

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	GREEN

Executive Summary

Employment - 2 Check	UltraTech Cement Limited (Rawan Cement Works), Mumbai	Verified	Annexure 1
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Severity Grid

Result Definitions :-	
RED Major Discrepancy	GREEN All Verified
AMBER 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 - 2 Check

UltraTech Cement Limited (Rawan Cement Works), Mumbai		
Details	Profile Provided Information	Entity Provided Information
Name of the Organization	UltraTech Cement Limited (Rawan Cement Works), Mumbai	Verified
CIN	L26940MH2000PLC128420	Verified
Employment Period	May 15, 2010 to January 26, 2024	Verified
Designation	Assistant Vice President	Verified
Employee Code	067063	Verified
CTC	Net Pay INR 98,681 Per Month/-	Verified
Reasons for Leaving	Not Mentioned	Personal Reason
Subject's eligibility for rehire	Not Mentioned	No, Company Policy
Full & Final Formalities	Not Mentioned	Yes
Any Disciplinary/ Performance Issues	Not Mentioned	Not Disclosed
Response from referee	Copy of written confirmation is attached with supporting documents.	--
Other Comment	All the information verified by the HR and found correct. Hence, Employment Verification Report is being forwarded as Clear.	--
Date Of Verification	05-Oct-2024	--
Referee Name and Details	Khare, Senior Manager, vinod.khare@adityabirla.com	--
Verified By	Senior Manager	

05/10/2024, 16:55

Mail - Dhivya Bharathi - Outlook

 Outlook

FW: Employment Verification of Ishwar Lal Sahu

From Vinod Khare <Vinod.Khare@adityabirla.com>
Date Sat 10/5/2024 3:32 PM
To Dhivya Bharathi <dhivya.bharathi@foxivision.com>
Cc EMPLOYMENT VERIFICATION <employmentverification@foxivision.com>; Love Kush Kashyap FOX I VISION <lovekush.kashyap@foxivision.com>; Sudhindra Panda <sudhindra.panda@adityabirla.com>

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

Hi,
Please find appended details:

Particular	Candidate Claims	HR Feedback
Name of the Employee	Mr. Ishwar Lal Sahu	Mr. Ishwar Lal Sahu
Name of the company	UltraTech Cement Limited (Rawan Cement Works)	UltraTech Cement Limited (Rawan Cement Works)
Employee Code	067063	067063
Period of Employment	May 15, 2010 to January 26, 2024	May 15, 2010 to January 26, 2024
Designation	Assistant Vice President	Assistant Vice President
Last Drawn Salary (Annual CTC)	Net Pay INR 98,681 Per Month/-	Rs. 98,681/- Per Month.
Reporting Manager	Not Mentioned	Rajesh Sankar (Unit Head)
Reason for Leaving	Not Mentioned	Personal Reason
Performance at work	Not Mentioned	Ok
Duties & Responsibilities	Not Mentioned	DH Quality
Eligibility for Rehire	Yes/No	No
If No, then (Please Provide the Reason)	As per the Company Policy Any other Reason	Company Policy -
Any Integrity/ Disciplinary Issues (if any)		
Misappropriation of Fund	Details Required	NA
Harassment of any kind		
Data Integrity		
Exit formalities Completed	Yes/No	Yes
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)	Attached documents are genuine	
Respondent Details	Designation -	Senior Manager

Regards
Khare

From: Dhivya Bharathi <dhivya.bharathi@foxivision.com>
Sent: 05 October 2024 12:13
To: Vinod Khare <Vinod.Khare@adityabirla.com>
Cc: EMPLOYMENT VERIFICATION <employmentverification@foxivision.com>; Love Kush Kashyap FOX I VISION

<https://outlook.office365.com/mail/id/AAQkAGFKYWQ4NGFILTRjOTgtINDJkNC04NTAxLTQ1ZmZIMDRmY2M2OQAQAHEe7mc7gCVOsDci99WY...> 1/3

05/10/2024, 16:55

Mail - Dhivya Bharathi - Outlook

<lovekush.kashyap@foxivision.com>

Subject: Employment Verification of Ishwar Lal Sahu

You don't often get email from dhivya.bharathi@foxivision.com. [Learn why this is important](#)
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.

Particular	Candidate Claims	HR Feedback
Name of the Employee	Mr. Ishwar Lal Sahu	
Name of the company	UltraTech Cement Limited (Rawan Cement Works)	
Employee Code	067063	
Period of Employment	May 15, 2010 to January 26, 2024	
Designation	Assistant Vice President	
Last Drawn Salary (Annual CTC)	Net Pay INR 98,681 Per Month/-	
Reporting Manager	Not Mentioned	
Reason for Leaving	Not Mentioned	
Performance at work	Not Mentioned	
Duties & Responsibilities	Not Mentioned	
Eligibility for Rehire	Yes/No	
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	
Harassment of any kind		
Data Integrity		
Exit formalities Completed	Yes/No	
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	
Respondent Details	Designation -	

Regards,
S.Dhivyabharathi
Senior Associate- BGV

<https://outlook.office365.com/mail/id/AAQkAGFKYWQ4NGFILTRjOTgINDJkNC04NTAxLTQ1ZmZIMDRmY2M2OQAQAHEe7mc7gCVOsDci99WY...> 2/3

05/10/2024, 16:55

Mail - Dhivya Bharathi - Outlook

FOXIVISION SCREENING SERVICES PVT. LTD.

dhivya.bharathi@foxivision.com

+91-8015790405

www.foxivision.com

C-107 Plot-B, UG Floor Naraina Industrial Area Phase - 1, New Delhi 110028



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05/10/2024, 16:55

Mail - Dhivya Bharathi - Outlook

 Outlook

Re: Employment Verification of Ishwar Lal Sahu

From Dhivya Bharathi <dhivya.bharathi@foxivision.com>
Date Fri 10/4/2024 11:16 AM
To sneha.kurup@adityabirla.com <sneha.kurup@adityabirla.com>
Cc EMPLOYMENT VERIFICATION <employmentverification@foxivision.com>

 3 attachments (624 KB)
Ishwar Lal Sahu_docs.pdf; Ishwar Lal Sahu_Payslip.pdf; Ishwar Lal Sahu_Service Letter.pdf;

Dear HR Team,

Hope you are doing well!!!

Request you to help in the employment verification process of the candidate. This is really very urgent.

Your prompt response on our email will be highly appreciated.

Regards,
S.Dhivyabharathi
Senior Associate- BGV

FOXIVISION SCREENING SERVICES PVT. LTD.

 dhivya.bharathi@foxivision.com
 +91-8015790405
 www.foxivision.com
 C-107 Plot-B, UG Floor Naraina Industrial Area Phase - 1, New Delhi 110028



From: Dhivya Bharathi <dhivya.bharathi@foxivision.com>
Sent: Thursday, October 3, 2024 11:22 AM
To: sneha.kurup@adityabirla.com <sneha.kurup@adityabirla.com>
Cc: EMPLOYMENT VERIFICATION <employmentverification@foxivision.com>
Subject: Re: Employment Verification of Ishwar Lal Sahu

Dear HR Team,

Hope you are doing well!!!

<https://outlook.office365.com/mail/id/AAQkAGFkYWQ4NGFILTRjOTgINDJkNC04NTAxLTQ1ZmZIMDRmY2M2OQAQAHEe7mc7gCVOsDci99WY...> 1/8

05/10/2024, 16:55

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☎ +91-8015790405

🌐 www.foxivision.com

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From: Dhivya Bharathi <dhivya.bharathi@foxivision.com>

Sent: Tuesday, October 1, 2024 11:37 AM

To: sneha.kurup@adityabirla.com <sneha.kurup@adityabirla.com>

Cc: EMPLOYMENT VERIFICATION <employmentverification@foxivision.com>

Subject: Employment Verification of Ishwar Lal Sahu

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<https://outlook.office365.com/mail/d/AAQkAGFKYWQ4NGFILTRjOTgtINDJkNC04NTAxLTQ1ZmZIMDRmY2M2OQAQAEe7mc7gCV0sDci99WY...> 2/8

05/10/2024, 16:55

Mail - Dhivya Bharathi - Outlook



From: Dhivya Bharathi <dhivya.bharathi@foxivision.com>
Sent: Monday, September 30, 2024 12:56 PM
To: sneha.kurup@adityabirla.com <sneha.kurup@adityabirla.com>
Cc: EMPLOYMENT VERIFICATION <employmentverification@foxivision.com>
Subject: Re: Employment Verification of Ishwar Lal Sahu

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 Senior Associate- BGV

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 📞 +91-8015790405
 🌐 www.foxivision.com
 📍 C-107 Plot-B, UG Floor Naraina Industrial Area Phase - 1, New Delhi 110028



From: Dhivya Bharathi <dhivya.bharathi@foxivision.com>
Sent: Saturday, September 28, 2024 1:13 PM
To: sneha.kurup@adityabirla.com <sneha.kurup@adityabirla.com>
Cc: EMPLOYMENT VERIFICATION <employmentverification@foxivision.com>
Subject: Employment Verification of Ishwar Lal Sahu

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Particular	Candidate Claims	HR Feedback
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<https://outlook.office365.com/mail/id/AAQkAGFkYWQ4NGFILTRjOTgINDJkNC04NTAxLTQ1ZmZIMDRmY2M2OQAQAHEe7mc7gCVOsDci99WY...> 3/8

05/10/2024, 16:55

Mail - Dhivya Bharathi - Outlook

Name of the Employee	Mr. Ishwar Lal Sahu	
Name of the company	UltraTech Cement Limited	
Employee Code	067063	
Period of Employment	May 15, 2010 to January 26, 2024	
Designation	Assistant Vice President	
Last Drawn Salary (Annual CTC)	Net Pay INR 98,681 Per Month/-	
Reporting Manager	Not Mentioned	
Reason for Leaving	Not Mentioned	
Performance at work	Not Mentioned	
Duties & Responsibilities	Not Mentioned	
Eligibility for Rehire	Yes/No	
If No, then (Please Provide the Reason)	As per the Company Policy	
	Any other Reason	
Any Integrity/ Disciplinary Issues (if any)	Details Required	
Misappropriation of Fund		
Harassment of any kind		
Data Integrity		
Exit formalities Completed	Yes/No	
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	
Respondent Details	Designation -	

Regards,
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Senior Associate- BGV

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<https://outlook.office365.com/mail/id/AAQkAGFkYWQ4NGFILTRjOTgtINDJkNC04NTAxLTQ1ZmZIMDRmY2M2OQAQAHEe7mc7gCVOsDci99WY...> 4/8

05/10/2024, 16:55

Mail - Dhivya Bharathi - Outlook

From: Dhivya Bharathi <dhivya.bharathi@foxivision.com>
Sent: Friday, September 27, 2024 10:51 AM
To: sneha.kurup@adityabirla.com <sneha.kurup@adityabirla.com>
Cc: EMPLOYMENT VERIFICATION <employmentverification@foxivision.com>
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Reason for Leaving	Not Mentioned	
Performance at work	Not Mentioned	
Duties & Responsibilities	Not Mentioned	
Eligibility for Rehire	Yes/No	
If No, then (Please Provide the Reason)	As per the Company Policy Any other Reason	
Any Integrity/ Disciplinary Issues (if any)	Details Required	
Misappropriation of Fund		
Harassment of any kind		
Data Integrity		
Exit formalities Completed	Yes/No	
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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	
Respondent Details	Designation -	

Regards,

<https://outlook.office365.com/mail/id/AAQkAGFKYWQ4NGFILTRjOTgtNDJkNC04NTAxLTQ1ZmZIMDRmY2M2OQAQAHEe7mc7gCVOsDci99WY...> 5/8

05/10/2024, 16:55

Mail - Dhivya Bharathi - Outlook

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📍 C-107 Plot-B, UG Floor Naraina Industrial Area Phase - 1, New Delhi 110028



From: Dhivya Bharathi <dhivya.bharathi@foxivision.com>
Sent: Thursday, September 26, 2024 10:26 AM
To: sneha.kurup@adityabirla.com <sneha.kurup@adityabirla.com>
Cc: EMPLOYMENT VERIFICATION <employmentverification@foxivision.com>
Subject: Employment Verification of Ishwar Lal Sahu

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📍 C-107 Plot-B, UG Floor Naraina Industrial Area Phase - 1, New Delhi 110028



From: Dhivya Bharathi <dhivya.bharathi@foxivision.com>
Sent: Wednesday, September 25, 2024 10:05 AM
To: sneha.kurup@adityabirla.com <sneha.kurup@adityabirla.com>

<https://outlook.office365.com/mail/id/AAQkAGFkYWQ4NGFILTRjOTgINDJKNC04NTAxLTQ1ZmZIMDRmY2M2OQAQAHEe7mc7gCVOsDci99WY...> 6/8

05/10/2024, 16:55

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

Particular	Candidate Claims	HR Feedback
Name of the Employee	Mr. Ishwar Lal Sahu	
Name of the company	UltraTech Cement Limited	
Employee Code	067063	
Period of Employment	May 15, 2010 to January 26, 2024	
Designation	Assistant Vice President	
Last Drawn Salary (Annual CTC)	Net Pay INR 98,681 Per Month/-	
Reporting Manager	Not Mentioned	
Reason for Leaving	Not Mentioned	
Performance at work	Not Mentioned	
Duties & Responsibilities	Not Mentioned	
Eligibility for Rehire	Yes/No	
If No, then (Please Provide the Reason)	As per the Company Policy Any other Reason	
Any Integrity/ Disciplinary Issues (if any)	Details Required	
Misappropriation of Fund		
Harassment of any kind		
Data Integrity		
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Respondent Details	Designation -	

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<https://outlook.office365.com/mail/id/AAQkAGFKYWQ4NGFILTRjOTgtINDJkNC04NTAxLTQ1ZmZIMDRmY2M2OQAQAHEe7mc7gCVOsDci99WY...> 7/8

05/10/2024, 16:55

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ISO 9001:2015 Certification Number: IN57424A
ISO/IEC 27001:2022 Certification Number: IN57424E
ISO Certification Issued By: Staunchly Management and System Services Pvt. Ltd.
Certification Expiry Date: 28 Jul 2027



Date: 27th January 2024

TO WHOMSOEVER IT MAY CONCERN

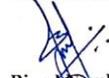
This is to certify that **Mr. Ishwar Lal Sahu, Poornata ID: 067063** worked with Aditya Birla Group from **15th May 2010** to **26th January 2024**.

He has worked with UltraTech Cement Ltd., Unit: Rawan Cement Works from **28th December 2021** to **26th January 2024**. At the time of his release, he was working as an **Assistant Vice President** in **Quality Control** Department.

He resigned from the services of the company on his own accord.

We wish him all the very best in his future endeavours.

For UltraTech Cement Limited
Unit: Rawan Cement Works



Binod Gambiar
Vice President- IIR

OK
RS



UltraTech Cement Limited
(Unit : Rawan Cement Works)

Post : Grasim Vihar, Vill : Rawan., District : Baloda Bazar - Bhatapara 493 196, (C.G.)

CIN-L26940MH2000PLC128420

Raipur Office : 21/470, Civil Line, Near C.M. Bungalow, Raipur - 492 001 (C.G.)

Regd. Office : "B" Wing, 2nd Floor, Ahura Centre, Mahakall Caves Road, Andheri (E), Mumbai - 400093, Tele. : 022 - 66917800, Fax : 022 - 66928109

Scanned with CamScanner



UltraTech Cement Ltd

Employee Id	067063	Name	ISHWAR SAHU
Date Of Birth	13/01/1972	DOJ Unit	01/07/2016
Group DOJ	15/05/2010	Designation	ASSISTANT VICE PRESIDENT
Bank Name	STATE BANK OF INDIA	Bank A/C No	31686426131
PAN NO	AIIPS6140F	PF No.	NG/NAG/23424
Location	RAWAN, RAIPUR	Universal Account Number	100462672328
Job Band	JOB BAND 7	No of Days / LOP/LOPR	31.00 / 0.00 / 0.00
Leave Encashment Days		PRAN Number	

Payslip for the month of Dec 2023

Earnings	Reference Amount	Arrear Reference	Amount Paid (incl. Arrears)	Deductions	Amount
Basic	89,225.00	0.00	89,225.00	Provident Fund (PF)	10,707.00
Leave Encashment	44,613.00	0.00	44,613.00	Voluntary Providend Fund	32,121.00
Special Allowance	51,949.00	0.00	51,949.00	Income Tax	42,328.00
Education Allowance	200.00	0.00	200.00	Ladies Club	50.00
Uniform Allowance	1,000.00	0.00	1,000.00	Officer Club	100.00
				MISCELLANEOUS DEDUCTION 2	2,000.00
				MISCELLANEOUS DEDUCTION 3	1,000.00
Gross Earnings			186,987.00	Gross Deductions	88,306.00

Net Pay 98,681.00

Net Pay In Words Rupees Ninety Eight Thousand Six Hundred And Eighty One Only

Income Tax Details

Gross Salary	Exemption u/s 10	Total Earnings	Profession Tax	Standard Deduction under section 16 (I)	Hsg Loan Interest	Other Income	Taxable Salary
2,406,236.00	0.00	2,670,154.00	0.00	50,000.00	0.00	0.00	2,593,386.00
MediclaIm Prem u/s 80D	PF, VPF	PPF, LIC, Hsg Loan Princ...	NPS	Total Ded u/s 80C, 80CCF	Other Deductions VI A	Total Deductions	
0.00	0.00	0.00	0.00	0.00	26,766.00	0.00	
Total Income	Tax on Total Income	Education Cess	Total Tax	Tax Recovered	Tax Paid by Employer	Tax to Pay	
2,593,386.00	478,018.00	19,121.00	497,137.00	411,911.00	0.00	85,226.00	

Note : This is a computer generated payslip and does not require authentication.



Annexure II

Revised Compensation Structure effective 1-July-2023

Employee Name :Ishwar Lal Sahu
Employee ID : 067063

Year	2022-23	2023-24
Designation	Assistant Vice President	Assistant Vice President
Job Band	7	7
Business Unit	Rawan Cement Works	Rawan Cement Works

Compensation Details	Current Compensation	Revised Compensation
	INR per annum	INR per annum
Basic Salary	10,10,098	10,70,704
Basic Salary	10,10,098	10,70,704
Allowances & Reimbursements	5,93,708	6,77,793
Education Allowance	2,400	2,400
LTA	40,000	40,000
Special Allowance	5,39,308	6,23,393
Uniform Allowance	12,000	12,000
Conveyance	8,07,723	8,07,723
Car Charges/ Reimbursement	4,50,000	4,50,000
Car Valuation	3,57,723	3,57,723
Retirals	3,21,312	3,40,591
Gratuity	48,586	51,501
PF	1,21,212	1,28,485
Superannuation Allowance	1,51,515	1,60,606
Housing	88,000	88,000
Asset At Residence Valuation	30,000	30,000
Company Acco Rental	48,000	48,000
Gas Water & Electricity	10,000	10,000
Target Annual Incentive Pay	4,91,911	5,21,426
Target Annual Incentive Pay	4,91,911	5,21,426
Guaranteed Cash	16,03,806	17,48,498
Fixed Compensation without Housing	27,32,841	28,96,812
Fixed Compensation	28,20,841	29,84,812
Cost to Company	33,12,753	35,06,238

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