

## Background Verification Report

Case Background Profile			
Name of Subject	Ishwar Lal Sahu		
Client	Doledge India (OPC) Pvt Ltd		
Date of Initiation	21-Sep-2024	Date of Report	7-Oct-2024
Process	Standard	Client Reference	Dol-130
Case Reference	DOL-5190	Date of Joining	21-Sep-2024
Level of check	Standard	Color code	<b>GREEN</b>

### Executive Summary

Employment Check	KJS Cement (I) Limited, Madhya Pradesh	<b>Verified</b>	Annexure 1
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### Severity Grid

Result Definitions :-	
<b>RED</b> Major Discrepancy	<b>GREEN</b> All Verified
<b>AMBER</b> Inaccessible for verification / Unable to verify/ Additional Information/Documents required.	

Information in this report may only be used to verify statements made by an individual for employment purposes. The depth of information available varies. Although every effort has been made to assure accuracy foxivision Information cannot act as the guarantor of the information's accuracy or completeness. Final verification of an individual's identity and proper use of report contents are the user's responsibility. It is the user's responsibility to use these consumer reports fairly. foxivision is not responsible for employment decisions based on the information provided.

## Annexure 1

### Employment Check

KJS Cement (I) Limited, Madhya Pradesh		
Details	Profile Provided Information	Entity Provided Information
<b>Name of the Organization</b>	KJS Cement (I) Limited, Madhya Pradesh	Verified
<b>CIN</b>	U74899DL1983PLC015722	Verified
<b>Employment Period</b>	February 12, 2024 to Kindly Confirm	Still Working
<b>Designation</b>	General Manager	Verified
<b>Employee Code</b>	Not Mentioned	11000191
<b>CTC</b>	Kindly Confirm	25LPA
<b>Reasons for Leaving</b>	Not Mentioned	Career Growth
<b>Subject's eligibility for rehire</b>	Not Mentioned	Yes
<b>Full &amp; Final Formalities</b>	Not Mentioned	Still Working
<b>Any Disciplinary/ Performance Issues</b>	Not Mentioned	No
<b>Response from referee</b>	Copy of written confirmation is attached with supporting documents.	--
<b>Other Comment</b>	All the information verified by the HR and found correct. Hence, Employment Verification Report is being forwarded as Clear.	--
<b>Date Of Verification</b>	25-Sep-2024	--
<b>Referee Name and Details</b>	Vivek Mishra, HR Department, 7389945402, vivek.mishra@kjscement.com	--
<b>Verified By</b>	HR Department	

25/09/2024, 17:18

RE: Employment Verification of Ishwar Lal Sahu - Dhivya Bharathi - Outlook

 Outlook

**RE: Employment Verification of Ishwar Lal Sahu**

**From** vivek.mishra <vivek.mishra@kjscement.com>  
**Date** Wed 9/25/2024 12:40 PM  
**To** Dhivya Bharathi <dhivya.bharathi@foxivision.com>  
**Cc** EMPLOYMENT VERIFICATION <employmentverification@foxivision.com>

**Caution!** This email is from an external source. Avoid clicking links or opening attachments unless the sender is known or trusted.

Dear Dhivya

Please find below details of Mr.Ishwar Sahu.

**Vivek Mishra**  
HR Department  
Mobile : 7389945402  
Ext : 294  
Mail Id - [vivek.mishra@kjscement.com](mailto:vivek.mishra@kjscement.com)  
KJS Cement (I) Limited  
Raj Nagar N.H.7 , Vill- Amilia  
P.O.- Maihar , Distt - Maihar ( M.P.) 485771



**From:** Dhivya Bharathi <dhivya.bharathi@foxivision.com>  
**Sent:** 25 September 2024 11:39  
**To:** manish.singh <manish.singh@kjscement.com>; sakshi.gaur@kjscement.com; vivek.mishra <vivek.mishra@kjscement.com>  
**Cc:** EMPLOYMENT VERIFICATION <employmentverification@foxivision.com>  
**Subject:** Employment Verification of Ishwar Lal Sahu

Dear HR Team,

**Mr. Ishwar Lal Sahu** has applied for employment and he listed your company as part of their employment history. We respectfully request your assistance for checking some of the details that were provided by the candidate on job application form.

Kindly, fill in the HR Feedback Column and help us completing the Employment Check process.

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25/09/2024, 17:18

RE: Employment Verification of Ishwar Lal Sahu - Dhivya Bharathi - Outlook

Particular	Candidate Claims	HR Feedback
Name of the Employee	Mr. Ishwar Lal Sahu	Correct
Name of the company	KJS Cement (I) Limited	Correct
Employee Code	Not Mentioned	11000191
Period of Employment	February 12, 2024 to Kindly Confirm	Still Working
Designation	General Manager	Correct
Last Drawn Salary (Annual CTC)	Kindly Confirm	25LPA
Reporting Manager	Not Mentioned	CEO
Reason for Leaving	Not Mentioned	Career Growth
Performance at work	Not Mentioned	Very Good
Duties & Responsibilities	Not Mentioned	Head QC Department
Eligibility for Rehire	Yes/No	Yes
If No, then (Please Provide the Reason)	As per the Company Policy Any other Reason	
Any Integrity/ Disciplinary Issues (if any)		
Misappropriation of Fund	Details Required	No
Harassment of any kind		
Data Integrity		
Exit formalities Completed	Yes/No	Still Working
If No, then (Please Provide the Reason)	Pending from Employer's End Pending from Employee's End (Dues pending)	
Are the Attached Documents Genuine? (If No, please specify the reason – for e.g. is the document forged, manipulated or any other reason)	Please Specify ( All Documents Correct )	
Respondent Details	Designation - Manager -HR	Vivek Mishra

Regards,  
S.Dhivyabharathi  
Senior Associate- BGV

FOXIVISION SCREENING SERVICES PVT. LTD.

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25/09/2024, 17:18

RE: Employment Verification of Ishwar Lal Sahu - Dhivya Bharathi - Outlook



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KJS Cement, Satna, India

KJSC(I)L: HRD: APP: 2024: 11000191

Date: 12.02.2024

**PRIVATE & CONFIDENTIAL**

ISHWAR LAL SAHU

Vill: Sahaspur, Post: Tarighat, Via-Fingeshwar  
The: Rajim, Distt: Gariyaband (CG)  
493992



**Sub: Appointment Letter**

Dear Mr. Sahu,

With reference to our discussions, we are pleased to appoint you as "General Manager" in our "QC" function at KJS Cement (I) LTD, Maihar, Satna (M.P.) on the following terms and conditions:-

1. You will be paid a Basic salary of ₹. 69571 /- (₹. Sixty nine thousand five hundred seventy one only) per month. In addition to your Basic Pay, you will be entitled to the perquisites & Special Allowances listed in **Annexure-I**.

1.1 The perquisites applicable to your Grade are subject to alteration and amendment, and you will be entitled to the same as per the rules of the company.

2. Your increment and promotions will be made on the basis of merit and will be at the sole discretion of the company.

3. Your appointment takes effect from **12.02.2024**.

3.1 You will be on Probation for a period of Six Months from the date of your joining. Your services will be confirmed in writing on successful completion of said probation period. Unless confirmed in writing, you will be deemed as probationer after the expiry of the initial or extended period of probation. Your services are liable to be terminated without any notice or salary in lieu thereof during the initial or extended period of probation. However, in case you submit resignation during the period of Probation, then notice period as mentioned in this Appointment letter shall be applicable.

3.2 Your services can be terminated by giving notice of three months or payment of salary (basic) in lieu thereof on either side. However in the event of your resignation company in its sole discretion will have an option to accept the same and relieve you prior to completion of the stipulated notice period of three months, without any pay in lieu of the notice period.

3.3 In case of notice pay (salary in lieu of notice) is payable by either party under point 3.2 above, the notice pay shall mean the basic salary only and shall not include the cash equivalent of any perquisites.

3.4 In case of notice, if any has been reimbursed to you (defray deduction of notice pay by your previous employer at the time of joining, owing to shortfall in notice period caused due to urgency in joining the company), you will be required to refund the entire amount so reimbursed to you, in case you resign/terminate from the services of the company within three years of your joining.

3.5 However, in case of breach of disciplinary rules of the company or misconduct, your services may be terminable with immediate effect. In such event, it would not be necessary for the company to give you any notice whatsoever.

[Contd...2]

**KJS CEMENT (I) LIMITED**

CIN - U74899DL1983PLC015722

Works: Rajnagar, Rewa Road, Maihar, Distt.-Satna, M.P.-485 771

Registered Office: B-57 Paschimi Marg, Vasant Vihar, New Delhi-110057

Tel: 07672-239311, Fax: 07672-239311, Email : info@kjscement.com, Web.: www.kjscement.com

**KJS CEMENT (I) LTD.**

**ISHWAR LAL SAHU**

**[Contd. Sheet]**

4. Though your initial posting will be at **Mailhar, Satna (MP)**, you will be subject to transfer to any other location in India at the absolute discretion of the company, depending upon the exigencies of business. On such transfer you will be governed by the rules and regulations, working hours, perquisites, allowances, facilities and such other conditions of employment, as applicable at the place of transfer, and as may be amended from time to time.

5. Your continuance in service with the company is subject to your remaining physically and mentally fit. You will submit yourself to medical examination as per the direction of the management.

5.1 You will retire from the service of the company on the attaining superannuation age of 60 years or earlier if you found unfit.

6. You are expected to promote and expand the business of the company and not directly or indirectly and either solely or jointly be engaged in any service or other business or profession whether during or after the hours of employment without written sanction from the company.

7. In case of employment with the company, virtue of the position held by you, you may acquire knowledge/ information regarding the company's secret processes, methods of manufacture, business practices etc. such secret knowledge/information, however obtained by you, shall not be disclosed or allowed to be disclosed the term of your service with the company or thereafter, make available or accessible such knowledge/information to any other party, directly or indirectly.

8. During your services with the company, you will be governed by the rules and regulations in respect to conduct and discipline, retirement and other matters as may be framed by the company from time to time.

9. You are expected to be always alive to the responsibilities and duties attached to an appointment to the "Management Team" and should conduct yourself accordingly. You shall exercise high integrity in all activities and shall not engage in any action that interferes with the best interests of the company. This includes any situation involving a conflict of interest (especially financial interest), which could affect the company's reputation, competitive position, future growth or financial standing. You shall conduct yourself with utmost discretion.

10. As per certificates submitted by you and records by us your date of birth **13.01.1972**.

Any variation of the above terms & conditions will not be valid unless expressly made in writing. Please sign and return the duplicate copy of this letter of appointment (initialing each page including Annexure-I), in token of your having accepted the above terms and conditions.

Thanking you,  
**Yours faithfully,**  
For, **KJS Cement (I) Limited,**

  
**Manish Prasad**  
General Manager (HR & IR)

**Encl: Annexure-I**

*I have read and understand the terms and conditions of the appointment letter and accept the same without any reservation and undertake to abide by them. In token of my acceptance, I have signed on the duplicate of this letter of appointment.*

Date:

Signature .....

Place:

Name .....



KJSCL/HR/Rect./230/2024

Date: 07.02.2024

Ishwar Lal Sahu  
Ultratech Rawan cement  
Dist- Baloda Bazar  
Chhattisgarh

**OFFER LETTER**

Dear Sir,

This has reference to your application and subsequent interview you had with us we are pleased to appoint you in our company as "**GM -Quality Control**" on the terms and conditions mutually agreed upon during the interview.

The appointment letter envisaging detailed terms and conditions, as agreed upon, will be issued to you on your joining.

You are required to join your duties at our Plant situated at **Maihar** on or **before 15.02.2024** failing which the offer will stand as cancelled and withdrawn.

You are required to submit the following documents at the time of joining on trial period and the original of which shall be returned to you immediately after verification

1. Four colored passport size photographs.
2. Educational / Qualification Certificates from Secondary onwards.
3. Appointment/Relieving letter and Service Certificate of your previous employer/s. If any,
4. Photo copy of PAN card/ Aadhar Card/ Medical Certificate of fitness

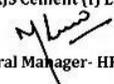
**Please sign and return to us one copy of this letter immediately, in token of your acceptance of the offer.**

**We welcome you to join our KJS family and wish you a bright future with us.**

**Please do contact our HR Department (Contact No: 09691777770) to complete necessary formalities of your joining.**

Thanking you,

For KJS Cement (I) Limited

  
General Manager- HR\_P&A

**KJS Cement (I) Limited**

CIN - U74899DL1983PLC015722

Registered Office:-B-57 Paschimi Marg, Vasant Vihar, New Delhi - 110057

Works:- N.H.7, Rewa Road, Raj Nagar, Village-Amilia-Lakhwar, Tehsil-Maihar, Distt - Satna, Madhya Pradesh - 485771  
Telephone No.-07672-239900, Fax No.-07672-239311

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