

5.2.2 Placement of outgoing students during the last five years (2017-18, 2018-19, 2019-20, 2020-21, 2021-22)

Year	Name of student placed and contact details	Program graduated from	Name of the employer with contact details	Designation	Pay package at appointment
2017-2018	Shilpa	M.COM	Paisabazaar.com	Asstt. Sales Consultant	2.75 lac per annum
2017-2018	Ekta	M.COM	Paisabazaar.com	Asstt. Sales Consultant	2.75 lac per annum
2017-2018	Kavita Devi	M.COM	Paisabazaar.com	Asstt. Sales Consultant	2.75 lac per annum
2017-2018	Tripti Chugh	M.COM	Paisabazaar.com	Asstt. Sales Consultant	2.75 lac per annum
2017-2018	Mini Verma	M.COM	Paisabazaar.com	Asstt. Sales Consultant	2.75 lac per annum
2017-2018	Ankita	M.COM	Paisabazaar.com	Asstt. Sales Consultant	2.75 lac per annum
2017-2018	Manpreet Kaur	M.COM	Paisabazaar.com	Asstt. Sales Consultant	2.75 lac per annum
2017-2018	Shweta	M.COM	Paisabazaar.com	Asstt. Sales Consultant	2.75 lac per annum
2017-2018	Rhythem Gulati	M.COM	Paisabazaar.com	Asstt. Sales Consultant	2.75 lac per annum
2017-2018	Sonam Tayal	M.COM	Paisabazaar.com	Asstt. Sales Consultant	2.75 lac per annum
2017-2018	Anmol Sheoran	M.COM	State Bank of India	P.O.	Rs. 35150-1750 (9)-50900-EB-1750 (2)-54400-2000 (4)-62400.
2017-2018	Ravinder Kumar	M.COM	Haryana Police	Asstt. Professor	25,500-81,100, GP 2400
2017-2018	Parveen Kumar	M.COM	Haryana Police	Asstt. Professor	25,500-81,100, GP 2400
2017-2018	Vikram	M.COM	HPSC	Asstt. Professor	57700-182400
2017-2018	Mukesh	PH.D.	HPSC	Asstt. Professor	57700-182400
2017-2018	Bhawna	PH.D.	HPSC	Asstt. Professor	57700-182400
2017-2018	Namita	PH.D.	HPSC	Asstt. Professor	57700-182400
2017-2018	Chanchal Verma	M.PHIL.	HPSC	Asstt. Professor	57700-182400
2017-2018	Anuverta	M.PHIL.	HPSC	Asstt. Professor	57700-182400
2017-2018	Sunil	M.PHIL.	HPSC	Asstt. Professor	57700-182400
2017-2018	Ganesh Das	PH.D.	HPSC	Asstt. Professor	57700-182400
2017-2018	Sushil Kumar	PH.D.	HPSC	Asstt. Professor	57700-182400
2017-2018	Komal	M.COM	HPSC	Asstt. Professor	57700-182400
2017-2018	Preeti Chabra	M.COM	HPSC	Asstt. Professor	57700-182400
2017-2018	Ram Niwas	M.PHIL.	HPSC	Asstt. Professor	57700-182400
2017-2018	Ram Gopal	M.PHIL.	HPSC	Asstt. Professor	57700-182400
2017-2018	Gurmeet	M.PHIL.	HPSC	Asstt. Professor	57700-182400
2017-2018	Ritesh	M.PHIL.	HPSC	Asstt. Professor	57700-182400
2017-2018	Deepak	M.PHIL.	HPSC	Asstt. Professor	57700-182400


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2017-2018	Hakikat	M.PHIL.	HPSC	Asstt. Professor	57700-182400
2017-2018	Karamjit Kaur	PH.D.	HPSC	Asstt. Professor	57700-182400
2017-2018	Kiratpal	M.COM	HPSC	Asstt. Professor	57700-182400
2017-2018	Maninder	M.COM	HPSC	Asstt. Professor	57700-182400
2017-2018	Parminder	M.PHIL.	HPSC	Asstt. Professor	57700-182400
2017-2018	Pradeep	M.COM	HPSC	Asstt. Professor	57700-182400
2017-2018	Ashu Garg	M.COM	HPSC	Asstt. Professor	57700-182400
2017-2018	Manita	M.PHIL.	HPSC	Asstt. Professor	57700-182400
2017-2018	Dinesh	M.PHIL.	HPSC	Asstt. Professor	57700-182400
2017-2018	Pradeep Kumar	M.PHIL.	HPSC	Asstt. Professor	57700-182400
2018-19					
2018-2019	Shivam Sharma	M.COM	Policybazaar.com	Sales Consultant	2.85 lac per annum
2018-2019	Abhipriya Gupta	M.COM	Policybazaar.com	Sales Consultant	2.85 lac per annum
2018-2019	Jaya Khandelwal	M.COM	Policybazaar.com	Sales Consultant	2.85 lac per annum
2018-2019	Sarika Yadav	M.COM	Policybazaar.com	Sales Consultant	2.85 lac per annum
2018-2019	Nishu	M.COM	Policybazaar.com	Sales Consultant	2.85 lac per annum
2018-2019	Anju	M.COM	Policybazaar.com	Sales Consultant	2.85 lac per annum
2018-2019	Kirti	M.COM	Policybazaar.com	Sales Consultant	2.85 lac per annum
2018-2019	Tamanna	M.COM	Policybazaar.com	Sales Consultant	2.85 lac per annum
2018-2019	Ravi	M.COM	Haryana Police		25,500-81,100, GP 2400
2018-2019	Punjab Singh	M.COM	Haryana Police		25,500-81,100, GP 2400
2018-2019	Sourabh	M.COM	State Bank of India	PO	Rs. 35150-1750 (9)-50900-EB-1750 (2)-54400-2000 (4)-62400.
2018-2019	Amod Kumar	M.COM	HSSC		
2019-20					
2019-2020	Tamanna	M.COM		Axis Bank (campus placement)	3.25 lac per annum
2019-2020	Shivani	M.COM		Axis Bank (campus placement)	3.25 lac per annum
2020-21					
2020-2021	Deepak	M.COM		HP Cotton Pvt. Ltd.	3.48 lac per annum
2020-2021	Manjeet	M.COM		HP Cotton Pvt. Ltd.	3.48 lac per annum
2021-22					
2021-2022	Akanksha	M.COM	Federal Bank	Probationary Officer	12 lac per annum


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HR TAD/B/PR-41143/OFP-763/2022-23

04 October 2022

Hearty Welcome!



Dear Akanksha ,

It gives us immense pleasure to formally welcome you to be a part of this great institution, which has grown tremendously over the years and looking forward to conquer new heights in the years to come. We are sure that you would definitely want to build an enduring relationship with this institution, which will in turn offer you exciting and challenging career opportunities to grow and develop yourself.

We have made necessary arrangements for your smooth induction into our system. In case you need any clarifications or support from our end, please feel free to contact us at **postings@federalbank.co.in**.

The details of the offer of appointment made to you are annexed to this letter.

Wishing you all success,

Yours Sincerely,

A handwritten signature in blue ink, appearing to be 'John P J', with a long horizontal stroke extending to the right.

John P J
Senior Vice President (HR)

To

Ms. Akanksha
A-3
Neel Nagar
Nilokheri
Karnal, Haryana-132117

Offer of appointment to Ms. Akanksha as Probationary Officer in Scale I

You have been selected for appointment in the Bank as Probationary Officer in Junior Management Grade in Scale I on the basis of your performance in the Campus selection process.

Place of Posting/ Date of Joining

Your initial place of posting will be at Branch/Office: **New Delhi / Karol Bagh** situated at 1001, Faiz Road, Arya Samaj Road Crossing, Karol Bagh, Delhi, New Delhi-110 005. You will have to join Branch/Office: New Delhi / Karol Bagh on 31/10/2022 after completion of the online orientation programme. The appointment will be effective from the date of joining the Branch/Office.

Pre Induction e-Learning & Orientation programme

As part of continuous learning approach, Bank will be conducting a pre-induction self-learning programme which will help you to understand basic banking functions and concepts. Completing this e-learning programme is a pre-requisite for joining the Induction/Orientation programme, details of which will be intimated to you in due course by Federal Knowledge & Development Centre (FKDC).

Subsequent to this, you will have to enroll for a four day online Induction/Orientation programme conducted by Federal Knowledge & Development Centre (FKDC) starting from 25/10/2022 to 28/10/2022. The Orientation programme will be an instructor-led live online training programme, with sessions scheduled between 9.30 am and 6 pm on all the 4 days. You should be ready with a personal desktop computer/laptop/tablet with high speed data connectivity to attend the same. Further details will be intimated to you in due course by Federal Knowledge & Development Centre (FKDC). Successful completion of the online Induction/Orientation programme, by way of attendance in all sessions, satisfactory level of engagement/performance, is a pre-requisite for joining the Bank.

Remuneration

You will be on a pay scale of ₹ 36000-1490 /7-46430-1740 /2-49910-1990 /7-63840 as applicable to Officers in Scale I of the Bank. The total monthly emoluments eligible to be received by an Officer in Scale I with Basic Pay ₹ 36000/- at Aluva would be as follows:

Particulars	Amount (Rs.)
Basic Pay	36000.00
Special Allowance	5904.00
Dearness Allowance	15649.97
HRA (Leased Accommodation)	15150.00
Learning Allowance	600.00
City Compensatory Allowance/Location Allowance	1400.00
Total	74703.97

- Amount of leased accommodation will vary according to the place of posting. Those who are not availing the leased accommodation/quarters facility are eligible for HRA at the rate of 7% to 9% of Basic Pay depending upon the place of posting.
- City Compensatory Allowance (CCA)/Location allowance would be payable at specified centres and would change depending upon the place of posting. Detailed monthly emoluments /allowances is annexed.

During the period of probation/on confirmation in service, you will also be eligible for the facility of fixed conveyance allowance or cost of fuel on declaration, reimbursement of hospitalisation expenses, medical aid, reimbursement of entertainment expenses, reimbursement of cost of cleansing materials, closing allowance, Digital Promotion allowance, reimbursement of cost of brief case / office bag (on confirmation), reimbursement of cost of newspapers (after completion of one year of probation), reimbursement of cost of visiting cards (on confirmation), club allowance (on confirmation), reimbursement of mobile phone bills (after completion of one year of probation), leave travel concession, transfer compensation, privilege leave, sick leave, casual leave, sabbatical

leave etc., subject to the rules in force and as amended, altered or added from time to time. On confirmation and on completion of stipulated period of service, you would also be eligible for various staff loans prevailing in the Bank, including housing loan, vehicle loan, Interest free furniture loan, computer loan, overdraft, demand loan, Interest free festival advance, etc., subject to the rules in force and as amended, altered or added from time to time.

Learning Plan for Probationers

During the probation period, you will be enrolled for an Internal Certification program consisting of E-learning modules, Webinar training and Periodic Assessment Tests (PATs). The detailed learning schedule, passing scores, and associated timelines will be intimated in due course by HR-Talent Development & Training Division. Your confirmation in the service of the Bank will be subject to timely and successful completion of the Internal Certification program, besides your performance ratings. Delays/failure to complete the learning schedule within specified timelines, will result in your probation getting extended. Probationers who complete the Internal Certification program within timelines, secure high performance ratings, and those who are able to secure approved external certifications during the probation period, as specified by the Bank/RBI, will be confirmed in the services of the Bank ahead of the normal probation period.

Probation/ Confirmation

Your appointment will be on probation for a period of two years. The period of probation will be counted for calculating the period of permanent service and for the purpose of granting increments. The period of probation is liable to be extended, if the Officer has not satisfactorily completed the initial period of probation.

During the period of probation, if your work, health, conduct or efficiency is found not satisfactory, your service is liable to be terminated at any time giving you one month notice or by paying one month's pay and allowances in lieu of notice. During the period of probation, you are not expected to involve directly or indirectly in the activities of any trade union of Officer/non- Officer Staff of the Bank or of any other Bank or of other organization.

Joining formalities

At the time of joining the Branch/Office, you will have to submit the following papers/ certificates/ documents:

- a. Originals of SSC/SSLC/Matriculation Book/Certificate, final certificates of Graduation, final certificate and semesters / yearly marklists of Post Graduation (Qualifying Examination).The candidate should also submit the document substantiating the conversion of credit based (CGPA) system into equivalent percentage for their Post Graduate and Graduate course (if applicable) at the time of joining the Bank. These certificates (Secondary Marklist, Secondary Passing Certificate, Graduation and Post Graduation Certificate) will be kept under the custody of the Bank and will be released to the candidate on completion of 2 years of service in the Bank.
- b. Originals of all the documents, certificates and marklists of all semester examinations/ yearly examinations evidencing date of birth (Secondary Certificate) and academic/ professional qualification should be uploaded in the Fed Recruit mobile application. In case the result of any of the previous semesters/years or final semester/year examination is not published at the time of joining the Bank, a certificate to the effect that you had completed the course study and attended all the semester examinations is to be produced from the College/University at the time of joining the Bank (also should be uploaded in Fed Recruit mobile application).
- c. Statement about your medical history and a certificate of fitness for employment in the Bank, from a Doctor not below the rank of Civil Surgeon/ Chief Medical Officer of a Government Hospital, in the Bank's format (Click here to download the format:<https://bit.ly/3dUGJd6>). Medical certificate from Private Hospitals will not be accepted. You are required to produce all the medical reports, lab reports, ECG etc along with medical

fitness certificate.

- d. Satisfactory discharge certificate and experience certificate from the previous employer/s, if any.
- e. A certificate about your character/conduct recently issued (within 6 months) by the Principal of the College/Institute last attended by you. Alternatively, two character certificates recently issued by Gazetted Officers/ respected persons.
- f. A declaration of fidelity & secrecy, a declaration of place of domicile and a statement of assets and liabilities, as per the format (Click here to download the format <https://bit.ly/2C2Tzsx>) .Hard copy of the documents should be submitted on the joining day.
- g. One copy of your latest passport size photograph.
- h. Self attested copies of any two of (i) PAN Card (ii) Voter's ID (iii) Aadhar Card (iv) Passport and (v) Driving License(Originals needs to be produced for verification).
- i. Certificate of completion of pre-induction training programme.
- j. As part of on-boarding process, you should submit all the necessary documents through Fed Recruit mobile application as and when you are instructed to do so.

It shall be distinctly understood that this offer of appointment is subject to your medical fitness for employment in the Bank, satisfactory background check and submission of the certificates/documents as stipulated above, to the satisfaction of the Bank. The medical reports/fitness certificate submitted by you are liable to be re-examined/scrutinized by Bank's Doctor and your appointment in the Bank will be subject to your medical fitness for employment in the Bank as assessed by the Bank's Doctor. You are required to undergo physical medical examination by Bank's Doctor, in case the Doctor insists for a detailed medical examination, after analyzing the medical reports submitted by you. At any stage, if you are found not satisfying the eligibility norms, your candidature is liable to be cancelled without notice. Also be understood that any misrepresentation/hiding of facts in the application/personal data/any other documents/certificates is sufficient cause for termination of your service, without notice and compensation.

The offer of appointment is subject to your fulfillment of eligibility criteria stipulated by the Bank for being appointed in the Bank as Probationary Officer under campus recruitment. You are required to submit originals & copies of the marklists/certificates of all the previous years/semesters examinations at the time of joining the Bank proving that you had passed all the previous year/semester examinations at the time of campus interview and all the papers pertaining to the subsequent semester(s) should be cleared along with the result of the final year/semester examination (final year/semester examination should be cleared in the first chance itself). In case the result of any of the semester examinations/final examination is published after the campus interview, but prior to joining the Bank, you are required to submit all the semester marklists, certificates, provisional certificate etc of such examinations at the time of joining the Bank in proof of having passed the examinations with required percentage of marks along with the result of the final year/semester examination failing which, you will not be permitted to join the Bank. In case the result of any of the previous semesters/years or final semester/year examination is not published at the time of joining the Bank, a certificate to the effect that you had completed the course study and attended all the semester examinations is to be produced from the College/University at the time of joining the Bank

In your case, the minimum eligibility criteria in respect of educational qualification for being appointed in the Bank as Probationary Officer through campus recruitment is a Post-Graduation with minimum 60% marks. The minimum eligibility of 60% (for UG & PG courses) will be assessed based on the prevailing practice followed by the University/Institution. You have to submit the percentage equivalence certificate in case your University/Institution follows grading system. Also you should have passed SSC or equivalent exam, plus 2 or equivalent exam and graduation with 60% marks. In case the result of final year/semester examination is not published, you will have to

submit the certificates and marklists in proof of having passed the final year/semester examination, attempted in the first chance, with required percentage of marks within a maximum period of 5 months from the date of joining the Bank in conformity with the minimum eligibility criteria in respect of educational qualification as stipulated by the Bank, failing which you are liable to be removed from the services of the Bank without any notice or communication, treating the appointment as cancelled. However, in case of willful default in submission of certificates/ marklists within the above stipulated period, even after publication of result of the qualifying examination, your service is liable to be terminated and you are liable to remit the compensation amount / notice pay.

Other Benefits

You will be required to enroll yourself as a member of The Federal Bank Officers' Medical Welfare Fund from the date of joining the Bank and deduction to the Fund at applicable rate will be made from your salary, as per the rules prevailing in the Bank at present and as amended, altered or added from time to time.

You shall contribute to the Welfare Scheme (Diya) to support the family of deceased employees of the Bank, from the date of joining the Bank and contributions to the Scheme at applicable rate will be made from your salary, as per rules prevailing in the Bank at present and as duly amended, altered or added from time to time.

You will be covered under the "Defined Contributory" Pension Scheme as applicable for the Bank employees in line with the National Pension System.

You will be enrolled as a member of the Group Term Assurance Plan from the date of next annual renewal of the Policy by the Bank. The eligibility for enrollment in the Scheme will be subject to the terms, conditions, exceptions etc; as applicable under Group Term Assurance Plan at that time and as amended, altered or added from time to time.

On confirmation in Bank's service, you will be entitled to all other privileges enjoyed by other permanent members of Officers' cadre. You will be bound by all the conditions of service as applicable to Officers of the Bank as amended, altered or added from time to time. You will be subject to all the liabilities cast upon other permanent members of Officers' cadre.

Resignation

If you are desirous of resigning from the service during the period of probation, you should give three months' notice in writing to the Bank or you would be liable to pay to the Bank three months' pay and allowances in lieu of notice, at the sole discretion of the Bank. In addition to this, you should pay an amount of ₹ 50,000/- as compensation, if such resignation is within 2 years of service in the Bank. If you are desirous of resigning from the service after confirmation in the service of the Bank, you should give three month's notice in writing to the Bank or you would be liable to pay to the Bank three month's pay and allowances in lieu of notice, at the sole discretion of the Bank.

You are also required to pay an amount of ₹ 50,000/- as compensation amount and applicable notice pay as stated above to the Bank, if you ceased to be in the service of the Bank consequent to termination of service within 2 years of service. You are required to execute an agreement in stamp paper (which will be made available by the Bank) of appropriate value at the time of joining the Bank agreeing to the above terms and conditions of the appointment in respect of compensation amount /notice pay etc.

The compensation amount of ₹ 50,000/- mentioned above is the fair value of the minimum cost that will be incurred by the Bank if an employee quits the Bank before the stipulated minimum period of service.

General

You are liable to be transferred during the period of probation and also thereafter, as found expedient by the Bank at any time to any of the existing Branches/Offices in India or abroad or Subsidiaries or to the new Branches/Offices/

Subsidiaries of the Bank to be opened in future.

As per the administrative requirements, Bank may allot any duties to you from time to time and your designation will accordingly be changed depending upon the nature of work. You are advised to adhere to the acceptable levels of decorum at workplace even during the online Induction/Orientation programme by way of presentable attire [business casual, smart casual, business attire] and professional etiquettes representing the image and reputation of the Bank.

You will be eligible for actual travelling expenses (subject to a maximum of 02nd AC Train fare) from your place of domicile to the place of posting.



John P J
Senior Vice President (HR)

I, Akanksha , accept and confirm the above terms and conditions.

Place:

Date: 06 October 2022

(Signature of the Candidate)



Annexure

Compensation Particular	Monthly	Annual
Basic Pay	36000.00	432000.00
Special Allowance	5904.00	70848.00
Dearness Allowance	15649.97	187799.67
HRA (Leased Accommodation)	15150.00	181800.00
Learning Allowance	600.00	7200.00
City Compensatory Allowance/Location Allowance	1400.00	16800.00
Gross Salary (Monthly)	74703.97	896447.67
Allowances (Monthly)		
Cleansing Allowance	1000.00	12000.00
Fuel Reimbursement(Four Wheeler)	8400.00	100800.00
Entertainment Expenses	2250.00	27000.00
Gross Allowances (Monthly)	11650.00	139800.00
Allowances (Annual)		
Medical Aid	-	10300.00
Vehicle Maintenance Allowance	-	3700.00
Digital Promotion	-	2200.00
Closing Allowance	-	2600.00
Leave Encashment (Annual)	-	10405.66
Gross Allowances (Annual)	-	29205.66
Total Fixed Pay	88787.78	1065453.34
Others		
Leave Encashment (30 days, once in 4 years)	-	15608.49
LFC (Once in 4 years)	-	8664.00
Employers Contribution to NPS (Monthly)	6895.73	82748.74
Exgratia*	-	39500.00
Annual CTC	100997.88	1211974.56

*Will vary according to the profit position of the Bank.

@ Leased accommodation amount will be credited to Lessor's account only (leased accommodation eligibility ranges from ₹8750/- to ₹ 26450/- depending upon the place of posting. At Aluva it is ₹ 15150/-)

You will be eligible for monthly Conveyance (Fuel Reimbursement) allowance as follows;

a) 80 litres of petrol/diesel for four-wheeler vehicle registered in your name and used by you at your workplace

OR

b) 50 litres of petrol for two- wheeler vehicle registered in your name and used by you at your workplace

OR

c) Fixed conveyance of ₹ 3000/-

Other Allowances

Cost of brief case / office bag (on confirmation)- ₹ 4500/- (once in 3 years)

Reimbursement of cost of newspapers - ₹ 525 p.m (after completion of one year of probation)

Reimbursement of mobile phone bills - ₹ 1000 p.m (after completion of one year of probation)

