



December 16, 2020

TO WHOMSOEVER IT MAY CONCERN

This is to certify that **Mr. Jayanta Paul** was engaged with **TATA CONSULTANCY SERVICES Limited** as trainee from **June 4, 2018** to **July 31, 2019**.

With kind regards,
Yours sincerely,
For Tata Consultancy Services Limited

A handwritten signature in blue ink, appearing to read 'Milind Lakkad', written over a light blue horizontal line.

Milind Lakkad
Executive Vice President & Global Head - Human Resources

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

TCS House Raveline Street 21 D S Marg Fort 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

Corporate Identification No. (CIN): L22210MH1995PLC084781

SLNO	Roll No Regno.	Papers			GRADE	PART-I & II PNC		
		TH. Marks.	PR. Paper / Sub Status	TH. Marks.			PR. Paper / Sub Status	
55	319213418433 1071621400836	HISG-IV PHIG-IV	24 30	F G	PLSG-IV 30	G	PART-I & II PNC	
56	319113418434 1071611400868	HISG-IV PHIG-IV	19 13	F F	PLSG-IV 35	G	P1PNC-PHIG PLSG P2PNC-PHIG PLSG	
57	319113418435 1071611400950	HISG-IV PLSG-IV	27 16	F F	PHIG-IV 25	F	P1PNC-PHIG PLSG P2PNC-PHIG PLSG	
58	319113418436 1071611400941	HISG-IV PLSG-IV	31 30	G G	PEDG-IV 15	15	G G	P1PNC-PLSG PHIG P2PNC-HISG PLSG PHIG
59	319213418437 1071621400871	HISG-IV PLSG-IV	30 18	G F	PEDG-IV 19	33	G	P1PNC-PLSG P2PNC-HISG PLSG PEDG
60	319213418438 1071621400955	HISG-IV PHIG-IV	38 34	G G	PEDG-IV 15	28	G	P1PNC-PLSG P2PNC-PLSG
61	319213418439 1031622300001	HISG-IV PLSG-IV	26 30	F G	URDG-IV 17	F		P1PNC-PHIG PEDG
62	319213418440 1071621400912	HISG-IV PHIG-IV	41 46	G G	PEDG-IV 20	24	G	P1PNC-PLSG P2PNC-HISG PLSG URDG
63	319113418441 1071611400969	HISG-IV PHIG-IV	48 42	G G	BNGG-IV 51	G		P1PNC-PHIG

** If any discrepancy between result in the Gazette and result in the marksheet is found...

LETTER OF INTENT

Date: 14/11/19
Name:

Dear JOY KISHORE SAHA

With reference to your application and subsequent assessments you had with us, we are pleased to inform you that you have been shortlisted for the position of **Customer Service Associate** for Virtual Customer Service of Amazon Development Center India Pvt. Ltd. (the "Company").

Please treat this as a letter of intent ("LOI") valid for a period of 90 days from the date of issue of this letter upon expiry of which the letter of intent will expire without any further conditions or liabilities on your or our side unless an **Offer Letter** duly executed by the Company is issued to you before the expiry of the aforesaid 90 day period and the same is accepted by you. The issue of an Offer Letter to you is subject to the Company's future business requirements and will be issued at the sole discretion of Amazon. Upon issue of the Offer Letter, this LOI stand automatically terminated. This LOI shall also be terminated automatically in the event you take up employment with another person.

You are required to submit the following documents:

- Copies of the Educational Certificate (from Class 10th till the highest education)
- Relieving letter from the previous employer/s (if applicable)
- Service letter from the previous employer/s (if applicable)
- Last payslip from the previous employer/s (if applicable)
- Form 16 (if applicable)
- Address Proof
- Passport Size Photographs (6)
- Copy of PAN card

Upon signing the Offer Letter, you would be eligible to receive Total Compensation of INR 187000/-
(Rupees _____), payable as per the following structure:

1. Annual Base Pay of INR 158950/- (Rupees _____) per annum payable in arrears in accordance with the Company's standard payroll practice and subject to all lawful deductions of income tax, provident fund contribution (if any), insurances or otherwise.
2. Variable Pay of INR 28050/- (Rupees _____) per annum, payable on quarterly basis and subject to meeting performance levels as per the Company standards and policy.

Your attention is drawn to make note that Variable Pay will be payable only upon successfully meeting the requirements as per Company policy and also subject to your continuing employment with the Company on the date of payout. The amounts stated herein are only indicative and in no way a binding commitment on the Company's part. In addition, you will be eligible for benefits as per the Company's policies.



Development Centre (India) Private Limited

You are hereby notified that you are not employed in the absence of a signed Offer Letter. This LOI relates only to your potential employment with the Company and does not constitute an offer of employment with respect to the Company or any affiliate or related entity. Further, this LOI does not create or vest any rights in you to be issued an Offer Letter whether within the 365 day period referred to herein or thereafter or with respect to the base pay as mentioned herein.

In the event that you receive an offer of employment from any other employer (apart from the Company), you are requested to immediately intimate the Company in writing of such offer.

You are required to return the duplicate copy of this letter duly signed indicating your acceptance of the terms and conditions stated above. Acceptance of this LOI will be construed as a confirmation that you do not have any obligations arising from any contract or otherwise in favor of a prior employer or third party, which would impose restrictions on your ability to accept employment with the Company and carry out your Company related functions and duties upon employment, if and once the Offer Letter is issued.

For any queries, please feel free to call us on csrecruiting-pune@amazon.com

Yours sincerely,

For AMAZON DEVELOPMENT CENTRE (INDIA) PVT LTD

Arindam Ganguly
Sr. Site Lead

ACCEPTANCE OF LOI

I accept the terms set forth in this letter with the company.

Signature

Date

Name	Joy KISHORE SANA
Date	14/11/19
Designation on Joining	ASSOCIATE (VCS)
CS Location	Kolkata

Please refer the annexure for an explanation of the salary components

Compensation Structure		
Pay Component	Monthly (INR)	Annual (INR)
Basic	6,623	79,475
House Rent Allowance	3,311	39,738
Employer contribution to PF	795	9,537
Flexi Components	2,517	30,201
Total Base	13,246	158,950
Variable Pay	2,338	28,050
Total Compensation	15,583	187,000
Food Coupons	1,100	13,200
Internet Reimbursement	1,250	15,000
Total Cost to Company	17,933	215,200

Overtime Allowance:

Hours worked by an employee in excess of their regular work hours on a scheduled day and, similarly, any hours worked on their work off or non-working day are considered an "Overtime Hours." For each overtime hour, employee will receive additional pay as applicable by the policy.

Night Shift Allowance:

Employees spending 50% of work hours of a day between 8.00 PM to 8.00 AM as per their shift timing are eligible for Night Shift allowance as per the policy.

Statutory Bonus:

Depending upon the profits of the company for the accounting year one would be eligible for an additional bonus of maximum 20% as per the policy and eligibility.

Gratuity:

Gratuity is a statutory benefit paid to the employees who have rendered continuous service for at least 5 years and will payable to an employee on cessation of employment as per the policy.

*The above is subject to changes as per local laws and company policy

*The above amounts are subject to Govt deductions which include employee & employer contribution to PF, PT, Income tax, ESI etc applicable

ANNEXURE 1

EXPLANATION OF SALARY COMPONENTS

1. Basic - It is 50% of total base salary.
2. House Rent Allowance- It is 50% of basic salary. HRA exemption is applicable as per income tax rules on submission of the required documents.

3. Employer Contribution to PF (Provident Fund) – It is computed as 12% of basic salary. Employee has an option to fix employer contribution to PF at INR 1800 per month (INR 21600 per annum) if the minimum annual PF computed as 12% of basic salary is more than INR 21600.
4. Flexi Components - Employees can choose to allocate the un-allocated amount of their Annual Base Pay to any of the tax friendly components like self-education, children's education allowance, children's hostel allowance, self-owned vehicle expenses, national pension system. These are collectively referred to as Flexi Components and employees have the option to select them within the applicable limits.

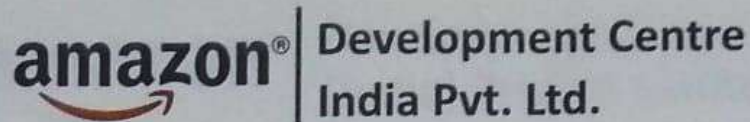
The residual of flexi components post allocation to the Flexi Basket components will be auto-allocated to certain fixed allowances up to a maximum value in the following order - (1) LTA, (2) Medical, (3) Conveyance allowance, and (4) Meal Allowance. Lastly, the residual Base Pay (if any), which has not been allocated under any of the above, is called Flexi Allowance.
5. Variable Pay -

Paid on quarterly basis, after training is completed. Actual payout may be as high as 49% of annual base pay or zero subject to individual's performance level and as per the Company standards and policy.
6. Food Coupons - Amazon India provides Meal Card/Vouchers worth INR 1100/- every month to all its employees
7. Internet Reimbursement - This Benefit is applicable ONLY to Virtual Customer Service (VCS) employees. VCS employees would be eligible for an amount of INR 1250 per month. There is no restriction on the service provider and the maximum sum reimbursable would be INR 1250 per month on submission of bills.

Disclaimer: This document has been created for informational purpose only. The content of this document and applicability are subject to change with or without prior notice. In case of any change in the policy at any point of time, the new policy supersedes the details captured in this document with or without any notice or explicit communication.

SL.NO	Roll No. Regno.	Papers		GRADE	PART-I & II PNC		
		TH. Marks	PR. Paper / Sub Status			TH. Marks	PR. Paper / Sub Status
613	319113419062 1071611400213	BOTA-VII BOTA-VIII	H H	BOTA-IX BOTA-X	H H	H - II	PART-I & II PNC
614	319113419064 1071611400214	BOTA-VII BOTA-VIII	H H	BOTA-IX BOTA-X	H H	H - I	
615	319213419065 1071621400215	BOTA-VII BOTA-VIII	H H	BOTA-IX BOTA-X	H H	RW	PART-I NOT QH PART-II NOT QH P1PNC- BOTA CEMG P2PNC- BOTA CEMG
616	319213419067 1071622400221	BOTA-VII BOTA-VIII	H H	BOTA-IX BOTA-X	H H	H - II	
617	319213419068 1071621100216	BOTA-VII BOTA-VIII	H H	BOTA-IX BOTA-X	H H	RW	PART-I NOT QH
618	319113419070 1071611400224	CEMA-V CEMA-VI	F F	CEMA-VII CEMA-VIII	H H	RW	PART-I NOT QH PART-II NOT QH P1PNC- CEMA P2PNC- CEMA
619	319113419073 1071611300225	CEMA-V CEMA-VI	F F	CEMA-VII CEMA-VIII	H H	RW	PART-I NOT QH PART-II NOT QH P1PNC- CEMA P2PNC- CEMA PHSSG MIMG
620	319113419075 1071611400236	CMSA-V CMSA-VI	H F	CMSA-VII CMSA-VIII	H H	RW	PART-I NOT QH P1PNC- CMSA P2PNC- MIMG ✓
621	319113419076 1071611400259	CMSA-V CMSA-VI	H H	CMSA-VII CMSA-VIII	H H	RW	PART-I NOT QH P1PNC- CMSA P2PNC- MIMG PHSSG

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LETTER OF INTENT

Date: 14/1/19
Name:

Dear SUBHAM ACHARYA

With reference to your application and subsequent assessments you had with us, we are pleased to inform you that you have been shortlisted for the position of **Customer Service Associate** for Virtual Customer Service of Amazon Development Center India Pvt. Ltd. (the "Company").

Please treat this as a letter of intent ("LOI") valid for a period of 90 days from the date of issue of this letter upon expiry of which the letter of intent will expire without any further conditions or liabilities on your or our side unless an **Offer Letter** duly executed by the Company is issued to you before the expiry of the aforesaid 90 day period and the same is accepted by you. The issue of an Offer Letter to you is subject to the Company's future business requirements and will be issued at the sole discretion of Amazon. Upon issue of the Offer Letter, this LOI stand automatically terminated. This LOI shall also be terminated automatically in the event you take up employment with another person.

You are required to submit the following documents:

- Copies of the Educational Certificate (from Class 10th till the highest education)
- Relieving letter from the previous employer/s (if applicable)
- Service letter from the previous employer/s (if applicable)
- Last payslip from the previous employer/s (if applicable)
- Form 16 (if applicable)
- Address Proof
- Passport Size Photographs (6)
- Copy of PAN card

COLLEGE : 107

WEST BENGAL STATE UNIVERSITY
BA/BSC / BCOM PART-III REGULAR EXAMINATION - 2019 (GAZETTE)
Result for Regular students (2016 & Subsequent Registration) have been prepared following new examination regulations.

Page: 78

SLNO	Roll No. Regno.	Papers		GRADE	Remarks		
		TH. Marks	PR. Paper/ Sub Status			TH. Marks	PR. Paper/ Sub Status
694	319113419164 1071611400559 PRALAY CHAKRABORTY	ZOOA-VII 69	H	ZOOA-IX 69	H	H-I	PART-I & II PNC
695	319113419166 1071611400560 SUBHAM ACHARYA	ZOOA-VII 49	H	ZOOA-IX 71	H	H-II	
696	319213419167 1071621400014 SARMISTHA CHAKRABORTY	ZOOA-VII 71	H	ZOOA-IX 70	H	H-I	
697	319213419168 1071622300648 ZEBI TABASSUM	ZOOA-VII 78	H	ZOOA-IX 79	H	H-I	
698	319213419169 1071622300582 MENAJ NAZNEEN	ZOOA-VII 73	H	ZOOA-IX 70	H	H-I	
699	319213419170 1071621401155 NEHA SAHA	ZOOA-VII 44	H	ZOOA-IX 58	H	RW	PART-II NOT QH
700	319113419171 1071611401157 SOUVIK SINHA	ZOOA-VII 34	G	ZOOA-IX 64	H	RW	P2PNC: ZOOA BOTG PART-II NOT QH
701	319113419172 1071611400571 SOURADIP CHAKRABORTY	ZOOA-VII 32	G	ZOOA-IX 46	H	G-2	P2PNC: ZOOA
702	319213419173 1071621400589 ANKHI ROY	ZOOA-VII 51	H	ZOOA-IX 68	H	H-II	

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LETTER OF INTENT

Date: 14/1/19

Name:

Dear ZEBA TABASSUM

With reference to your application and subsequent assessments you had with us, we are pleased to inform you that you have been shortlisted for the position of **Customer Service Associate** for Virtual Customer Service of Amazon Development Center India Pvt. Ltd. (the "Company"). Your employment shall be a **Fixed Term Employment**, the duration of which will be communicated to you at the time of issuance of Offer Letter mentioned below, and such duration not exceeding a maximum of 12 (twelve) months.

Please treat this as a letter of intent ("LOI") valid for a period of 90 days from the date of issue of this letter upon expiry of which the letter of intent will expire without any further conditions or liabilities on your or our side unless an **Offer Letter** duly executed by the Company is issued to you before the expiry of the aforesaid 90 day period and the same is accepted by you. The issue of an Offer Letter to you is subject to the Company's future business requirements and will be issued at the sole discretion of Amazon. Upon issue of the Offer Letter, this LOI stands automatically terminated. This LOI shall also be terminated automatically in the event you take up employment with another person.

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- Service letter from the previous employer/s (if applicable)
- Last payslip from the previous employer/s (if applicable)
- Form 16 (if applicable)
- Address Proof
- Passport Size Photographs (6)
- Copy of PAN card

Upon signing the Offer Letter, you would be eligible to a Base Pay of Rs. 158950/- per annum. The same may be revised at the time of the issuance of an Offer Letter as per prevailing levels of pay at the time of issue of the Offer Letter. The amounts stated herein are only indicative and in no way a binding commitment on the Company's part. In addition, you will be eligible for benefits as per the Company's policies.

Zeba Tabassum
14/1/19

COLLEGE : 107

WEST BENGAL STATE UNIVERSITY
BA/ BSC / BCOM PART-III REGULAR EXAMINATION - 2019 (GAZETTE)
 Result for Regular students (2016 & Subsequent Registration) have been prepared following new examination regulations.

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695	319113419166 1071611400560 SUBHAM ACHARYA	ZOOA-VII 49	H	ZOOA-IX 71	H	H-II	
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697	319213419168 1071622300648 ZEBI TABASSUM	ZOOA-VII 78	H	ZOOA-IX 79	H	H-I	
698	319213419169 1071622300582 MENAJ NAZNEEN	ZOOA-VII 73	H	ZOOA-IX 70	H	H-I	
699	319213419170 1071621401155 NEHA SAHA	ZOOA-VII 44	H	ZOOA-IX 56	H	RW	PART-II NOT QH
700	319113419171 1071611401157 SOUVIK SINHA	ZOOA-VII 34	G	ZOOA-IX 64	H	RW	P2PNC: ZOOA BOTG PART-II NOT QH
701	319113419172 1071611400571 SOURADIP CHAKRABORTY	ZOOA-VII 32	G	ZOOA-IX 46	H	G-2	P2PNC: ZOOA
702	319213419173 1071621400589 ANKHI ROY	ZOOA-VII 51	H	ZOOA-IX 68	H	H-II	

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Provisional Offer : BUSINESS PROCESS SERVICES
Ref: TCSL/DT20184781999/Kolkata/BPS/BTN
Date:12/11/2018

Dear Ms. Payel Banerjee,

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

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TCS House Raveline 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.

WEST BENGAL STATE UNIVERSITY
 LIST OF UNDER GRADUATE CERTIFICATES ISSUED B.A./B.Sc./B.Com. YEAR OF PASSING - 2018
 PASSING YEAR : 2018

COLLEGE CODE : 107

SLNO.	CERTIFICATE NO.	NAME	STREAM	SUBJECT
337	18/107/1071521402249/04342	MADHUMITA PODDER	Honours	Political Science
338	18/107/1071521402251/04343	PUJA DAS	Honours	Political Science
339	18/107/1071521402255/04344	SASWATI BHATTACHARYA	General	
340	18/107/1071521402257/04345	SWETA DUTTA	General	
341	18/107/1071521402258/04346	SUJATA PAUL	Honours	Political Science
342	18/107/1071521402259/04347	MOU PODDER	Honours	Political Science
343	18/107/1071521402263/04348	SREETAMA NANDI	Honours	Political Science
44	18/107/1071521402269/04349	PAYEL BANERJEE	Honours	Political Science
5	18/107/1071521402271/04350	RUPALI SHEE	General	
6	18/107/1071521402272/04351	ANINDITA BASAK	General	
	18/107/1071521402274/04352	TANUMITA DAS	General	
	18/107/1071521402275/04353	PIYALI PAL	Honours	Political Science
	18/107/1071521402281/04354	TUMPA SAMANTA	General	
	18/107/1071521402294/04355	SHILPA PAUL	Honours	Philosophy
	18/107/1071521402304/04356	JANWABI CHAKRABORTY	Honours	Philosophy
	18/107/1071521402305/04357	JALY BISWAS	Honours	Philosophy
	18/107/1071521402307/04358	NABANITA ROY	Honours	Philosophy
	18/107/1071521402309/04359	RIYA MALLICK	Honours	Philosophy
	18/107/1071521402310/04360	RIYA BASAK	General	
	18/107/1071521402313/04361	PRIYA DEBROY	Honours	Philosophy
	18/107/1071521402314/04362	MOUSUMI RANI DAS	General	
	18/107/1071521402318/04363	RINKI MITRA	General	
	18/107/1071521402320/04364	SAYANTIKA DAS	General	
		BISWAS		