

Ref.: SC/909707/GGN/CGD/2017

Date: 09-Mar-2017

Relieving Cum Experience Certificate

To Whomsoever It May Concern

This is to certify that Neeraj . Kumar (909707) worked with Concentrix from 23-Jun-2016 To 31-Jan-2017 and last held the post of Practitioner-CRM Operations.

During his tenure his conduct was found satisfactory and there are no outstanding dues against him.

He left the Company pursuant to the completion of his fixed term contract with the Company and we wish him all the best in his future endeavors.

Sincerely,

For Concentrix

Disclaimer: In this document " **Concentrix**" stands for Concentrix Daksh Services India Private Limited and / or Concentrix Technologies India Private Limited.

This is a system generated letter and does not require any signatures.

CNX/SEP/ART/LIS/ELFC/2.0

Concentrix Daksh Services India Private Limited

(formerly known as IBM Daksh Business Process Services Private Limited)

Registered Office: UNIT # 101, Westend Mall, 1st Floor, 3rd Level, Main Najafgarh Road, District Centre, Janakpuri, NEW DELHI - 110058

Corporate Identity Number: U72200DL1999PTC102972

Phone: 91-124-4635100 Fax: 91-124-4263311

Email: info.india@concentrix.com Website: www.concentrix.com

Annexure

Leave Encashment

1. EL Balance = 30 days (Max) or EL Balance as on Last Working Day (LWD) whichever is less.
2. Formula for leave encashment calculation:

Last drawn Basic Salary / 22 x EL Balance

Notice Period Recovery

Formula for Notice period recovery calculation:

Last drawn Basic Salary / 30 x Short fall in notice period.

PF Details

This is for your information that your PF accumulations during your tenure in Concentrix Daksh have been deposited with the Employees Provident Fund Organization as per the Employee Provident Fund and Miscellaneous Provisions act 1952. In order to claim your accumulations in the provident fund you have the following two options:

An employee can apply for PF Transfer/withdrawal after completion of 60 days from his/her LWD.

1. **Transfer** to the new company's PF account – Login to EPFO portal (<http://www.epfindia.gov.in/> Online Transfer Claim Portal (OTCP) and apply for PF transfer. Post applying PF Transfer through Online Portal, kindly take print of application form, sign the same and send it to us at below mentioned address:

2. **Withdrawal** - You can only apply for withdrawal after separation subject to the conditions of Para 69 of the Employee Provident Fund Scheme 1952. Download the Form-19 and 10C and fill it up clearly & completely in capital letters for withdrawal of your PF Amount. You can courier the hard copies or can submit the same at below mentioned address. Once received your hard copy PF application (Forms), we will approve your application and return back to you within 15-20 working days through courier. Then you will submit the same approved application in RPFC (PF Office), and PF office will transfer your PF amount in your Saving Bank A/c, which you will mentioned in your PF Forms.

We require the following for processing your PF form -

- 1) Copy of PAN card and Aadhar card.
- 2) 2 revenue stamps of Re. 1/- (Exemption: not required for Bangalore employees).
- 3) Mention Employee ID, E-Mail ID, Active UAN number, Phone Numbers on top of form 19 & 10C.
- 4) Mention the bank account details which are linked with UAN only. (if that bank account is closed please update/link the new bank details in UAN, before submitting the form)
- 5) Photocopy of Bank passbook or Bank statement or crossed cheque leaf written as cancelled and your name should be mentioned over it.
- 6) In order to save TDS, please fill form 15G (which is a declaration from employee side for Tax benefit)

To access PF forms: - http://www.epfindia.com/downloads_forms.html

PF balance: To know your PF balance, please visit the site - <http://www.epfindia.com/MembBal.html>

For UAN: Here is the link – <http://uanmembers.epfoservices.in/>

Note: Joint Bank A/c is not accepted by PF office. Back to back print of the PF forms should be taken.

Contact Details for PF Withdrawal and Transfer:-

Retirals Team (Labour Relations)

Concentrix Daksh Services India Private Limited,

Infinity Tower-B, 5th Floor, DLF Phase-II,

Sector-25A, Gurgaon (HR) Pin - 122002

Phone: 0124-4359987 (Only for PF related queries)

E-Mail - retirals@concentrix.com

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