. Asunam Perme	117222	Shri Yompok Perme
44	Shri Kali Mara	100575	Late Taka Mara
45	Ms.Duyu Nangku	108881	Shri Duyu Doilang
46	Shri Ballo Shakak	124964	Shri Ballo Nichak
47	Ms. Anjali Siga	104937	Shri Japo Siga
48	Abraham Modi (Appointed under PwD quota)	104855	Shri John Modi

2. The appointment shall be on probation for a period of 02(two) years from the date of their joining, and probation shall be regularized subject to satisfactory performance.

3. The appointment may be terminated at any time by a month's notice given by either side viz., the appointee or the appointing authority, without assigning any reason. The appointing authority however reserves the right to terminate the service of the appointee forthwith or before the notice by making payment to him/her of a sum equivalent to the pay and allowances for the period of notice or the expired portion thereof.

4. The appointment carries with it the liability to serve in any part of Arunachal Pradesh as well as in the establishment of Government of Arunachal Pradesh located outside Arunachal Pradesh at the discretion of the Government.

5. The appointee shall complete 02 years mandatory probation in their initial posting place. No representation from appointee in this context will be entertained.

6. If any declaration given or information furnished by the candidate proves to be false or if the candidates are found to have willfully suppressed any material information, he/she shall be liable for removal from service and such other action as Government deems necessary.

7. The appointment will be further subject to:

(i) Taking an Oath of allegiance and faithfulness to the Constitution of India (or making of solemn affirmation to that effect in the prescribed form on joining.

(ii) Production of Release order/NOC from the previous employer (applicable in the case of persons who are already in Government service).

(iii) Production of original Educational Qualification certificate and all other testimonials for verification at the time of joining.

31/1

(iv) Production of Disability certificate in respect of candidate selected under PwD quota.

(v) Any training as and when assigned to him/her by the Government must be attended without fail.

8. The appointed officers are directed to report (along with original educational qualification certificate including all other testimonials for verification) to the Department of Personnel, Block IV, 4th Floor, Room 3, A.P. Civil Secretariat, Itanagar and submit their joining report within 1 (one month) from the date of issue of this order.

9. Order for posting of officers shall be issued separately.

10. The other terms and conditions of service which are not specified herein shall be governed by the relevant rules and orders in force from time to time.

Sd/- Naresh Kumar, IAS
Chief Secretary
Govt. of Arunachal Pradesh
Itanagar

Memo No. PERS-12/18/2021/983 Dated Itanagar the 31st Jan, 2022

Copy to :

1. The Secretary to the Governor of Arunachal Pradesh, Itanagar.
2. The PPS to Chief Minister, Arunachal Pradesh, Itanagar.
3. The PS to Deputy Chief Minister, Arunachal Pradesh, Itanagar.
4. The PS to Speaker/Dy. Speaker (LA), Arunachal Pradesh
5. The PS to all Ministers, Arunachal Pradesh.
6. The Under Secretary to the Chief Secretary, Govt. of Arunachal Pradesh, Itanagar.
7. The Principal Accountant General, Arunachal Pradesh, Itanagar.
8. The Divisional Commissioner (East/West), Govt. of Arunachal Pradesh.
9. All Prl. Secretaries/Commissioners/Secretaries, Govt. of Arunachal Pradesh.
10. All Deputy Commissioners/Addl. Deputy Commissioners, Govt. of Arunachal Pradesh.
11. The Director (ATI), Govt. of Arunachal Pradesh, Naharlagun.
12. The Director (Printing), Govt. of Arunachal Pradesh, Naharlagun with a request to publish the above in the next issue of A. P. Gazette. and forward 100 copies to this department for official use/records.
13. ~~Sh~~/Smti/Ms. Dupu Nangku (10881) for information and compliance.
14. Office copy.

31/1

(Mimum Tayeng) IAS
Secretary (Personnel)
Govt. of Arunachal Pradesh
Itanagar

Annexure-A

List of Guest faculty engaged till 24.12.2021

SL.NO.	NAME OF GUEST FACULTY	DEPARTMENT	Remarks
1.	Miss Kasimang Moyong	Sociology	
2.	Retamoni Das	Mass Communication	
3.	Dr. Landi Passang Monia	Anthropology	
4.	Mr. Aditya A.Pili	Computer Science Engineer	
5.	Mr. Anumpam Saikia		
6.	Mr. Hage Namo		
7.	Ms. Pemai Wangsu		
8.	Mr. Amitaqva Adhikari		
9.	Dr. Sourav Jyoti Bharali	Chemistry	
10.	Dr. Karishma Devi Borah		
11.	Ms Bidyarani Maibal	Geology	
12.	Mr. Dhrubajit gogoi		
13.	Dr.Kunda V Badhe		
14.	Mr, Monjil Rajkanwar		
15.	Dr. Pranamee Borghain		
16.	Ms Leeyir Ete	Psychology	
17.	Ms. Kenyir Bagra		
18.	Ms. Yuma Narah		
19.	Ms Priya Show	Geography	
20.	Ms.Radhe Ronya	Management	
21.	Mr.Amitava Adhikari	Fine Arts & Music	
22.	Mr.Subhendu Manna		
23.	Mr. Pallov Saikia		
24.	Mr. Manoj S.Biviskar		
25.	Dr. Manoor Ahmed	Biodiversity	
26.	Dr. Duyi Samyor	Food Technology	
27.	Ms, Rumpu Nguri	Social Work	
28.	Rehaul Hique Bepary	Agriculture Science	
29.	Dr. Duyi Samyor		
30.	Ms. Yashi Umbrey		
31.	Mr. Tadung Taku		
32.	Ms.Pema Khandu Goiba		
33.	Ms. Bharati Lap		
34.	Dr. Bai Koyu		
35.	Ms Adam Bulo		
36.	Dr. Rejaul Hanque Bepary		
37.	Dr. Prinath Adinath Ghose	NSS	
38.	Mr. Varun Kumar Lauyer		
39.	Ms. Saumya Verma		
40.	Mr. Madung Ranka	Law	
41.	Mr. Baba Nyicyor		
42.	Dr. Gaurab Jyoti Sharma		
43.	Dr. Nazeer Ansari	Mathematics	
44.	Mr. Rikpu Kamcham	Physical Education	
45.	Mr.Kaha Kamdir		
46.	Ms, Sankidamaon Dhkar		
47.	Dr. Samiksha Sikarwar	Physics	
01	Dr. Ratnesh Singh	Sports Biomechanics	
2	Dr. Jyostnasis Ghoseh		
3	Mr. Thefulkolie Punyo		
4	Dr. Rajesh Gayen		
5	Prof. Joseph Singh		
6	Dr. K.P. Manilal		

RAJIV GANDHI UNIVERSITY
RONO HILLS: DOIMUKH

No.ET/ADVT-GF/30/219(Vol-II) Dated the 20 January, 2022

ORDER

Administrative approval is hereby accorded to extend the service of the existing Guest Faculty at Annexure-A engaged in various departments till the appointment of new guest faculty / regular teaching faculty OR till the completion of the current semester whichever is earlier with a remuneration @ of Rs. 1000/- per class, subject to maximum of Rs. 25,000/- p.m with effect from the date of his/her joining in the Department/Centre and engagement of classes.

The terms and conditions which are not herein specified shall be as per this University rule.

This issues with the approval of Vice Chancellor.

Sd/-
Registrar

Memo No.ET/ADVT-GF/30/219(Vol-II)/1075 Dated the 24th January, 2022

Copy to:-

1. PS to Vice Chancellor for information.
2. PA to Pro-Vice Chancellor for information.
3. PS to Registrar for information.
4. PS to Finance Officer for information.
5. All Head of the departments for information and indicate the number of classes taken by the Guest Faculty with date of classes meet at the end of every month for disbursement of remuneration.
6. Assistant Registrar (Fin) for information.
7. Office Copy.

21/1/2022

Registrar

GOVERNMENT MODEL COLLEGE,KAZIRANGA

DEERING CHARIALI, KAZIRANGA, GOLAGHAT, ASSAM

Fathers Name : Late Hrishikesh Bhagawati

Mothers Name : Mrs Basanti Bhagawati

Address : C/O Basanti Bhagawati,
Vill Kazipara, Dist Nalbari,
Pin 781335

Blood Group : B+

Email : bhagawati.purabi19@gmail.com

http://govtmodelcollegekaziranga.in

COLLEGE ADDRESS : DEERING CHARIALI, KAZIRANGA,
GOLAGHAT, ASSAM- 785609

Terms And Conditions

- This card is non transferable.
- Always carry your card during college hours.
- In case of loss, inform the issuing authority immediately.

GOVERNMENT MODEL COLLEGE KAZIRANGA

DEERING CHARIALI, KAZIRANGA, GOLAGHAT, ASSAM

IDENTITY CARD

Card No : GMCK/2021/14



Dr. Purabi Bhagawati

Assistant Professor

Department : Sociology

Date of Issue : 01/12/2021

Phone number : +91 7578094502

Purabi Bhagawati

Signature of card holder

Principal Signature



Dr. Anil Hazarika

Ph.D. :Tezpur University, India

Research Interests:

1. High dimensional fusion, biomedical signal processing, Machine learning 2. Medical diagnosis, portable device based medical diagnosis and embedded system 3. Biomedical instrumentation and measurement 4. Electronics and device theory

Email: anilhazarika8[AT]gmail.com

Joined the University in 14-February-2020.

About | **Research** | **Teaching** | **Publication** | **Patents** | **Other Info**

Educational Qualifications:

M.Sc.(Physics) Tezpur University 2007-09

M.Tech(ElectronicsCommunication Engineering) Tezpur University 2009-11

PhD(ElectronicsCommunication Engineering) Tezpur University 2014-19

Career Profile/Services:

1. Assistant professor (Guest), Department of Physics, Tezpur University, India (2012)

2. Assistant professor (Guest), Department of Physics, Nagaland University, India (2012)

3. Technical officer from 08-08-2012 to 13.2.2020

Activities/assignments in the University:

Training for National eligibility Test (NET), GATE and SLET,
Cotton University

LOCATION:

Cotton University

Panbazar, Guwahati-781001
Kamrup Metro, Assam, INDIA

Main Campus
(https://goo.gl/maps/agXpgcyRcQYwwgEb7)

FIND US ON:

CALL US ON:

+91(361) 2733530

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Dr. Anup Kumar Nath

Ph.D. :Tezpur University, India

Research Interests:

Condensed M (a) Polymer electrolyte nanocomposites and (b) Nanocomposites for energy storage applications

Email: anupknath[AT]cottonuniversity.ac.in

Joined the University in 05-February-2020.

About | **Research** | **Teaching** | **Publication** | **Patents** | **Other Info**

Educational Qualification

M.Sc.(Physics) Tezpur University 2008

PhD Tezpur University 2016

Carrier Profile/Services

1. Guest Lecturer at Sri Venkateswara College; DU, Delhi 31/08/2009- 15/03/2010

2. Project Fellow at Sri Venkateswara College;DU, Delhi 22/09/2008 - 31/12/20103.

3. Asstt. Professor in Physics at Pub KamrupCollege; 10/01/2017-05/02/2020

4. Asstt. Professor in Physics at Cotton University; since 05/02/2020

ABOUT COTTON UNIVERSITY

ABOUT CAMPUS

ADMISSIONS

LEAVE APPLICATIONS

COURSES

PHOTO GALLERY

FEEDBACK

HOLIDAYLIST

LOCATION:

Cotton University

Panbazar, Guwahati-781001
Kamrup Metro, Assam, INDIA

Main Campus

(https://goo.gl/maps/agXpgcyRcQYwwgEb7)

FIND US ON:

CALL US ON:

+91(361) 2733530

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Contact us (contact-us.html) Privacy Policy (privacy-policy.html)

GOVERNMENT OF ASSAM
OFFICE OF THE **DIRECTOR OF HIGHER EDUCATION**, ASSAM
KAHILIPARA, GUWAHATI-19.
****

No.DHE/CE/AC/NET/SLET/341/2020/96 Dated Kahilipara, the 21-11-2020

O R D E R

In exercise of the authority conferred under provision of Rules, 7(a) of the Assam College Employees (Provincialization) Rules, 2010 and on the basis of the recommendation of the Selection Committee and the Governing Body's resolution **No. 01(g-i), dated 13-10-2020** of the Governing Body of **Duliajan College**, Duliajan, District-Dibrugarh, the following person is hereby appointed as Assistant Professor with the following terms and conditions mentioned below:

Name of the person	*Designation*	*Department*	*The Post against which the appointment is made*	*Scale of pay*
Ms. Bhagyalakhi Baruah, OBC as per Roster Point No.2, (SLET)	**Assistant Professor**	**Physics**	**Vice Dr. L.C. Borah, retired.**	**Rs. 57,700-1,82,400/-**

This has the approval of Govt. vide No. AHE.28/2020/4, dated 04-02-2020.

Terms and conditions:-

1. *The appointed **Assistant Professor** will be entitled to enjoy regular **U.G.C. scale of pay of** Rs. 57,700-1,82,400/- with other allowances as per rules as admissible.*
2. *The appointee concerned will have to furnish an undertaking before joining in the college as prescribed by the Finance (Budget) Department vide its letter No.BW.3/2003/Pt./11/1, dated 25-01-2005 regarding introduction of "New Pension" Rules along with the joining report.*
3. *This appointment letter is issued in anticipation of receipt of satisfactory PVR and the undersigned reserves the right to cancel the appointment order in case of receipt of unsatisfactory PVR.*

Sd/- G. Phukan, ACS
Director of Higher Education, Assam
Kahilipara, Guwahati-19.

Memo No.DHE/CE/AC/NET/SLET/341/2020/96-A Dated Kahilipara, the 21-11-2020

Copy to:-

1. The Commissioner & Secretary to the Govt. of Assam, Education (Higher) Department, Dispur, Guwahati-6.
2. The Principal, **Duliajan College, Duliajan, District: Dibrugarh,** with reference to his letter No. DC/Appt-Prof/2020/154-01/10, dated 20-10-2020. He is directed to certify confirming that there is no court case against the said post / incumbent. While accepting the joining report, the authority should allot routine works/ academic activities as per job chart and report compliance.
3. **The Treasury Officer, Naharkatia.**
4. **The person concerned (Ms. Bhagyalakhi Baruah). She is directed to submit the undertaking on the new pension policy alongwith the joining report to the Principal.**
5. **The Guard File.**

23/11/2020
Director of Higher Education, Assam
Kahilipara, Guwahati-19.

GOVERNMENT OF ASSAM
OFFICE OF THE **DIRECTOR OF HIGHER EDUCATION**, ASSAM
KAHILIPARA, GUWAHATI-19.

No.DHE/CE/AC/NET/SLET/411/2019/91 Dated Kahilipara, the 13-02-2020

O R D E R

In exercise of the authority conferred under provision of Rules, 7(a) of the Assam College Employees (Provincialization) Rules, 2010 and on the basis of the recommendation of the Selection Committee and the Governing Body's resolution **No. 1(b), dated 23-11-2019** of the Governing Body of **Dibru College, Boiragimoth, District- Dibrugarh,** the following person is hereby appointed as Assistant Professor with the following terms and conditions mentioned below:

Name of the person	*Designation*	*Department*	*The Post against which the appointment is made*	*Scale of pay*
Dr. Priyanka Basyach, U.R. as per Roster Point No.4, (NET).	**Assistant Professor**	**Physics**	**Vice Rekha Sarmah Baruah, retired.**	**Rs. 57,700-1,82,400/-**

This has the approval of Govt. vide No. AHE.603/2019/110, dated 22-05-2019 as per authority of Finance SIU Department letter No.FSI.5/2005/Vol-VI/76, dated 30-03-2012.

Terms and conditions:-

1. *The appointed* ***Assistant Professor*** *will be entitled to enjoy regular* ***U.G.C. scale of pay of*** Rs. 57,700-1,82,400/- *with other allowances as per rules as admissible.*
2. *The appointee concerned will have to furnish an undertaking before joining in the college as prescribed by the Finance (Budget) Department vide its letter No.BW.3/2003/Pt./11/1, dated 25-01-2005 regarding introduction of "New Pension" Rules along with the joining report.*
3. *This appointment letter is issued in anticipation of receipt of satisfactory PVR and the undersigned reserves the right to cancel the appointment order in case of receipt of unsatisfactory PVR.*

Sd/- G. Phukan, ACS
Director of Higher Education, Assam
Kahilipara, Guwahati-19

Memo No.DHE/CE/AC/NET/SLET/411/2019/91-A Dated Kahilipara, the 13-02-2020

Copy to:-

1. The Secretary to the Govt. of Assam, Education (Higher) Department, Dispur, Guwahati-6.
2. The Principal, **Dibru College, Boiragimoth, District: Dibrugarh,** with reference to his letter No. DC/Accts-2/DHE/TS/Prof/Appl-Apptt/PB/2019/0423, dated 23-11-2019. He is directed to certify confirming that there is no court case against the said post / incumbent. While accepting the joining report, the authority should allot routine works/ academic activities as per job chart and report compliance.
3. The Treasury Officer, **Dibrugarh.**
4. The person concerned **(Dr. Priyanka Basyach).** She is directed to submit the undertaking on the new pension policy alongwith the joining report to the Principal.
5. The Guard File.

14/2/2020

Director of Higher Education, Assam
Kahilipara, Guwahati-19

GOVERNMENT OF ASSAM
OFFICE OF THE **DIRECTOR OF HIGHER EDUCATION**, ASSAM
KAHILIPARA, GUWAHATI-19.
****

No.DHE/CE/AC/NET/SLET/PDUAM/853/2020/ 71 Dated Kahilipara, the 20-08-2021

O R D E R

In exercise of the authority conferred under provision of Rules, 7(a) of the Assam College Employees (Provincialization) Rules, 2010 and on the basis of the recommendation of the Selection Committee and the Governing Body's resolution **No.4, dated 12-11-2020** of the Governing Body of **Pandit Deendayal Upadhyaya Adarsha Mahavidyalaya, Tulungia, Bongaigaon, Pin-783383,** the following person is hereby appointed as **Assistant Professor** with the following terms and conditions mentioned below:

Name of the person	*Designation*	*Department*	*The Post against which the appointment is made*	*Scale of pay*
Dr. Saurabh Jyoti Hazarika, UR, as per Roster Point No.24, (SET, Ph.D.)	**Assistant Professor**	**Physics**	**Newly created post of Assistant professor vide Govt. letter No.AHE.594/ 2018/20, dated 31-07-2020**	**Rs. 57,700-1,82,400/-**

This has the approval of Govt. vide No. AHE.272/2021/124, dated 18-08-2021.

Terms and conditions:-

1. *The appointed **Assistant Professor** will be entitled to enjoy regular **U.G.C. scale of pay of Rs. 57,700-1,82,400/-** with other allowances as per rules as admissible.*
2. *The appointee concerned will have to furnish an undertaking before joining in the college as prescribed by the Finance (Budget) Department vide its letter No.BW.3/2003/Pt./11/1, dated 25-01-2005 regarding introduction of **"New Pension"** Rules along with the joining report.*
3. *This appointment letter is issued in anticipation of receipt of satisfactory PVR and the undersigned reserves the right to cancel the appointment order in case of receipt of unsatisfactory PVR.*

Sd/- Dharma Kanta Mili, ACS
Director of Higher Education, Assam
Kahilipara, Guwahati-19.

Memo No.DHE/CE/AC/NET/SLET/PDUAM/853/2020/ 71 -A Dated Kahilipara, the 20-08-2021

Copy to:-

1. The Commissioner & Secretary to the Govt. of Assam, Education (Higher) Department, Dispur, Guwahati-6.
2. The Principal, **Pandit Deendayal Upadhyaya Adarsha Mahavidyalaya, Tulungia, Bongaigaon, Pin-783383,** with reference to his letter No.PDUAM/152-a/2020, dated 26-12-2020. He is directed to certify confirming that there is no court case against the said post / incumbent. While accepting the joining report, the authority should allot routine works/ academic activities as per job chart and report compliance.
3. The Treasury Officer, **Bongaigaon.**
4. The person concerned **(Dr. Saurabh Jyoti Hazarika).** He is directed to submit the undertaking on the new pension policy alongwith the joining report to the Principal.
5. The Guard File.

Director of Higher Education, Assam
Kahilipara, Guwahati-19

Feb-23-2021

To,
Dipankar Das
Ward No:2, Howly
Barpeta, Assam
781316

Dear Dipankar Das

We would like you to freelance with us as a Subject Matter Expert (Sociology), in our organization from Feb-24-2021 on the following terms and conditions.

1. **Consulting Services:**

a) You will be reporting to the India Project Director at **Six Red Marbles Learning Pvt Ltd** (SRM)
b) Your roles & responsibilities will be assigned to you by your reporting Manager.
c) You are responsible to provide answers or review to the questions assigned to you.
d) You are expected to produce the target set by your reporting manager without any quality issues.

2. **Compensation**

a) Your remuneration will be based on your performance. The performance will be based on productivity and quality. The below table illustrates the payout.

Number of questions solved	Payout by question
1 to 100	INR 100
101 to 250	INR 110
251 and above	INR 125

You are required to solve minimum of 100 questions a month

a) There will be tax deductions of 10% on the payout, if PAN is provided or 20% if PAN is not provided.

1. **Terms and Conditions**

i. You will be required to work for 8 hours (shifts) a day. You can avail national holidays and corporate holidays. You will be required to work from Monday to Friday and the 8 hours shift will be discussed with you and assigned by your manager.

ii. You will be working as a Subject matter expert. The SME target will be 15 answers per day

iii. You will not be eligible for any leaves/privileges applicable to a regular Employee of **Six Red Marbles Learning Pvt Ltd**. In the event of taking leave on any given day, there will be a deduction in your payment on a prorata basis. You are also expected to give prior notice if you are planning to take leave.

2. **Confidentiality:**

You shall maintain strict confidentiality of the information that may be disclosed to you by us and by the client companies during the period of engagement with us and such information disclosed to you is protected under "Confidentiality and Secrecy Obligations of both our company and clients" companies and therefore misuse or disclosure of any information will be viewed seriously and you are required to sign an NDA with the company.

3. **Arbitration:**

a) Any dispute arising out of this contract will be subject to the exclusive jurisdiction of Courts in the city of Chennai only.

b) Due to the nature of services you are involved in, you agree that, in the event of any breach or threatened breach of the terms and conditions contained herein, the company has the right to seek appropriate injunctive orders against you in a court of law.

4. **Others:**

a) During the period of this contract, the company may terminate your services on the grounds of any misconduct or unsatisfactory performance at work.

b) Either party can terminate the agreement before the end date.

c) In the event of the company finding that any details furnished by you during the course of your appointment are invalid or untrue, the company reserves the right to terminate this offer.

d) During the period of this contract, the company reserves the right to terminate the services with/without notice or take the action on the grounds of Plagiarism, work quality, ignorance of work, violation of company workflows, failure to perform the job duties and other performance related issues.

e) In the event of the company's contractual obligations with any of the client companies ceasing for any reason whatsoever within the period of employment offered to you with this letter, your employment will also concurrently cease effective that date.

This contract is valid until **30th April 2021.** However, it may be extended if the situation demands the same with your mutual consent.

If you are agreeable to accept this letter of appointment in our organization on the terms and conditions stated above, please return the duplicate copy of this letter duly signed in token of your acceptance.

Wishing You All the Best!

For Six Red Marbles Learning Pvt Ltd.

Mohit Katoch
(Senior Manager HR)

Accepted by:

Dipankar Das 25-02-2021

Candidate Date

NON-DISCLOSURE, NON-COMPETITION, AND NON-SOLICITATION AGREEMENT

For good and valuable consideration, including but not limited to my employment or continued employment by Six Red Marbles (the "Company"), I hereby agree as follows:

(A) **Confidentiality**

I will not disclose or use at any time without prior written consent of the Company, either during or subsequent to my employment, any secret, proprietary or confidential information of the Company, which I obtain during my employment, whether or not developed by me, or any secret, proprietary or confidential information of any other person that I may receive in connection with my duties to the Company, except as may be required in my duties to the Company. Such secret, proprietary or confidential information (collectively "Proprietary Information") shall include but not be limited to information regarding the Company's customers; clients; vendors; licensees; products; business development; research and development activities; computer software; product designs; know-how; business plans; marketing plans; strategies; pricing and costing; customer and supplier lists; nonpublic financial information; and any other nonpublic information.

(B) Assignment of Inventions Rights

(1.) Any and all inventions, discoveries and improvements (with the exception of processes, improvements, or templates implemented that are owned by third parties (e.g., tools, methodologies) or items in the public domain) conceived or made by me or under my direction or jointly with others during the period of my employment, whether patentable or not, that (i) relate to the business or activities of the Company or (ii) are conceived or developed by me during normal working hours or using the Company's facilities or equipment, whether or not reduced to writing or practice during the period of my employment, shall belong to the Company (all of which are collectively referred

to in this Agreement as "Developments"). I will keep notes of and promptly disclose to the Company all such Developments, but my failure to keep such notes or to make such disclosure to the Company shall not adversely affect the Company's ownership rights to and interests in such Developments.

(2.) To the extent any Developments are not already owned by the Company as "works made for hire" or otherwise, without further consideration, I agree to assign and I do hereby assign to the Company or its nominee all of my rights and interests in any such Developments, including all related patents, patent applications, copyrights, reproduction rights, and copyright applications. Upon request by the Company or its nominee, and at its expense, I agree to cooperate fully with the Company with respect to the procurement, maintenance and enforcement of copyrights, patents and other intellectual property rights (both in the United States and foreign countries) relating to the Developments. I shall execute any and all papers, including without limitation copyright applications, patent applications, declarations, oaths, formal assignments, assignments of priority rights, or other instruments that the Company or its nominee may deem necessary or desirable in order to protect and maintain its rights and interests in any Development. I further agree that if the Company is unable, after reasonable effort, to secure my signature on any such papers, any executive officer of the Company shall be entitled to execute such papers as my agent and attorney-in-fact, and I hereby irrevocable designate and appoint each executive officer of the Company as my agent and attorney-in-fact to execute any such papers on my behalf, and to take any and all actions as the Company may deem necessary or desirable in order to protect its rights and interest in any Developments.

My obligations under this paragraph shall continue until fulfilled and shall not be affected by the termination of my employment. My obligations under this paragraph shall be binding on my executors, administrators or other legal representatives to the extent that any of them can fulfill those left unfulfilled by me.

(3) I will deliver to the Company, upon termination of my employment all drawings, blueprints, manuals, letters, notes, notebooks, reports, charts, records, plans, lists, tapes, films, graphics, computer media and all other Proprietary Information, including copies, that relate to the Company's business and are in my possession or control. I will destroy any related computer entries on equipment or media not owned by the Company.

(C) <u>Non-competition and Non-Solicitation Agreement</u>

(1) During the period of my employment with the Company, I will not, in any capacity, directly or indirectly engage or assist any other person to engage in any activity competitive with any business conducted or contemplated by the Company or engage or assist any other person to engage in an activity competitive with the business model and targeted market of the Company.

(2.) During the period of my employment with the Company and for a period of one year after my employment terminates, regardless of the reason for such termination, I will not, in any capacity, directly or indirectly cause or attempt to cause any employee or consultant of the Company to cease to be employed by or to cease to make his or her services available to the Company;

(3.) During the period of my employment with the Company and for a period of one year after my employment terminates, regardless of the reason for such termination, I will not, in any capacity, directly or indirectly solicit or attempt to solicit business from any current client of the Company or any person or entity that the Company has actively targeted during my last year of employment.

(D) <u>Remedies</u>

I agree that a violation of this Agreement by me could cause irreparable damage to the Company and that in the event of a violation by me the Company shall have, in addition to any and all claims for monetary damages,

the right to a temporary restraining order, preliminary injunction, permanent injunction, order of specific performance and other equitable relief to prevent the violation of my obligations under this Agreement.

(E) Other Contracts

I represent that my performance as an employee of the Company will not violate any agreement by which I am bound, including without limitation any noncompetition agreement or agreement to keep in confidence proprietary information of any other person or entity, and I agree that I will continue to comply with all such agreements. The following is a list of all such agreements by which I am bound relating to noncompetition and proprietary information, and I agree to furnish to the Company a true and complete copy of each such agreement:

(F) Assignment

This Agreement shall inure to the benefit of the Company and any other person or entity that acquires all or substantially all of the business and assets of the Company, and the Company may assign this Agreement without my consent. I acknowledge and agree that this Agreement may not be assigned by me.

(G) Severability and Waiver

If any provision of this Agreement shall be found to be invalid or unenforceable for any reason, such invalidity or unenforceability shall not affect any other provision hereof. The failure to insist upon strict compliance with any of the terms of this Agreement shall not be deemed a waiver of such terms, nor shall any waiver or relinquishment of any right at any one or more times be deemed a waiver or relinquishment of such right at any other time or times.

(H) No Obligation of Employment

I understand that this Agreement does not constitute a contract of employment and does not imply that my employment will continue for any period of time. I understand and acknowledge that I am employed at will, meaning that either the Company or I may terminate my employment relationship at any time, with or without notice, with or without cause.

(I) Governing Law and Amendments

This Agreement and the performance hereof shall be construed and governed in accordance with the laws of India in Chennai Courts.

Dated: 25-02-21

S/d
Dipankar Das

SAZOLIE COLLEGE

Phezhu, Jotsoma – 797 002, Nagaland.
Phone No. 0370-2108956
e-mail : sazolie_college@yahoo.com

No.SC/Adm./3/536/2011 Date.....05 July 2011.....

APPOINTMENT ORDER

On the recommendation of the selection committee, the Principal of Sazolie College is pleased to appoint Mr.Thepfusalie Theunuo as Lecturer in the Department of Sociology, in the scale of Rs15600-39100/- per month with effect from 5 July 2011.

The appointment is subject to a probation of one year from the date of joining and also subject to the undertaking to be given by the appointee that he will serve the college for a continuous period of three years.

(Dr Niu W.Kuotsu)
Principal

No.SC/Adm./3/536/2011 05 July 2011

Copy to:

1. Mr. Thepfusalie Theunuo.
2. The Deputy Registrar (Academic), Nagaland University, Hqrs. Lumami
3. Personal file
4. Guard file
5. Office file

(Dr Niu W.Kuotsu)
Principal

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SAZOLIE COLLEGE

Phezhu, Jotsoma - 797002, Nagaland
Phone No. 0370-2108956/2227047
e-mail : sazolie_college2005@yahoo.com.

SC/Regularization/69/685/2012 Date: 5th July 2012

REGULARIZATION ORDER

It is hereby notified that on the completion of one year from 5th July 2011 to 5th July 2012, the service of Mr. Thepfusalie, Assistant Professor, Sociology Department has been regularized w.e.f. 5th July 2012.

(Dr. KANZANGDING THOU)
Principal

SC/Regularization/69/685/2012 Date: 5th July 2012

Copy to:

1. Mr. Thepfusalie, Assistant Professor in Sociology Department.
2. Personal File
3. Guard File
4. Office copy

(Dr. KANZANGDING THOU)
Principal

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SAZOLIE COLLEGE

Phezhu Jotsoma - 797 002, Nagaland
Phone No. 0370 - 2108956
e-mail : sazolie_college@yahoo.com

Date ....01.July.2015.....

APPOINTMENT ORDER

Mr Thepfusalie Theunuo, Assistant Professor, Department of Sociology, is hereby appointed as Head of Department (Sociology) with effect from 1 July 2015 for a period of three years.

1/7/15

(Dr Kangzangding Thou)
Principal

Copy to :

1. Mr Thepfusalie Theunuo, Assistant Professor, Department of Sociology.
2. Personal File
3. Guard File
4. Office Copy

(Dr Kangzangding Thou)
Principal

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SAZOLIE COLLEGE

Phezhu, Jotsoma - 797 002, Nagaland
Phone no. 0370 - 2227047
E-mail: sazolie_college@yahoo.com

No.SC/Int. appt. reg./31/1323/2021 *Date* 1/3/21

APPOINTMENT ORDER

On the recommendation of the Governing Body, Sazolie College, Phezu, Jotsoma, **Dr. Thepfusalie Theunuo**, Assistant Professor, Department of Sociology, is hereby appointed as Dean of Students, with effect from 01 March 2021, for a period of one (1) year, with Rs. 1000/- (One Thousand Only) as a Charge Allowance.

1/3/21
(Dr Kangzangding Thou)
Principal

No.SC/Int. appt. reg./31/1323/2021 01 March 2021

Copy to:

1. Dr. Thepfusalie Theunuo
2. Personal file
3. Office file

(Dr Kangzangding Thou)
Principal

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