



TATA

TATA CONSULTANCY SERVICES



**CHAITANYA
BID**

Card No^s 340431
Associate No 1449248
Blood Group O+

Tata Consultancy Services Ltd.
TCS House, Raveline Street, Fort
Mumbai 400001, India



TATA CONSULTANCY SERVICES



**BHAJAN
SWARNAKAR**

Card No 338198
Associate No 1448935
Blood Group O+

Tata Consultancy Services Ltd.
TCS House, Raveline Street, Fort
Mumbai 400001, India



26-DEC-2017

Letter Of Appointment

To,
Mr. Subham Sutradhar
Station Road Jhalda , Ward No -1
Station Road
Near Water Tank

Dear Mr. Subham,

This has reference to our Offer of Traineeship in TATA Consultancy Services Limited vide TCSL/1056461/CAL/Business Process Outsourcing Services/BTN dated 20-Dec-2017 and your completing joining formalities as per TCSLs policy.

On the terms and conditions detailed in our Offer of Traineeship accepted by you, we are happy to appoint you as BPO Trainee in grade BPOS with effect from 26-DEC-2017.

Your Trainee ID is 1448634.

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

Yours sincerely,
For TATA Consultancy Services Limited

Rustom Beheram Sigamporia
Head Talent Acquisition BPO Services

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

TCS House Raveline Street Fort Mumbai 400 001 Maharashtra India
Tel 91 22 6778 9999 Fax 91 22 6778 9000 website www.tcs.com
Registered Office Nirmal Building 9th Floor Nariman Point Mumbai 400 021



08-JAN-2018

Letter Of Appointment

To,
Mr. Bikash Gupta
BANDHAGHAT JHALDA WARD NO 7
BANDHAGHAT , MAIN ROAD
POWER HOUSE

Dear Mr. Bikash,

This has reference to our Offer of Traineeship in TATA Consultancy Services Limited vide TCSL/1057264/CAL/Business Process Outsourcing Services/BTN dated 26-Dec-2017 and your completing joining formalities as per TCSLs policy.

On the terms and conditions detailed in our Offer of Traineeship accepted by you, we are happy to appoint you as BPO Trainee in grade BPOS with effect from 08-JAN-2018.

Your Trainee ID is 1449613.

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

Yours sincerely,
For TATA Consultancy Services Limited

Rustom Beheram Sigamporia
Head Talent Acquisition BPO Services

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

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



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TATA CONSULTANCY SERVICES



**BIKASH
GUPTA**

Card No 342715

Associate No 1449613

Blood Group O+

Tata Consultancy Services Ltd.

TCS House, Raveline Street, Fort

Mumbai 400001, India

NOTE:
THIS ADMIT CARD HAS
BEEN ISSUED SUBJECT
TO RULE 22 PRINTED ON
THE REVERSE
IMPORTANT:
CANDIDATES ARE
REQUESTED TO READ
THE RULES PRINTED ON
THE REVERSE
CAREFULLY BEFORE
COMMENCEMENT OF
THE EXAMINATION

AH3/108/17/529

SIDHO-KANHO-BIRSHA UNIVERSITY



ADMIT

15001384



Prabhach Mahato

B.A. 3 YEAR DEGREE HONOURS PART-III EXAMINATION 2017

NAME : PRABHAS CH MAHATO

SEX : MALE

SON OF : NIRANJAN MAHATO

COLLEGE NAME : BIKRAMJEET GOSWAMI MEMORIAL COLLEGE, JAYPUR

REGISTRATION NO. : 003758 of 2014-2015

ROLL : 10815311 NO. : 0063

SUBJECTS	
HONOURS GROUP/SUBJECT	COMPULSORY PAPER
ENGH	ENVS


Controller of Examinations



Offer: BUSINESS PROCESS SERVICES
Ref: TCSL/DT20174071837/Kolkata/BPS/BTN
Date: 31/01/2018

Mr. Prabhas Ch Mahato
Vill-Ranganitard, Po-Tanasi, Ps-Joypur Ranganitard
Ranganitard
Purulia-723201
West Bengal
Tel# -

Dear Mr. Prabhas Ch Mahato,

Sub: Letter of Offer and Terms of Traineeship

Thank you for exploring training opportunities with Tata Consultancy Services Limited . You have successfully completed our initial selection process and we are pleased to make you an offer as "Trainee BPS" for a period of 12 months. During this period you will be paid a stipend of Rs. **10,250/-** per month.You will be engaged as a Trainee / Apprentice under the model / certified Standing Orders (as the case may be) applicable to you.

Kindly confirm your acceptance of this traineeship by proposing your date of joining and signing Annexure 1. If not accepted within 7 days of receipt, this offer is liable to lapse at the discretion of the Company. You may handover your acceptance letter to the HR Officer/ Induction Officer at any of our offices.

After you accept this letter of traineeship and clear the medical check-up, and background check you will be given a letter of appointment as a trainee indicating the details of your joining date and initial place of posting after completing joining formalities as per company policy.



OTHER BENEFITS

1. Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependents under the company's Health Insurance Scheme (HIS). You are automatically covered under a default HIS Plan.

You have the flexibility to choose a plan which is higher than the existing default plan, by paying the applicable additional premium plus Service Tax, in which case the below benefits can be availed:

- a) Domiciliary Cover: This is a provision to cover the cost incurred towards any domiciliary treatment up to a specified limit for each insured person per annum.
- b) Base Cover: This is a provision to cover the cost incurred on hospitalization treatments up to a specified limit for each insured person per annum.
- c) Floater Cover: This benefit covers the hospitalization expenses incurred over and above the basic hospitalization cover limit. This is a family floater cover for you and your enrolled dependents.

The total premium is split between Base Cover and Floater Cover Premium as per the plan applicable.

i. Base Cover Premium: Towards Domiciliary and Base cover for self, spouse and up to 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.

ii. Floater Cover Premium: Towards Floater cover is to be borne by you.

*Note: The above Health Insurance Scheme is subject to revision. The policy changes if any, in future, will prevail. For further details, please refer to the policy document

2. Professional Memberships:

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



3. Social Security - Employees' State Insurance:

The company will contribute 4.75% of your stipend or such amount as determined by law towards ESI contribution till you remain covered under Employee's State Insurance Act, 1948.

4. Compensation Benefits under ESI Act / Employees' Compensation Act:

Till you are covered under Employees State Insurance Act (ESI Act), you are entitled to claim the benefits in the event of accidental injury resulting into death or disablement arising out of and in the course of employment, from Employees' State Insurance Corporation.

When you will be out of the purview of ESI Act, you will be eligible for compensation benefit in the event of death / disablement arising out of and in the course of employment as per the Employee Compensation Act (Amendment Act of 2017) or the benefits under the Company's Group Term Life Insurance scheme / Personal accident insurance scheme as the case may be, whichever is more beneficial. For more details on this, refer TCS India policy - Group Life Insurance and TCS India policy - Health Insurance.

5. Night Shift Stipend:

Trainees assigned to night shifts for training would be eligible for a Night Shift Stipend of Rs. **200/-** per shift as per the company policy.

6. Process Specific Stipend:

Based on your allocation, to a process and on account of the process complexity involved, you may be eligible for additional process specific stipend, as defined by the Company.

TERMS OF TRAINEESHIP

1. Traineeship Pre-requisites

Your appointment as a Trainee / Apprentice under the model / certified Standing Order will be subject to successful completion of your graduation examination without any pending arrears / back logs during the entire course duration.

It is clearly understood, agreed and made abundantly clear that in case you do not successfully clear your graduation your traineeship with TCSL will be discontinued without any notice or notice pay

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



2. Traineeship Period:

During the period of your training of 12 months, you may be required to undergo classroom and on the job training. During this period, you may be appraised to evaluate your performance and if your performance is found to be satisfactory, you may be absorbed / appointed in the regular employment of the Company at its sole discretion.

It is hereby specifically clarified that the Company is under no obligation whatsoever to absorb / appoint you on regular basis upon successful completion of your training period of 12 months. You shall not be deemed to have been absorbed / appointed in the regular employment of the company, unless & until you receive a written communication in this regard from the Company.

If your performance is found unsatisfactory, TCSL may terminate your traineeship forthwith by giving you 30 calendar days' notice in writing or payment of stipend for 30 calendar days in lieu thereof.

If you remain on unauthorized absence for a consecutive period of 3 days during the training programme without authorisation or intimation, a presumption shall arise that you have abandoned your traineeship and the company shall be entitled to disqualify and disentitle you forthwith for any further training and your name is liable to be automatically stand discontinued from the list of ILP trainees without any further intimation / separate communication to you.

3. Hours of Training:

You may be required to undergo training in shifts and / or in extended training hours as permitted by law.

4. Leave:

You will be entitled for leaves as per the company's policy.

5. Transport:

TCS BPS provides company transport facility within a pre-defined radius for each location as defined in the company transport policy. TCS employees living beyond these boundaries would be required to make their own arrangements and the routes are predetermined and not permitted to be varied under any circumstances. The company will make appropriate provisions for those working in night shift as permitted by law/ policy.

6. Alternative Occupation / Traineeship:

During the period of your traineeship at TCSL, you are not permitted to undertake any other traineeship, employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of the company.



7. Confidentiality Agreement:

As part of the joining formalities, you are required to sign a confidentiality agreement, which aims to protect the intellectual property rights and business information of TCSL and its clients.

8. 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 a trainee of TCSL.

9. Notice Period:

You will have to give at least 30 calendar days' prior notice in writing before discontinuing your traineeship with the Company. The Company may discontinue your traineeship by giving you 30 calendar days' notice in writing or payment of stipend for 30 days in lieu thereof.

10. Medical Test:

You are required to undergo a pre-employment medical check-up and obtain a fitness certificate from the registered medical practitioner/Doctor. This is a pre-condition for employment. Please collect the medical check-up authorization letter from the company HR executive, at the time of submitting your written acceptance of this offer. To verify your identification, we request you to carry a photograph and a photo identification document issued by government like passport, PAN card, Election Card, Driving License etc. If you are a campus recruit, you may produce your current educational institute's photo identification card in the absence of government photo identification document.

Retention of reasonable medical fitness is also a condition of employment. The company also reserves the right to get yourself examined by a doctor at any time during your employment to ascertain your medical fitness. The opinion of the doctor appointed by the company shall be final and binding on both parties. Your failure, refusal or inability to appear for such medical examination will result in the determination of your employment contract without any notice or notice pay in lieu of notice.

Your services are liable to be terminated / determined on account of your continued ill health or if you are found to be medically unfit for the job as may be certified by the company's doctor.

11. Background Check:

Your traineeship will be subject to a background check in line with the Company'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



checks are unfavorable or at a variance with your own declarations, your traineeship will be discontinued without any notice.

12. Submission of Documents:

At the time of your joining traineeship, photocopy of the following documents should be submitted. Please carry the original copies for verification.

- Standard X and XII Mark sheets equivalent
- Degree certificate and mark sheets for all semesters
- Postgraduate degree certificate and mark sheets for all semesters (if you are a Post-graduate)
- Birth Certificate / Proof of Age
- Passport
- 6 photographs - passport size
- An affidavit / notarised undertaking that there is no criminal offence registered/pending against you.

Your original documents will be returned to you after verification.

13. Initial Learning Programme (ILP)

On joining TCSL as Trainee, you will be given the benefit of formal & on the job training ("Initial Learning Programme") at the location, as identified, for such a period as TCSL may decide. The said training programme forms a critical part of your traineeship and is an ongoing process. TCSL continues to make investment on training and development of its trainees. This will be of immense value to you and a large part of 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. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

14. Letter of Appointment

You will be issued a letter of appointment on your joining and after completing joining formalities as per TCSL policy

15. Terms and conditions:

The above terms and conditions of traineeship are specific to your traineeship period in India

16. Rules and Regulations of the Company:

Your traineeship will be governed by the policies, rules, regulations, practices, processes and procedures of the Company as applicable to you and the changes therein from time to time.



17. Compliance to all clauses:

You will be required to fulfill all the terms and conditions mentioned in this letter of offer of traineeship. Any failure to fulfill any term and /or condition and/or failure to clear any test successfully would entitle TCSL in withdrawing this letter of traineeship at its sole discretion.



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 the 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 sole discretion of TCSL .

We look forward to having you in our global team.

Yours Sincerely,

For Tata Consultancy Services Limited

Rustom Beheram Siganporia
Head Talent Acquisition, TCS Business Process Services



Encl: Annexure 1: Acceptance



ANNEXURE 1

For the candidate to complete:

This is to confirm that I have received the letter of offer and Terms of Traineeship ref No **TCSL/DT20174071837/Kolkata/BPS/BTN** on _____ (MMM/DD/YYYY).

I hereby accept this Offer and intend to join traineeship on:

Signature:

Name:



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CONSULTANCY SERVICES



**PRABHAS
MAHATO**

Card No 401494

Associate No 1460123

Blood Group O+

TCS eServe International Limited,

9th Floor, Nirmal Building, Nariman Point

Mumbai 400021 India



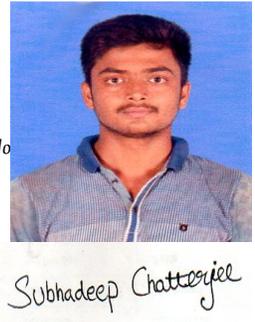
কাজী নজরুল বিশ্ববিদ্যালয়
Kazi Nazrul University
ASANSOL, PASCHIM BARDHAMAN
WEST BENGAL, INDIA.



Examination Enrollment Form

Personal Details

Student's Enrollment No. : 203351
 Student Id : 40567
 Student's Name : SUBHADEEP CHATTERJEE
 Registration Number : KNU19102004146
 Semester : SEMESTER VI
 Batch Name : 1022019-20 Bachelor of Science (Honours) in MathematicsNo
 ShiftNo Group
 Father Name : PINTU CHATTERJEE
 Caste : GENERAL
 Gender : Male
 Mobile Number : 8918921209
 Submission Date : 30/Apr/2022
 Payment Mode : online
 Total Fee (in Rupees) : ₹ 275
 Email Id : chatterjeeintull@gmail.com



Academic Details

College Id : 102
 College Name : Banwarilal Bhalotia College
 Course Name : Bachelor of Science (Honours) in
 Mathematics
 Applicant Exam Category : Regular

Regular Subject Details

Sr. No.	Subject Type	Subject Name	Subject Code
1	CC-13	Metric Spaces and Complex Analysis	BSCHMTMCE01
2	CC-14	Mechanics	BSCHMTMCE02
3	DSE-3	Number Theory	BSCHMTMDSE01
4	DSE-4	Differential Geometry	BSCHMTMDSE04

Declaration

I undertake that, except Admit card and Pen, I shall not carry any paper (printed or written), cell phone or any electronic gadget, etc., at the examination hall and if those/any of this is found in my possession, will be confiscated and I shall be liable for being debarred for two years by the University Authority. I shall also abide by the instructions given on the overleaf of the Admit Card. I undertake that I am furnishing true statements. If any of these information provided is found false/incorrect, my candidature/examination will be cancelled and I shall be liable to any disciplinary action to be initiated by the University.

Version 14.04.01



Private & Confidential

Date: 13/09/2023, 6:35:41.397 pm IST

Subhadeep Chatterjee
Mandap para ward no -09 Jhalda Municipalti
Purulia West Bengal 723202
India

APPOINTMENT LETTER

Dear Subhadeep Chatterjee,

Subsequent to the meetings between Concentrix Daksh Services India Private Limited (hereinafter, 'Company') and you, we are pleased to make an offer of employment on the following terms and conditions. Your compensation and benefits are detailed in the included Annexure.

1. Appointment

1.1 You shall be appointed to the position of Representative, Operations in Comp Grade 12. This would be your Social Job Title and your Job Profile, would be Advisor I, Sales. Any change in your Social Job Title / Job Profile will be at the discretion of the Company, depending upon the work assigned to you. Job Profile must be used for all internal communication and in your e-mail signature. Social job title can be used for business cards and LinkedIn. You may use your Job Profile for social purposes as well.

1.2 Your initial place of work shall be Ranchi.

However, your services are transferable to any other role, competency, place or office of the Company or to any subsidiary or associate company, whether now existing or still to be formed. Such transfer/deputation will be in accordance with the Company's rules being in force at the time. On transfer or assignment, you will be governed by the Rules, Regulations and Conditions of Service applicable to that location or role. Refusal to accept such transfer or assignment may lead to disciplinary action including but not limited to termination of your employment.

1.3 Your appointment will be effective from 15/09/2023 or at an earlier date as mutually agreed, subject to your completing the on boarding formalities. You are required to submit all the documents (as per the Mandatory Document Checklist) before 14/09/2023 failing which the Company reserves the right to withdraw this offer letter and/or cancel your appointment. If this date is not suitable, please contact us immediately at madhavi.deshpande@concentrix.com to seek an alternative date on which to submit all required documents.

Please note that the offer will be withdrawn at the Onboarding date if you do not notify us of your acceptance or we are unable to agree to an alternate joining date.



1.4 On on-boarding / joining you shall report to the HR Representative of the Company or any other person nominated by him/her.

1.5 As per Company regulations you are required to furnish before joining, documentary proof of your last drawn salary, educational qualifications and work testimonials and also that you are free from any contractual restrictions preventing you from accepting this offer or starting work on the above-mentioned date.

2. Terms and Conditions:

2.1 Valid Passport:

2.1.1 If you are an Indian citizen, it is a condition of your employment that you hold a valid passport on the day of joining. If you do not hold a valid passport on the date of joining, you must apply for a passport and submit copy of your passport within 180 days from your date of joining. Failure to do so may lead to termination of your employment.

2.1.2 If you are not an Indian citizen, you will be required to submit evidence of your authorization to work in India, along with any other proof of identity that the Company may require. It is a condition of your employment that you maintain such authorization to work in India for the duration of your employment (unless you are permanently transferred to an office outside India).

2.2 While in the employment of the Company, you may be required to undergo mandatory on-the job training/s as per applicable policies and procedures of the Company, at the end of which an assessment may be conducted. If you do not clear the assessment then the Company reserves a right to either:

1. Require you to undergo another training program; or
2. Offer you a transfer to an alternate process (which may have a reduced pay structure) if declared "Not Suitable" for the process you were originally hired for. Please note that in the event of you not consenting to the transfer to the alternate process or to the reduced pay structure your services may be terminated; or
3. Terminate your services.

2.3 The compensation offered to you is based on your employment history credentials including your prior work experience, the type of industry and compensation offered to you by the previous employer. If you are unable to produce documentary evidence (Please see the Document Checklist in the Annexure) to substantiate the same, your compensation shall be modified and the compensation offered in this Appointment letter shall no longer be valid.

2.4 Your employment with the company shall at all times be subject to the receipt of satisfactory reference / verification checks, which may include criminal, financial and any other background checks as required by the Company based on its business requirements. The Company will terminate your employment in the event of an unsatisfactory background check. In the event of negative background verification, the company at its sole option, may allow you to provide justification / explanation for re-verification with supporting documents, in response to its show cause notice, so issued. In such event, you will be put on 'Leave without pay' from the date of issue of show cause notice until the revised findings are received for final closure of the case.

2.5 The Company may, at its sole discretion, also require you to undergo a drug test at any time. If such drug test indicates use of an illegal drug or a non-medically prescribed controlled substance and/or alcohol dependence, the



Company reserves the right to take suitable action against you, including but not limited to termination of your services.

2.6 The Company may pay you such fixed amount/ stipend as it may so decide, during the period of your undergoing structured process/ product and other essential training sessions. Performance incentive will be applicable to you only after you commence regular working in operations.

2.7 The initial period of probation is 365 Day(s) from your date of joining. You will be deemed to be confirmed at the end of the probation period unless communicated otherwise, through normal and accepted modes of employee communication within the company.

2.8 During the period of probation, your services may be terminated by either party giving the other a 15 day notice or gross salary in lieu thereof.

The Company reserves the right to waive the notice period. The Company also reserves the right to relieve you immediately and pay you gross salary for the notice period. However, no such notice or notice pay shall be payable in case your services are terminated on account of failing the background check, for misconduct or if you are unable to provide sufficient documentary evidence to establish your employment history credentials.

2.9 After confirmation and thereafter, your services may be terminated by either party giving the other a 30 day notice or gross salary in lieu thereof. The Company reserves the right to waive the notice period. The Company also reserves the right to relieve you immediately and pay you gross salary for the notice period. However, due to exigencies of business, the Company at its sole discretion may not agree to take the gross salary in lieu of notice and ask you to serve the entire or part of the notice period. No such notice or notice pay shall be payable by the organization in case your services are terminated on account of any misconduct by you.

2.10 In the event that you are transferred by the Company to another position (which may include transfer to a new role, competency, or office) or location of the Company, the terms and conditions applicable to the new position or location (including, but not limited to the compensation and benefits, allowances, entitlements, rules, regulations and conditions of service of such new position or location) shall apply to you.

2.11 You will automatically retire on attaining the age of 58 years. The age as declared in your application shall be binding on you. An extension, however, may be given at the discretion of the Company. You may be retired earlier if found medically unfit.

2.12 While in the employment of the Company, you are in no way allowed to be employed by any other Company on a temporary or part-time basis or offer your services with or without pay to any person, legal entity or public authority or to be occupied in your own business without the prior written consent of the Company.

2.13 You confirm that you have disclosed fully to the Company all your business interests whether or not they are similar to or in conflict with the business or activities of the Company. You agree to disclose fully to the Company any such interest or circumstances which may arise during your employment.



2.14 You will be required to effectively carry out all duties and responsibilities assigned to you by your supervisor and authorized by the Company to assign such duties and responsibilities.

2.15 All Company Assets such as including but not limited to Laptop, ID Badge, Corporate Credit Card, Headsets and Adaptor etc. needs to be returned on or before Last Day of Employment (LDE). The employee must return the above mentioned and applicable Company assets upon demand. The employee must abide by the clauses of Undertaking Cum Declaration signed by him at the time of issuance of the Company assets. In case, employee does not return any Company asset before LDE, the Company shall be entitled to injunctive relief and to specific enforcement of the terms and provisions hereof, in addition to any other remedy to which the Company may be entitled at law or in equity.

2.16 You are expected to maintain an acceptable level of performance during your tenure with the organization. Failure to meet expected standards may lead to initiation of Performance Improvement Plan and/ or termination in case of no improvement in performance.

2.17 The company will work 7 days a week, 24 hours a day. You will be required to work up to 48 hours a week and such other hours as may be reasonably required to complete your business duties. Your weekly off may not necessarily be for 2 days and not necessarily be on Sunday.

3. Confidentiality

3.1 The position held by you is of a strictly confidential nature. You shall not disclose to any unauthorized person, either during or after your employment with the Company, any information about the interest or business of the Company or any affiliated Companies or any information pertaining to their clients and/or with the end consumers of our clients – the information you may have acquired while in the employment of the Company.

3.2 You shall not communicate to public papers, journals, pamphlets or leaflets, any information or documents, official or otherwise relating to the Company except with the prior approval of the Company.

3.3 Upon separation from the Company, you shall return to the Company all the assets and property of the Company (including any leased properties), documents, files, books, papers, memos or any other property of the Company in your possession or under your control.

3.4 You will abide by the information security policy of the company and all the rules and regulations contained therein.

3.5 Your individual remuneration is purely a matter between yourself and the company and has been arrived on the basis of your job, skills specific background and professional merit. We expect you to maintain this information and any changes made therein from time to time as personal and confidential.

3.6 Information pertaining to the Company's operations shall remain confidential and safeguarded by you. On joining the Company, a formal agreement to effect non-disclosure of confidential information and intellectual property etc. shall be executed by you.



3.7 During the course of your employment you may come across a lot of information related to the clients that the Company deals with and/or with the end consumers of our clients; any such information is strictly confidential and you shall not disclose it to any unauthorized person.

3.8 The Company expects you to respect all matters, which are Intellectual Property Rights of your current employer, and strongly discourages you to bring in to the organization, manuals, documents, papers, memos, and files etc., which are classified.

3.9. All communication between the employee and the Company shall deemed to have been effectively served if delivered to you personally or sent to the current residential address already mentioned here in the letter. You shall inform the Company about any change in the residential address in writing within 3 working days and get the acknowledgement. In the event of failure on the employee's part to discharge this obligation, the service of any communication shall be deemed to be complete and effective on the address mentioned herein.

3.10. This appointment is based on the information supplied by you in your application for employment and will otherwise be treated as null and void if a material error, in the Company's opinion is discovered and/or due to non-disclosure of relevant information about you to the company.

3.11. The Benefits provided by the Company as outlined herein and in the Company policies are subject to change at the discretion of the Company.

3.12. Your continuance in employment is subject to your maintaining clean criminal and financial records.

3.13. Breach of any of the above terms and conditions will render you liable to termination of your employment without notice or compensation thereof.

3.14. You may be required to travel on Company work and you will be reimbursed expenses as per Company policy.

3.15. Female employee will be eligible for all the benefits, as applicable under the provisions of the Maternity Benefit Act, 1961, and the Rules made there-under, as amended from time to time.

3.16. Any and all of the terms and conditions of service may be modified or changed at the Company's discretion.

It is highly recommended that before you begin your journey with Concentrix Daksh Services India Private Limited, please visit the website www.concentrix.com

The impact of today's technology and pace of change is tremendous. We hope you're as excited as we are to play a part in that revolution. At Concentrix Daksh Services India Private Limited, we're changing the world every day and we will be delighted to have you as part of our team.



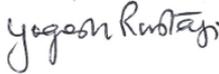
Please sign the copy of this offer letter and return it to us as an indication of your interest in joining us on the given date.

Please note that your employment stands confirmed only after you complete your joining formalities on the reporting date.

This offer is liable to be withdrawn based on business requirements at any time prior thereto.

The terms of this offer are strictly confidential between you and the Company.

Yours sincerely,
Concentrix Daksh Services India Private Limited

Name of Talent Acquisition Leader - India:	Yogesh Rustagi
Date:	13/09/2023, 6:35:41.397 pm IST
Signature:	

Name of Candidate:	Subhadeep Chatterjee
Date:	13/09/2023, 6:35:41.397 pm IST

DEPLOYMENT ORDER

To:

Mr. Ratan Barman

Date : 09-Oct-20

We are pleased to inform you that you are being deployed to M/s. Schneider Electric India Pvt Ltd. Hyderabad, to undergo shop floor training (Practice school training) in part fulfillment of curriculum requirement of 3 year Diploma in "Manufacturing Electronics assembly" under Learn and Earn Programme. You shall report to the place of your deployment on **09-Oct-20**. You shall also attend the academic classes regularly as per the schedule. Please keep this office informed of your reporting to duty through proper channel.

Please note the following terms and conditions of your deputation:

- Your deployment to the concerned industries is only for the purpose of fulfilling our curricular requirements and not for the purpose of apprenticeship training or employment etc. Hence you shall not have any lien whatsoever on your job in the concerned industry.
- For the purpose of defraying certain expenditure which you will be incurring like to and fro fare, boarding, lodging, health care etc., you will be paid a minimum stipend of 10,000/- per month. Apart from this you will be covered under personal accident Insurance, Mediclaim insurance and you will be provided Uniform & shoes from time to time during the programme. Assistance for finding out accommodation will be provided. You will not be eligible to receive any other allowance.
- You will be strictly governed by the rules and regulations, standing order etc., of the industries to which you are deputed and in case they insist on certain compliance regarding uniform, name badges etc., you will have to duly comply with the same. In such cases even though we do not assure you we shall try to request the concerned industry to provide you the necessary uniform etc., otherwise you will have to make your own arrangement for the same.
- You have to carefully note, that you will be eligible to avail only the type of leave applicable is as per Academic Rules and Regulations (ARR)

For Nettur Technical Training Foundation,

Mr.S. Giridhar

Unit Head, Learn and Earn



NETTUR TECHNICAL TRAINING FOUNDATION

An ISO 9001 Certified Training Institution

Corporate Office : Post Box No. 5857, 23/24, II Phase, Peenya Industrial Area, Bangalore-560 058.

Phone : +91 80 64509966 | Fax: 080-28397196 | E-mail: corptrg@nttf.co.in | CIN: U85110KA1999NPL025461



Date: 09.10.2020

NEEM Trainee No: NTTF SCHH 04 2020 024

Dear Mr. Ratan Barman

NEEM - Trainee Contract letter

We NTTF (Nettur Technical Training Foundation), a recognised NEEM facilitator are pleased to engage you as NEEM Trainee subject to the following terms and conditions:

1. The period of training shall be 36 months with start date 09.10.2020 and end date 08.10.2023 .
2. *It shall not be obligatory on the part of NTTF, a NEEM facilitator to offer any employment to you on successful completion of period of training in the establishment, nor shall it be obligatory on the part of you to accept any employment offered by the employer. As NEEM Trainee undergoing Training in an establishment you shall be a trainee and not a worker and as such, the provisions of any law with respect to a labourer or work shall not apply to or in relation to you.*
3. As NEEM Trainee you shall be liable to abide by the rules and regulations of NEEM in all matter of conduct, discipline and safety and carry out all lawful orders of the establishment.
4. As NEEM Trainee you shall learn your subject field conscientiously and diligently and attend to practical and instructional classes regularly.
5. As NEEM Trainee you shall maintain a record of your work during the period of the NEEM TRAINING in a pro-forma prepared and approved by NEEM facilitator.
6. When the contract of Training is terminated for failure on your part to carry out the terms of contract, you shall refund to the NTTF, cost of training such amount as may be determined by the NTTF. In such event, you shall not be entitled to enter into another contract of training under the National Employability Enhancement Mission (NEEM).
7. The Contract of Training can be terminated without compensation payment to you -
 - i) If you secure gainful employment (on production of copy of the appointment letter); and
 - ii) If you are unable to continue training on medical grounds (on production of a certificate to this effect from a medical officer not below the rank of a Civil Surgeon/surgeon attached to any Government Hospital).

Page: 1 of 2

NETTUR TECHNICAL TRAINING FOUNDATION

An IMS Certified Training Institution (ISO 9001, ISO 14001 & BS OHSAS 18001)

Corporate Office : Post Box No. 5857, 23/24, II Phase, Peenya Industrial Area, Bangalore-560 058.

Phone : +91 80 64509966 ; Fax: 080-28397196 | E-mail: corptrg@nttf.co.in | CIN: U85110KA1999NPLD25461



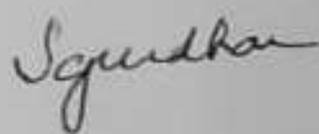
8. For breach of contract by NTTF, NTTF shall pay compensation to you in accordance with the Minimum wages specified for that category.
9. Continuance of payment of stipend shall depend on your satisfactory performance during the training period.
10. NTTF will formulate a "Training Programme" for the training and you and shall make suitable arrangements for facilitating the same.
11. You shall be imparted training according to normal hours of work of the department in the establishment to which you are attached for training.
12. The Stipend for a particular month shall be paid before the 28th of the following month.
13. Any disagreement or dispute between NTTF and you arising out of the contract shall be referred to the Governing body of NTTF.

ENDORSEMENT

I hereby confirm acceptance of the above NEEM Contract letter, on the terms and conditions stipulated therein. I understand and agree that my signing this contract does not constitute employment by NTTF or any guarantee of employment.

For Nettur Technical Training Foundation

Accepted and Agreed



Signature: _____

Authorized Signatory

Name: **Mr. Ratan Barman**

(S GIRIDHAR)

UNIT HEAD

Date: 09.10.2020



No. LE0503-SCHH-221

Date 11/12/2023

Nettur Technical Training Foundation



Securing your Future with your own Hands

An IMS Certified Training Institute (ISO 21001, ISO 9001, ISO 14001, ISO 45001)

On behalf of the Nettu Technical Training Foundation
we do hereby certify that

Mr. / Ms. **RATAN BARMAN** born on **30 09 1996**
DD MM YYYY

having undergone an approved three year course of
instruction in Theory and Practicum and found to have
successfully completed the course,
is declared eligible for this

Diploma in Manufacturing Electronics Assembly (Learn & Earn Programme)

Under National Employability Enhancement Mission (NEEM) notification by AICTE *

Given under the seal of the Nettu Technical Training Foundation

Student ID No. : **NTTF SCHH 04 2020 024**

Class : **First Class**

Year of Completion : **2023**

Study Centre : **Schneider Electric India Pvt. Ltd., Hyderabad**

*F.No 1-1888469441/NTTF/NEEM/2013.Dated:16/12/2013.



Humay
Managing Director



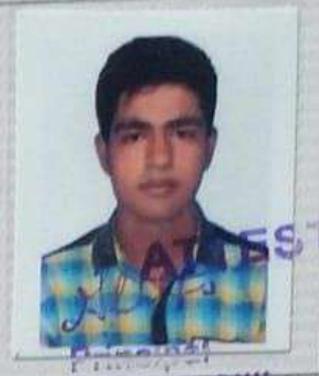
Written by *Pav* Verified by *H. Raju*



Ranchi University Admit Card

Degree-Bachelor of Commerce Honours-Account Part-3 Exam-18 from 20-04-2018

Exam Centre	Silli College, Silli
Roll No	16BC8156407
Regd. No	1656407
Date of birth	28-06-1996
Name	MD TAUFIQUE
Name(Hindi)	मोहम्मद तौफिक
Father's Name	MD MUSFIQUE
Mother's Name	AFSANA PARBIN
College	Silli College, Silli



Silli College Silli
Ranchi

Papers to appear

BUSINESS STATISTICS & ELEMENTARY MATHEMATICS, COST ACCOUNTING, GENERAL STUDIES/ENVIRONMENTAL STUDIES, MANAGEMENT ACCOUNTING, TAXATION LAWS & ACCOUNTING

Md. Taufique
Examinee

Principal
Silli College Silli
Ranchi

Principal

Aspni

Controller Of Examinations

Note: The admit card is issued subject to the rules printed on the reverse



18-SEP-2018

Letter Of Appointment

To,
Mr. Md Taufique
House No. -220
Pundag Road
Near Masjid

Dear Mr. Md,

This has reference to our Offer of Traineeship in TATA Consultancy Services Limited vide TCSL/1133384/CAL/Business Process Outsourcing Services/BTN dated 13-Sep-2018 and your completing joining formalities as per TCSLs policy.

On the terms and conditions detailed in our Offer of Traineeship accepted by you, we are happy to appoint you as BPO Trainee in grade BPOS with effect from 18-SEP-2018.

Your Trainee ID is 1581342.

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

Yours sincerely,

A rectangular box containing a handwritten signature in black ink that reads 'R. B. Siganporia'.

Rustom Beheram Siganporia
Head Talent Acquisition BPO Services

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

TCS House Raveline Street Fort Mumbai 400 001 Maharashtra India

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

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



Ranchi University Admit Card

Degree-Bachelor of Arts Honours-History Part-3 Exam-16 from 12-04-2016

Exam Centre	Silli College, Silli
Roll No	14BA0732067
Regd. No	1432067
Date of birth	09-07-1996
Name	SUBHAM KUMAR SINGHDEO
Name(Hindi)	सुभम कुमार सिंह देव
Father's Name	SUMAT NARAYAN SINGH
Mother's Name	GAYATRRI SINGH DEO
College	Silli College, Silli



Attested
Anahit
Principal
Silli College
Ranchi

Papers to appear

GENERAL STUDIES/ENV. SCIENCE , HISTORY-HONS-5 , HISTORY-HONS-6
HISTORY-HONS-7 , HISTORY-HONS-8

Subham Kumar Singh Deo
Examinee

Anahit
Principal
Silli College Silli
Principal:hi

Anupri
Controller Of Examinations

Note: The admit card is issued subject to the rules printed on the reverse



Provisional Offer : BUSINESS PROCESS SERVICES
Ref: TCSL/DT20184528811/Kolkata/BPS/BTN
Date:13/09/2018

Dear Mr. Subham Kumar Singhdeo,

Sub: Letter of Provisional Offer and Terms of Employment.

Thank you for exploring opportunities with Tata Consultancy Services Limited. You have successfully completed our initial selection process and we are pleased to make you a provisional offer of Traineeship.

You have been selected for a twelve month traineeship program at grade BPOS. You will receive a fixed monthly stipend during your internship. Your stipend amount will be decided on the basis of joining location and the process in which you will get allocation. The same will be communicated to you along with the detailed offer letter.

Kindly confirm your acceptance on the traineeship offered by signing Annexure 1. If not accepted within 30 days of receipt, this offer of traineeship is liable to lapse at the discretion of the Company.

This is a provisional offer of traineeship and should not be construed as an Offer of Employment from TCSL. A detailed offer of traineeship will follow within 7 days from completion of all documentation formalities and your aforesaid acceptance on this provisional offer. The Offer of traineeship will be made to you provided this - opportunity continues to be available with TCSL.

Your traineeship with TCS is subject to your being declared medically fit and retaining that fitness during the tenure in the company and your Background / Reference check being favourable and acceptable to the Company.

On joining and successful completion of all Joining formalities including the back ground verification, you will be issued a Letter of Appointment by TCSL.

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.

TCS Confidential

TATA CONSULTANCY SERVICES

1

TCS House Ravelline Street Mumbai 400 001 India
Tel 91 22 6778 9999 Fax 91 22 6778 9000. e-mail corporate.office@tcs.com, website www.tcs.com
Registered Office 9th Floor Nirmal Building Nariman Point Mumbai 400 021.



VINOBA BHAVE UNIVERSITY, HAZARIBAG
(EXAMINATION DEPARTMENT)

No. : D316066026

The following are the marks obtained by

KARAN KUMAR MAHATO

Roll No. : 1331116762

Registration No.: **A-H57283/2012** of **RAJGANJ DEGREE COLLEGE, RAJGANJ, DHANBAD** in
Bachelor of Arts Honours (Three Year Degree Course) Annual Examination of 2016 held in the month of April, 2016

SUBJECT	Composition(Part I & II)				Subsidiary(Part I & II)		SUBJECT - History (Honours)								Env. Studies	GRAND TOTAL	Remarks	
	Hindi	Non-Hindi			Political Science	Sociology	Part I Paper I & II		Part II Paper III & IV		Part III							
		Hindi Language	Total	Theory			Theory	Theory	Theory	Theory				Total				
										V	VI	VII	VIII					
Full Marks	200	100	100	200	200	200	200	200	200	100	100	100	100	400	800	100	1500	In order to obtain Distinction in any subject a candidate must obtain 75% or more marks in any part of the examination. Minimum Marks in Honours 1st Class - 480 2nd Class - 360
Pass Marks	66	30	30	66	66	66	90	90					180	360	33	591	RESULT	
Marks Obtained	75				88	88	90	102		46	55	47	50	198	390	33	674	



Date of Publication of Result : 17/06/2016

H. Anand
Controller of Examinations



TATA CONSULTANCY SERVICES



**KARAN KUMAR
MAHATO**

Card No	388915
Associate No	1329524
Blood Group	B-

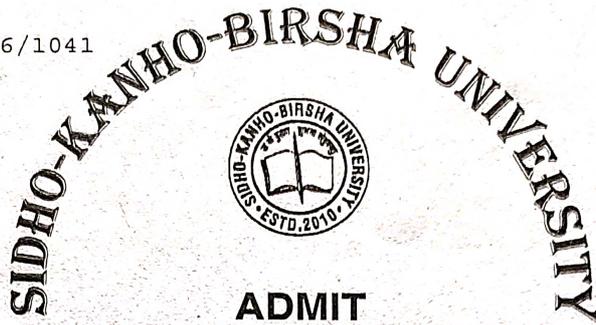
Tata Consultancy Services Ltd.

TCS House, Raveline Street, Fort
Mumbai 400001, India

NOTE:
THIS ADMIT CARD HAS
BEEN ISSUED SUBJECT
TO RULE 22 PRINTED ON
THE REVERSE
IMPORTANT:
CANDIDATES ARE
REQUESTED TO READ
THE RULES PRINTED ON
THE REVERSE
CAREFULLY BEFORE
COMMENCEMENT OF
THE EXAMINATION.

AH3/113/16/1041

14012069



ADMIT



Amit Deogharia

B.A. 3 YEAR DEGREE HONOURS PART-III EXAMINATION 2016

NAME : AMIT DEOGHARIA

SEX : MALE

SON OF : BIPADTARAN DEOGHARIA

COLLEGE NAME : KOTSHILA MAHAVIDYALAYA

REGISTRATION NO. : 006532 of 2013-2014

ROLL : 11314311 NO. : 0004

SUBJECTS	
HONOURS GROUP/SUBJECT	COMPULSORY PAPER
ENGH	ENVS

Controller of Examinations



05-NOV-2018

Letter Of Appointment

To,
Mr. Amit Deogharia
Taruliua 1st Lane, Keshtapur, Kolkata 700102
Mother Tereza statue
Misan bazar

Dear Mr. Amit,

This has reference to our Offer of Traineeship in TATA Consultancy Services Limited vide TCSL/1160203/CAL/Business Process Outsourcing Services/BTN dated 29-Oct-2018 and your completing joining formalities as per TCSLs policy.

On the terms and conditions detailed in our Offer of Traineeship accepted by you, we are happy to appoint you as BPO Trainee in grade BPOS with effect from 05-NOV-2018.

Your Trainee ID is 1612982.

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

Yours sincerely,
For TATA Consultancy Services Limited

Rustom Beheram Sigamporia
Head Talent Acquisition BPO Services

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

TCS House Raveline Street Fort Mumbai 400 001 Maharashtra India

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

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



TATA

TATA CONSULTANCY SERVICES



**AMIT
DEOGHARIA**

Card No. 1009038

Associate No. 1612982

Blood Group. B+

Tata Consultancy Services Ltd.

TCS House, Raveline Street, Fort

Mumbai 400001, India



24-JAN-2020

Letter Of Appointment

To,
Mr. Rupa Deashi
Vill+Po-Begunkodar ,Ps-Kotshila ,Dist-Purulia
Goswami Para
Begunkodar

Dear Mr. Rupa,

This has reference to our Offer of Traineeship in TATA Consultancy Services Limited vide TCSL/1359367/CAL/Business Process Outsourcing Services/BTN dated 21-Jan-2020 and your completing joining formalities as per TCSLs policy.

On the terms and conditions detailed in our Offer of Traineeship accepted by you, we are happy to appoint you as BPO Trainee in grade BPOS with effect from 24-JAN-2020.

Your Trainee ID is 1845860.

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

Yours sincerely,
For TATA Consultancy Services Limited

Rustom Beheram Sigamporia
Head Talent Acquisition BPO Services

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

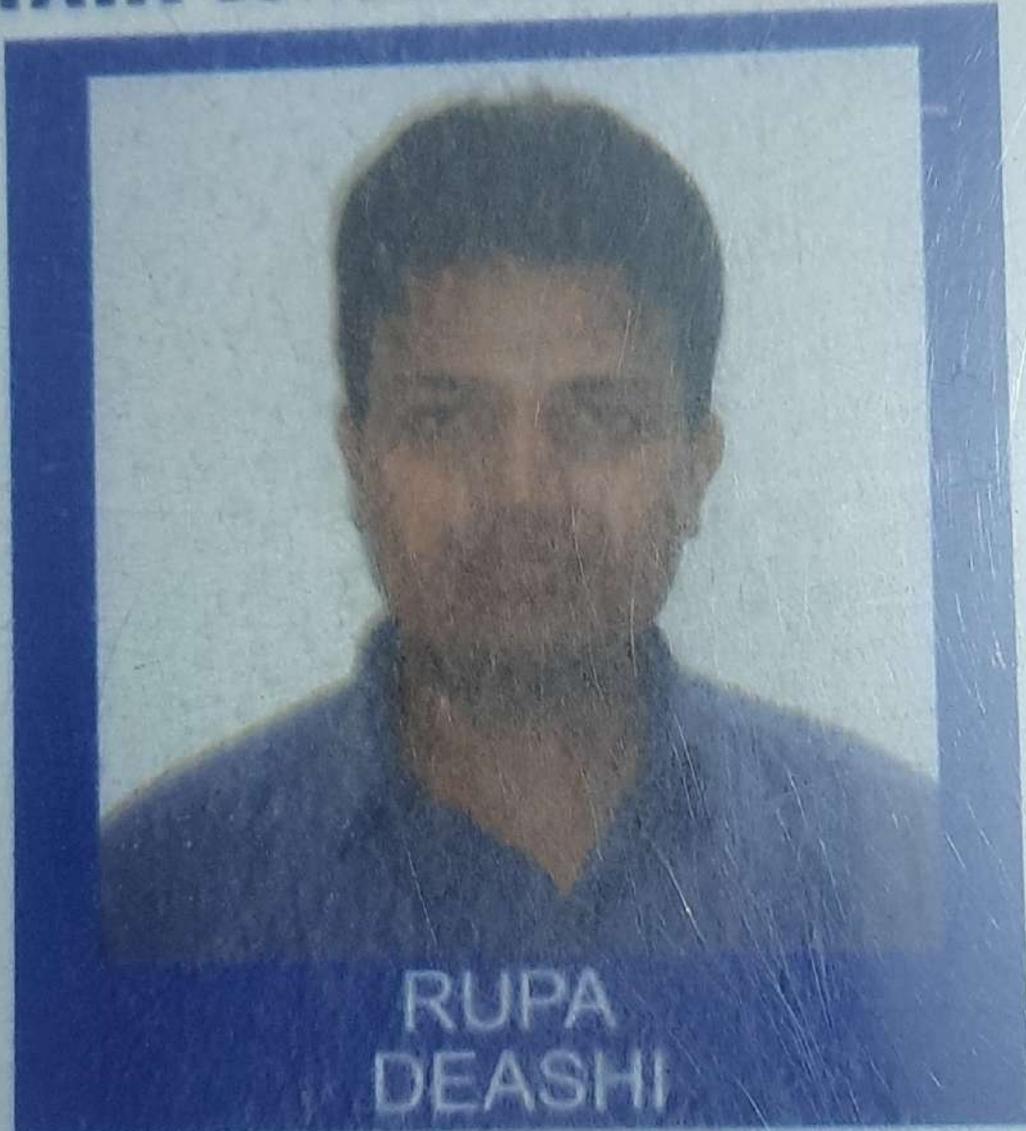
TCS House Raveline Street Fort Mumbai 400 001 Maharashtra India

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

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



TATA CONSULTANCY SERVICES



**RUPA
DEASHI**

Card No 534361
Associate No 1845860

Tata Consultancy Services Ltd.
TCS House, Raveline Street, Fort
Mumbai 400001, India



TCS Confidential
Ref: TCS/2023-24/BPS-BPO1/1862609

April 17, 2023

Mr. Amit Saw
Kolkata

Dear Amit Saw,

I would like to take this opportunity to thank you for your hard work and commitment in delivering sustained growth over the past year. In the coming days, it is important that we come together at the workplace and benefit by learning from each other, know our TCS and work to build a career, whilst staying relevant to our customers. I sincerely look forward to your participation in our journey towards creating greater futures together through innovation and collective knowledge.

I am pleased to share with you the revised Annual Compensation, effective April 01, 2023. Your India Annual Compensation is **Rs. 2,03,036/-**. The details of your compensation and related benefits are enclosed in the Annexure to this letter.

Please note, that the above details are specific to India and are subject to change in case of long-term deputation on international assignments, if any.

I encourage you to speak to your Manager / Business Unit Head or your HR Business Partner in case you need any clarification or discussion.

I look forward to your continued support and commitment in our journey together.

Warm Regards,

Milind Lakkad
Chief Human Resources Officer

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

TCS House Raveline Street Fort Mumbai 400 001 Maharashtra India
Tel 91 22 6778 9999 Fax 91 22 6778 9000 website www.tcs.com
Registered Office Nirmal Building 9th Floor Nariman Point Mumbai 400 021



ANNEXURE

The details of your India compensation and benefits are given below. The CTC and its components are subject to review and change, based on the prevailing regulatory framework. Taxation will be governed by the Income Tax rules and the Company will be deducting tax at source as applicable.

COMPONENT CATEGORY	ANNUAL
BASIC SALARY	96,264
BOUQUET OF BENEFITS*	67,034
CITY ALLOWANCE#	3,000
RETIRALS	
Provident Fund	11,552
Gratuity	4,630
PERFORMANCE PAY**	
Monthly Performance Pay\$\$	10,800
TOTAL SALARY	1,93,280
INSURANCE	
Health Insurance@	4,000
Employees' State Insurance@@	5,756
CTC	2,03,036
Afterlife Benefit\$	1,472

* Bouquet of Benefits includes Communication Allowance which can be used to pay only Voice and Internet Data related expenses in your name. This allowance is subject to review.

City Allowance is specific to India and is linked to base location. It will be discontinued while on international assignment. This allowance is subject to review.

** Performance Pay is in lieu of statutory profit bonus.

\$\$ Monthly Performance Pay is based on your individual performance.

@ Premium for Health Insurance Scheme for self and dependants borne by TCS.

@@ Contribution towards Employees' State Insurance borne by TCS.

\$ Cost for the Afterlife Benefit is borne by TCS. The sum payable to nominee(s) is six times the annual compensation (CTC) with a minimum payout of Rs. 23 Lakhs. For details, please refer to the policy on Afterlife Benefit on Knowmax.

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited



Table 2: TCS defined structure for Bouquet of Benefits

COMPONENT CATEGORY	ANNUAL
House Rent Allowance	33,692
Leave Travel Allowance	8,022
Food Card Allowance	20,400
Communication Allowance	4,920
BOUQUET OF BENEFITS	67,034

To design your Bouquet of Benefits, access the Link to BoB in the Global Employee Self Service Link in Ultimatix.



19-NOV-2019

Letter Of Appointment

To,
Mr. Kanhaiya Bhagat
At- Chatani Para, Ward No- 5
Jhalda, Chatani Para
Near- Electric Office

Dear Mr. Kanhaiya,

This has reference to our Offer of Traineeship in TATA Consultancy Services Limited vide TCSL/1345753/CAL/Business Process Outsourcing Services/BTN dated 13-Nov-2019 and your completing joining formalities as per TCSLs policy.

On the terms and conditions detailed in our Offer of Traineeship accepted by you, we are happy to appoint you as BPO Trainee in grade BPOS with effect from 19-NOV-2019.

Your Trainee ID is 1827908.

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

Yours sincerely,
For TATA Consultancy Services Limited

Rustom Beheram Sigamporia
Head Talent Acquisition BPO Services

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

TCS House Raveline Street Fort Mumbai 400 001 Maharashtra India

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

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

NOTE :
THIS ADMIT CARD HAS
BEEN ISSUED SUBJECT
TO RULES 22 PRINTED BELOW
IMPORTANT :
CANDIDATES ARE
REQUESTED TO READ
THE RULES PRINTED BELOW
CAREFULLY BEFORE
COMMENCEMENT OF
THE EXAMINATION

BA/108/2021

19080663



Panchanan Mahato

ADMIT

B.A. HONOURS 6th SEMESTER EXAMINATION, 2021.
[C.B.C.S.]

NAME: PANCHANAN MAHATO
SON / DAUGHTER OF: BIJOY MAHATO
COLLEGE NAME: BIKRAMJEET GOSWAMI MEMORIAL COLLEGE, JAYPUR
REGISTRATION NO: 004139 of 2018-2019
ROLL: 108651 NO. : 1811646

HONOURS COURSE : ENGH (English)
DISCIPLINE SPECIFIC ELECTIVE : DSE4 (History Of English Literature (1798 To Present))
DISCIPLINE SPECIFIC ELECTIVE : DSE6 (English Language And Literary Types)

MARKSHEET RECEIVED

Controller of Examination

RULES FOR GUIDANCE OF THE CANDIDATE

1. The examination will be held according to the programme previously notified.
2. The doors of the Examination Hall will be opened, half an hour on the first day and 15 minutes on subsequent days, before the time appointed for the commencement of the examination. Five minutes before the commencement of the examination, a Warning-Bell will be rung as a signal for all students to take their seats when all candidates must take their respective allotted seats bearing the Roll number given in the Admit Card.
3. Candidates shall bring their respective Admit Card and the University Registration Certificate every day of the Examination and shall produce them for inspection, whenever required. Candidates are liable to be expelled from the Examination Hall for failure to produce the Admit Card or the University Registration Certificate.
4. Candidate suffering from any form of contagious or infectious diseases, or from any illness or diseases considered to be prejudicial to the general body of students under examination, will not be admitted into or allowed to remain in the Examination Hall. Special arrangements may however, be made for candidates who are suffering from certain categories of diseases, if application is made to the officer-in-charge with sufficient notice.
5. Before entering the Examination Hall candidates must deposit at a place set aside for the purpose books notes or other incriminating materials which are forbidden for candidates to have in their possession. Such articles may be left there only at the candidates' own risk. No clipboard, except absolutely blank one, should be used by a candidate as a support of the answer book during writing. Candidates found in possession of any incriminating material(s) while under examination in contravention of these rules shall be liable to penalties including expulsion.
6. Under no circumstances will a candidate be allowed to appear at an examination at any place other than one approved by the University.
7. No candidate will be admitted or given a question paper more than 15 minutes after the examination has commenced provided that in special circumstances the officer-in-charge may admit a candidate who is late by not more than half an hour. In such case(s) he/she must complete the examination within time as specified in the examination programme.
8. Communication of any sort or in any form is strictly forbidden between candidates and other person whether inside or outside the Examination Hall. Smoking in the Examination Hall is strictly forbidden.
9. Candidates are required to sign their names and prove their identity as and when required to do so.
10. Candidates shall use main answer books and additional loose sheets supplied by the University. The answer books and loose sheets should be properly filled in by the candidates. Candidates must not write their names, names of the colleges or any other things which may disclose their identity on any page of the answer books. Candidates must not write any objectionable or improper remarks in their answer books.
11. Candidates must not write anything on any question paper or other paper, or carry away any writing or scribbles from the Examination Hall.
12. No candidate will be allowed to leave the Examination Hall until an hour has elapsed from the time when the papers are given out.
13. No candidate shall be allowed to finally leave the Examination Hall without submitting the answer book tagged with all the loose sheets. No candidate shall be allowed to re-enter the Examination Hall during the hours of examination once leaving it after submission of the answer book.
14. A warning bell will be rung every day five minutes before the time fixed for the close of the examination.
15. At the close of the examination a candidate must remain seated until his/her answer book is collected by the invigilator. No candidate will be allowed to remain in the Examination Hall after the close of the examination, except to allow respective answer books to be collected by the invigilator.
16. Candidates are warned against any attempt to adopt unfair means at the examination. Any breach or attempted breach of any of these or other examination rules will render them liable to expulsion and to any other penalty as the University may deem it.
17. Non programming calculators not having memory safeguard facility may be used during examination for calculation purpose.
18. Applications for review of results, if permissible as per the regulation, must be submitted within 15 working days from the date of issue (as will be indicated on the body of the marksheet) to the relevant marksheets.
19. Candidates securing pass/qualifying marks in subject even after remaining absent in one or two papers at any University Examination (both P.G. and U.G.) will be considered to have passed/qualified in that subject if not otherwise specifically stated in the regulations for any particular examination, provided that such candidates who will remain absent in one or two papers in a subject may apply for cancellation of their examinations within 7 days of completion of the examination. Such cancellation shall be treated as loss of one chance.
20. Notwithstanding the issue of the Admit Card, the University shall have the right for any reasons which may appear to them sufficient, to cancel the admission of any candidate to any examination, whether before, during or after the examination. The University may also debar a candidate from appearing at any subsequent University Examination or Examinations. The decision of the University in all such cases shall be final.
21. In any case not covered by the foregoing rules, reference shall be made to the officer-in-charge for special direction, and his decision shall be accepted as final.
22. Carrying Mobile Phone in Examination Hall is strictly prohibited.

SIDHO-KANHO-BIRSHA UNIVERSITY

AH6/21/0955

21/054405/955



B.A. HONOURS 6th SEMESTER EXAMINATION 2021 (CBCS)

The following is the statement of Grade Point obtained by **PANCHANAN MAHATO**

Roll: **108651** No.: **1811646** Registration No.: **004139** of **2018-2019** at the aforesaid Examination, 2021.
with Honours in **ENGLISH**.

Course Code	Course Title	Letter Grade	Grade Point	Credit	Credit Point	Credit Retained in the Year
Honours Core Courses						
BENGCCHT 601	Modern European Drama	E	9	6	54	2021
BENGCCHT 602	Postcolonial Literatures	A	8	6	48	2021
Discipline Specific Electives (DSE)						
BENGDSHT 603	[DSE4] History of English Literature (1798 to present)	A	8	6	48	2021
BENGDSHT 605	[DSE6] English Language and Literary Types	A	8	6	48	2021
Semester Total					24	198
Semester Grade Point Average (SGPA)			8.25	Semester Result		Q

Final Statement of Grade Points

1st Semester		2nd Semester		3rd Semester		4th Semester		5th Semester		6th Semester		Cumulative Statement		
Total Credits	SGPA	Total Credits	CGPA	Results										
22	6.73	20	6.90	26	5.54	26	9.00	24	9.00	24	8.25	142	7.59	Q

Letter Grade	Grade Point	Percentage of Marks	Computation of Credit Point = Grade Point x Credit	
O (Outstanding)	10	90 - 100	$SGPA = \frac{\text{Total Credit Points of all courses}}{\text{Total Credits of Semester}}$	$CGPA = \frac{\text{Total Credit Points of all Semesters}}{\text{Total Credits of all Semesters}}$
E (Excellent)	9	80 - 89		
A (Very Good)	8	70 - 79	% of Marks = CGPA x 10	
B (Good)	7	60 - 69	Q = Qualified	
C (Above Average)	6	50 - 59	X = Not Qualified	
P (Pass)	5	40 - 49	SNC = Semester Not Cleared	
F (Fail)	0	< 40	GPW = Grade Point Withheld	
AB (Absent)	Ab		F* = Failed due to 'Paper Cancelled'	

Date of Publication of Result : 14.08.2021

20082021

Controller of Examinations



TATA CONSULTANCY SERVICES



**PANCHANAN
MAHATO**

Card No 390785
Associate No 2543934

Tata Consultancy Services Ltd.
TCS House, Raveline Street, Fort
Mumbai 400001, India



10-Oct-2023

Amit Gope

**Kolkata - 700091,
India.**

Dear **Amit,**

We are pleased to inform you that based on your application and subsequent discussions you had with us, it has been decided to provide you an opportunity to undergo on the job practical training at our **Conneqt Business Solutions Limited** Offices / Centre for a period of **12 Months** from Date of Joining. You shall report to the training on or before **11-Oct-2023** failing which it will be deemed that the opportunity given to you is withdrawn automatically.

You shall undergo the training strictly in accordance with the scheme of training of the company. If found not satisfactory, the training period may be extended for a further period of one month or the opportunity given to you will be discontinued at the discretion of the Management.

During the period of training you will be placed in different work locations of the company and your first placement for training will be at **Kolkata**. You will undergo on the job training under the supervision of designated supervisors, informed to you at the start of training.

During the period of training you will be required to participate in the assessment process implemented by the company from time to time to assess your learning on the job and skill levels.

During the course of evaluation, if it is found that your learning is not up to the mark as per the expectations of the management, the opportunity given for training will be discontinued and you shall have no claim what so ever on the company.

This offer of training is subject to verification of the particulars submitted by you and in case any particulars submitted by you are found to be false or incorrect, your training will be terminated without notice and you are required to pay equivalent to the One month Stipend Amount in lieu of notice.

The company works in shifts and hence the on the job training will take place in all the shifts. In view of the same you are required to attend to your training in shifts as advised by the officials of the company from time to time.

If you undergo training regularly on all the working days of the company you would be eligible for the Leaves as per the company policy.

You shall follow the same working days, working hours and holidays of the company. You shall be regular to your training. If you fail to attend the training continuously for a period of 8 working days, it will be treated that you have discontinued the training and hence the company reserves its right to claim compensation from you.

You may discontinue the training within 3 months by giving 15 days' notice in writing to the company and similarly, the company may discontinue your training by giving 15 days' notice. After 3 months, if you discontinue the training, you are required to give 30 days' notice in writing to the company and similarly, the company may discontinue your training by giving 30 days' notice. Any deviation w.r.t the notice period is solely at the discretion of the company.

At any time, if your conduct, behavior, learning on the job etc., are not in conformity with the rules, regulations and expectations of the company, your training will be discontinued without any notice and payment in lieu thereof.

CONNEQT BUSINESS SOLUTIONS LIMITED

REGD. OFFICE: Quess House, 3/3/2, Bellandur Gate, Sarjapur Main Road, Bangalore - 560103, Karnataka, India | TEL: +91 80 6105 6001

CIN. U64200KA1995PLC148924, www.conneqtcorp.com

a wholly owned subsidiary of Quess Corp

You shall be entitled to a monthly stipend as per the below mentioned grid.

Component	Amount (₹) Per Month
A. BASIC STIPEND	10,763
B. PERFORMANCE BONUS : Paid based on performance on an Annual / Quarterly Basis	
PERFORMANCE PAY (5 % of the Basic Stipend)	538
C. Insurance (You will be covered under insurance as per the company policy and can change as per the management discretion)	180
D. GROSS STIPEND (A+B)	11,301
E. Employee Insurance Contribution	100
E. GROSS STIPEND	11,201

You will be covered under insurance as per the company policy which can change time to time as per the management discretion

During the period of training you will be paid Stipend of **Rs. 10,763** per month. Tax Deductions will be as applicable.

You are eligible for Performance Incentive: This will be payable on a monthly basis. The payout shall vary from 0% to 150% based on your PMI Rating. There would be no payout during the training period. The details of the policy will be communicated to you separately.

On successful completion of training, at the discretion of the Management, you may be offered an **Apprentice - Customer Care** position as a Probationer. You are required to work for a minimum period of one year with the company. If you leave the services without completing the mandatory period or if you fail to take up the employment as probationer, you are liable to pay the cost of training incurred by the company together with the stipend paid to you.

In all matters not mentioned herein above, you shall be governed by the rules, regulations or practices of the company pertaining to trainees from time to time.

Kindly note that you will not be entitled to any other benefits or perquisites.

This letter of training is sent to you in duplicate and we request you to kindly sign the duplicate copy of this letter as a token of acceptance of the terms and return it to us at the earliest.

With Best Regards.

For Conneqt Business Solutions Limited.



Anuja Niyogi
Associate Vice President | Human Resource



I hereby read and fully understood the terms of my training letter. I hereby accept the terms of my training.

Signature:

Name: **Amit Gope**

Date: **10-Oct-2023**