



JYOTI STRUCTURES LIMITED
SINCE 1974

Employee Consent Form for Background Verification

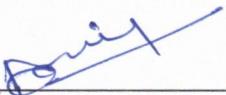
I, ANIL KUMAR GJARHWAL (Candidate's Name) holder of Aadhaar Card No.

507217972972 and PAN Card No. AXTPK5212E, confirm that

the information and documents submitted by me during the joining process are true and accurate.

I give my consent to **Jyoti Structures Ltd.** and its authorized agency to carry out background verification based on the information and documents provided by me at the time of joining. This includes verification of my employment history, and educational qualification.

Candidate Name: ANIL KUMAR GJARHWAL

Signature: 

Date: 22.08.2025

Place: Nasik.

Roll No. 8666

Name: Paul Kissner

Father's Name: *John G. B. G.*

Category :— Regular/Ex-Student/Non-Collegiate



Papers in which appeared

Previous
Final T T W S P P P

100-700

Improvement

8

ed notice

please be seen at overleaf

Sub category :- 'X' denote those graduates who have passed examination under 10+1+3 or 10+2+2 scheme, 'Y' denote those graduates who have passed Examination under 10+2+3 scheme.

X' denote those graduates who have passed Examination under 10 + 1 + 3 or 10 + 2 + 3 schemes.

O. 249 B :- If a candidate clears any Paper(s)/Practical, Dissertation/Viva voce, prescribed at the M.Com. Previous and/or Final Examination after a continuous period of three years, then for the purpose of working out his division only the minimum pass marks viz. 25% (16% in the case of practical) shall be taken into account in respect of such papers and Practical(s)/Dissertation/Viva voce, as are cleared after the aforesaid period. Provided that in case where a candidate requires more than 25% marks in order to reach the requisite minimum aggregate as many marks out of those actually secured by the candidate will be taken into account as would enable him to make up the deficiency in the requisite minimum aggregate.

JAIPUR

Dated 21/9/02

Written by *...
...
...
...
...*

Checked by *[Signature]*

Controller of Examinations

P.T.O



25/02/25

Anil Kumar Garwal
Vill.- Bidsar Tech Laxmangarh,,
Sikar , Rajasthan- 332316
8094662605
Email Id- anilgarwalanu@gmail.com

APPOINTMENT LETTER

Congratulations Anil Kumar Garwal for being a part of a very progressive journey at DEV Vidyalaya. These are the interesting times in Academics, and you are at the centre of so many developments happening around us.

NEP 2020 infuses a progressive thinking in ensuring that school education can be made more relevant to the needs and interests of learners at different developmental stages - a 'Foundational Stage' (5 years), a 'Preparatory Stage' (3 years), a 'Middle Stage' (3 years) and the 'Secondary' (4 years).

Educational technology is revolutionizing the way students learn right in front of our eyes. The most recent and obvious example of the rapid evolution and integration of technology and education happened with the onset of the COVID-19 pandemic when schools pivoted from in-person to online learning nearly overnight. However, the New Normal after COVID-19 has landed us in the space of new challenges of learning and development.

The role of educational institutions has become even more important in the wake of these things.

At DEV Vidyalaya, we truly believe that Progress is not about achieving only today. It is a continuous process. With a concept of day boarding, our endeavour and aligned efforts are ensuring the holistic development of our students viz social, mental, physical, and spiritual development.

To cater to our students; we entrust our staff. Our people are greatest Asset! Nothing substitutes the importance of a skilled, aligned, and focused team. We promise a culture conducive to the learning and development of our staff.

Our Core Values - Care, Learning Obsession, Passionately Curious, Respect & Collaboration and Integrity help us build a culture for continuous progress.

DEV विद्यालय

RTO Crossing, Jaipur-Jhunjhunu Bypass, Sikar (Raj.) - 332001
01572-251021, +91 95498 76789 | devvidyalayasikar@gmail.com

*Mukesh
Garwal*

Welcome Aboard Anil Kumar Garwal!

This letter has reference to your employment in the organization since December 18, 2024. Currently you are working as a Accounts Head in Accounts Department . Provided herewith please find the details of terms and conditions of your employment with the organization. The terms and conditions of your employment contained in this letter completely replace any other earlier communication or agreement or terms and conditions with the organization pertaining to your employment.

You are advised to go through the following terms and conditions of the employment. An acknowledged and duly signed copy of the appointment letter received from you would imply that you have understood the terms and conditions of the employment.

TERMS AND CONDITIONS OF EMPLOYMENT (AGREEMENT)

During your tenure, the organization reserves the right to change your role including job rotation, enlargement and enrichment keeping in mind your academic qualifications and experience.

You will be based at DEV Vidyalaya - Sikar, Rajasthan. However, your services are liable to be transferred, either temporarily or permanently to any other location of the school, or to any of our facilities, solely at the discretion of the Organization.

Your monthly consolidated salary is 60,000 per month. The salary will be credited to your bank account which you have provided at the time of joining.

We have recorded your date of birth as 15/01/1991 as per your Aadhar provided by you at the time of joining and it shall not be changed at any time in the future. The retirement age is 60 years.

As mentioned in our offer letter, your continuity in the employment is subject to the satisfactory closure of your background verification, reference checks and required documentation by the organization. All documents submitted by you at the time of joining may be verified and any anomaly especially the forged documents and certificates, if found, would lead to a strict action including termination of the services. Also, you shall inform the organization about the changes in your personal status, if any; like change in residential address, acquiring higher qualifications, marital status etc., from time to time.

You will be on probation for a period of 1 year. An employee may be confirmed after or before 1 year based on outstanding standards of performance. Probation can also be extended for a further period of 1 year only after a satisfactory level of performance. The organization reserves the right to extend the probation or to confirm an employee.

This employment contract can be terminated by either party after a required notice period is submitted. On probation, the notice period is of 90 days and on confirmation the notice period is of 90 days.

If an employee resigns, entire applicable notice period is to be served. During the notice period, an employee must perform the duties as per the standards of the organization. Any adjustment of the

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In case, the organization may decide to terminate your services, an advance applicable written notice shall be given to you, or the payment of salary in lieu of notice period will be given.

During the notice period either due to resignation or due to separation by the organization, the Organization may advise you not to attend the work or undertake any duties related to your employment (if required).

In case of integrity issues, a notice period may be extended if a trial or investigation is happening internally or with the competent authorities. There may also be immediate termination of the services with no notice for an action falling under integrity and unethical practices.

While calculating the payment in lieu of notice period, the gross salary i.e., basic salary plus all other applicable allowance will be considered. However, your statutory bonus, PF Contribution, Gratuity will not be considered for the calculation of the gross salary.

Any change in your employment status, remuneration and/or terms and conditions of employment, other than those mentioned in this appointment letter or those that may become applicable by reason of any applicable policies of the organization, may be advised to you electronically through an email, and/or soft copies or by printed copies. Unless specifically responded by you contrary to the published information/communication within three days from such communication, your silent conduct shall be considered as your deemed acceptance of such changes.

One month salary will remain deposited with the organization as a security deposit which will be returned to you only during the separation after you have served the required notice period. This one-month salary accumulation happens with per month deduction from your salary up to 1 month salary amount.

You will essentially be required to undergo ethics training, if any. The organization's code of conduct policy is an integral part of the Organization's compliance program, adhering to which forms part of your responsibilities. Any violation of this code of ethics will result in disciplinary action against you including termination of your services without notice.

During the term of your employment with the organization, you will not engage in any employment or act in any way, which either conflicts with your duties and obligations to the organization or contrary to the policies or the interest of the organization.

The organization will periodically review your performance of the duties assigned to you to ascertain that your performance is within the expected standards. You accept that the decision of the organization with respect to your performance assessment standards will be final. Employees joining on or before 31st October of a fiscal year will be eligible for performance review and salary revision for that fiscal year. The salary revision will be on a pro-rata basis. Provided however that the employee shall not be entitled to salary revision as a matter of right. Revision of salary would be dependent on the financial position of the Organization for the time being and shall be entirely in the discretion of the organization.

You are expected to attend office as per the prescribed working hours, as decided by the organization and will be entitled to leave and public / national holidays in accordance with applicable law and as per Organization's internal leave policy.

You will be responsible for the safe keeping and return, in good condition and order, of all organization properties, which may be in your use, custody or charge.

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72-2

You must comply with the applicable organization policy on using emails, the internet, desktops, laptops or any other electronic gadgets.

Any book, document, circular, file, item or equipment or any other information of the organization which might be supplied to you in any form and medium in connection with your work shall always remain the property of the organization and shall be returned by you to the Organization upon your ceasing to be in the organization's employment. If you fail to do so, the organization may withhold payment of your dues, if any, and/or take such reasonable steps as may be called for to recover them from you. You will be responsible for all such items and shall immediately report loss of items, if any, in your possession to the organization for taking necessary action in this regard. Failure to do so will automatically entitle the organization to recover any loss amount from you.

You agree to conform to and comply with the organization's policies and such directions and orders as applicable and as may from time to time be given by the organization.

Notwithstanding anything mentioned in this Agreement, subject to a reasonable enquiry, the organization may terminate your employment, with immediate effect by a notice in writing (without salary in lieu of notice), in the event of your misconduct, including but not limited to, fraudulent, dishonest or undisciplined conduct of, or breach of integrity, or embezzlement, or misappropriation or misuse by you of the organization's property, or insubordination or failure to comply with the directions given to you by persons so authorized, or your insolvency or conviction for any offence involving moral turpitude, or breach by you of any terms of this Agreement or the Organization policies or other documents or directions of the organization, or irregularity in attendance, or your unauthorized absence from the place of work for more than 7 working days.

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

You shall not during the term of the Agreement and for a period of one (1) year from the termination of the Agreement, in any manner and in any capacity, either directly or indirectly solicit (or assist another in soliciting), hire, or entice, attempt to influence or otherwise induce or persuade (or assist another in advising, attempting to influence, or otherwise inducing or persuading) any employee of the organization.

We congratulate you on your appointment and wish you a long, successful, and rewarding career with us. Best Wishes

Authorized Signatory

Monika Dhariwal

Executive Director

Employee's Signature

Monika

Employee Name

Role (Teacher/Head Master/Coordinator)