

## Background Verification Report

Case Background Profile			
Name of Subject	Debargha Chakraborty		
Client	Doledge India (OPC) Pvt Ltd		
Date of Initiation	24-Jul-2024	Date of Report	29-Aug-2024
Process	Standard	Client Reference	Dol-102
Case Reference	DOL-5162	Date of Joining	24-Jul-2024
Level of check	Standard	Color code	<b>GREEN</b>

### Executive Summary

Employment Check	Britannia Industries Limited, Kolkata	<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

Britannia Industries Limited, Kolkata		
Details	Profile Provided Information	Entity Provided Information
<b>Name of the Organization</b>	Britannia Industries Limited, Kolkata	Verified
<b>CIN</b>	L15412WB1918PLC002964	Verified
<b>Employment Period</b>	November 19, 2012 to August 23, 2014	Verified
<b>Designation</b>	Production Officer	Verified
<b>Employee Code</b>	1006061	Verified
<b>CTC</b>	Not Mentioned	Not Disclosed
<b>Reasons for Leaving</b>	Not Mentioned	Not Disclosed
<b>Subject's eligibility for rehire</b>	Not Mentioned	Not Disclosed
<b>Full &amp; Final Formalities</b>	Not Mentioned	Not Disclosed
<b>Any Disciplinary/ Performance Issues</b>	Not Mentioned	Not Disclosed
<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	-
<b>Date Of Verification</b>	26-Aug-2024	-
<b>Referee Name and Details</b>	Ms. Hruthika , HR Operations, hruthikap@britindia.com	-
<b>Verified By</b>	HR Operations	

Re: Employment Verification of Debargha Chakraborty - Very Urgent

P Hruthika <hruthikap@britindia.com>

Mon 8/26/2024 10:33 AM

To: Karan Chaturvedi <karan.chaturvedi@foxivision.com>

Cc: Sirisha Surapaneni <ssurapaneni@britindia.com>; Prakash Pandey <prakashpandey@britindia.com>; Satarupa Sengupta <satarupas@britindia.com>

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

Dear Karan,

The below said details are correct.

Thanks

Hruthika

HR Operations

On Mon, Aug 26, 2024 at 9:27 AM Satarupa Sengupta <satarupas@britindia.com> wrote:

Dear Hruthika,

Please revert on this.

Thanks

Satarupa

On Sat, Aug 24, 2024 at 3:31 PM Satarupa Sengupta <satarupas@britindia.com> wrote:

Dear Hruthika,

Please do the needful.

Thanks

Satarupa

----- Forwarded message -----

From: **Karan Chaturvedi** <karan.chaturvedi@foxivision.com>

Date: Sat, 24 Aug 2024, 15:30

Subject: Re: Employment Verification of Debargha Chakraborty - Very Urgent

To: Satarupa Sengupta <satarupas@britindia.com>, arupkrpaul@britindia.com <arupkrpaul@britindia.com>, hrverify@britindia.com

<hrverify@britindia.com>, prakashpandey@britindia.com <prakashpandey@britindia.com>

Cc: EMPLOYMENT VERIFICATION <employmentverification@foxivision.com>

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,

**Karan Chaturvedi**

Assistant Team Leader- BGV

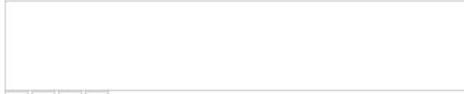
FOXIVISION SCREENING SERVICES PVT. LTD.

[karan.chaturvedi@foxivision.com](mailto:karan.chaturvedi@foxivision.com)

011- 69021249/ +91 8826081518

[www.foxivision.com](http://www.foxivision.com)

C-107 Plot-8, UG Floor Naraina Industrial Area Phase - 1, New Delhi 110028



**From:** Karan Chaturvedi <[karan.chaturvedi@foxivision.com](mailto:karan.chaturvedi@foxivision.com)>  
**Sent:** Thursday, August 22, 2024 2:09 PM  
**To:** Satarupa Sengupta <[satarupas@britindia.com](mailto:satarupas@britindia.com)>; arupkrpaul@britindia.com <[arupkrpaul@britindia.com](mailto:arupkrpaul@britindia.com)>; hrverify@britindia.com <[hrverify@britindia.com](mailto:hrverify@britindia.com)>; prakashpandey@britindia.com <[prakashpandey@britindia.com](mailto:prakashpandey@britindia.com)>  
**Cc:** EMPLOYMENT VERIFICATION <[employmentverification@foxivision.com](mailto:employmentverification@foxivision.com)>  
**Subject:** Re: Employment Verification of Debargha Chakraborty - Very Urgent

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

Particular	Candidate Claims	HR Feedback
Name of the Employee	Debargha Chakraborty	
Name of the company	Britannia Industries limited	
Employee Code	1006061	
Period of Employment	November 19, 2012 to August 23, 2014	
Designation	Production Officer	
Last Drawn Salary (Annual CTC)	Not Mentioned	
Reporting Manager	Not Mentioned	
Reason for Leaving	Resignation	
Performance at work	Not Mentioned	
Eligibility for Rehire	Yes/No	
Duties & Responsibilities	Not Mentioned	
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,  
 Karan Chaturvedi  
 Assistant Team Leader- BGV  
 FOXIVISION SCREENING SERVICES PVT. LTD.

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**From:** Satarupa Sengupta <[satarupas@britindia.com](mailto:satarupas@britindia.com)>  
**Sent:** Thursday, August 22, 2024 11:25 AM  
**To:** P Hruthika <[hruthikap@britindia.com](mailto:hruthikap@britindia.com)>; Sirisha Surapaneni <[ssurapaneni@britindia.com](mailto:ssurapaneni@britindia.com)>  
**Cc:** EMPLOYMENT VERIFICATION <[employmentverification@foxivision.com](mailto:employmentverification@foxivision.com)>; Prakash Pandey <[prakashpandey@britindia.com](mailto:prakashpandey@britindia.com)>  
**Subject:** Fwd: Employment Verification of Debargha Chakraborty - Very Urgent

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Dear Hruthika,

Please do the needful.

Thanks

Satarupa

----- Forwarded message -----

**From:** Prakash Pandey <[prakashpandey@britindia.com](mailto:prakashpandey@britindia.com)>  
**Date:** Thu, Aug 22, 2024 at 10:17 AM  
**Subject:** Fwd: Employment Verification of Debargha Chakraborty - Very Urgent  
**To:** Satarupa Sengupta <[satarupas@britindia.com](mailto:satarupas@britindia.com)>

Satrupa

can you validate and mail the concerned person

Regards  
Prakash

----- Forwarded message -----

**From:** Karan Chaturvedi <[karan.chaturvedi@foxivision.com](mailto:karan.chaturvedi@foxivision.com)>  
**Date:** Thu, Aug 22, 2024 at 10:11 AM  
**Subject:** Re: Employment Verification of Debargha Chakraborty - Very Urgent  
**To:** [prakashpandey@britindia.com](mailto:prakashpandey@britindia.com) <[prakashpandey@britindia.com](mailto:prakashpandey@britindia.com)>, [arupkrpaul@britindia.com](mailto:arupkrpaul@britindia.com) <[arupkrpaul@britindia.com](mailto:arupkrpaul@britindia.com)>, [hrverify@britindia.com](mailto:hrverify@britindia.com) <[hrverify@britindia.com](mailto:hrverify@britindia.com)>  
**Cc:** EMPLOYMENT VERIFICATION <[employmentverification@foxivision.com](mailto:employmentverification@foxivision.com)>, Vaishali Negi FOX I VISION <[vaishali.negi@foxivision.com](mailto:vaishali.negi@foxivision.com)>

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,  
Karan Chaturvedi  
Senior Associate- BGV

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 [www.foxivision.com](http://www.foxivision.com)  
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**From:** Karan Chaturvedi <[karan.chaturvedi@foxivision.com](mailto:karan.chaturvedi@foxivision.com)>  
**Sent:** Tuesday, August 20, 2024 2:32 PM  
**To:** [prakashpandey@britindia.com](mailto:prakashpandey@britindia.com) <[prakashpandey@britindia.com](mailto:prakashpandey@britindia.com)>; [arupkrpaul@britindia.com](mailto:arupkrpaul@britindia.com) <[arupkrpaul@britindia.com](mailto:arupkrpaul@britindia.com)>; [hrverify@britindia.com](mailto:hrverify@britindia.com) <[hrverify@britindia.com](mailto:hrverify@britindia.com)>  
**Cc:** EMPLOYMENT VERIFICATION <[employmentverification@foxivision.com](mailto:employmentverification@foxivision.com)>; Vaishali Negi FOX I VISION <[vaishali.negi@foxivision.com](mailto:vaishali.negi@foxivision.com)>  
**Subject:** Re: Employment Verification of Debargha Chakraborty - Very Urgent

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,  
**Karan Chaturvedi**  
Senior Associate- BGV

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**From:** Karan Chaturvedi <[karan.chaturvedi@foxivision.com](mailto:karan.chaturvedi@foxivision.com)>  
**Sent:** Tuesday, August 13, 2024 3:59 PM  
**To:** [prakashpandey@britindia.com](mailto:prakashpandey@britindia.com) <[prakashpandey@britindia.com](mailto:prakashpandey@britindia.com)>; [arupkrpaul@britindia.com](mailto:arupkrpaul@britindia.com) <

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Thanks & Regards,  
Satarupa Sengupta  
HR Department

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**Document 8: EMPLOYEE CHECK LIST**

Employee Name	Debargha Chakraborty	Joining Date	19.11.2012
Sap No.	1006061	Last Working Date	23.08.2014
Designation	Production Officer	Type of Separation	Resignation
Department	Manufacturing	Personnel Area	Britannia - Kolkata Plant
Grade	Officer Grade III	Personnel Subarea	GUWAHATI

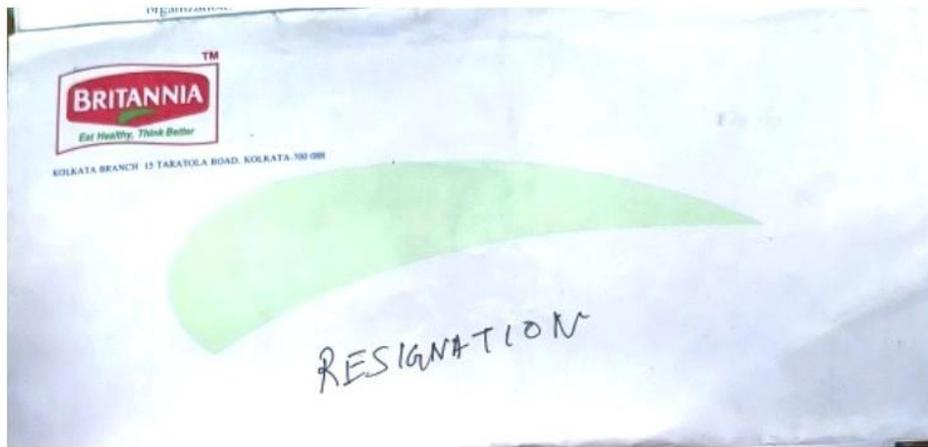
Sl.No	Particulars	Status	Remarks
1	Simcard	Corporate	
2	Medical Claims ( Plz mention the amount if any ) a. Hospitalization b. Domiciliary	No Claims	
3	Sick Leave Medical Certificate. (Incase of non submission sick leaves applied will be converted to Privilege Leave )	Cleared	
4	Accor Coupon (if your LWD is in the middle of the month)	Not received for the current month	
5	Filling up of the Exit Interview Form	Completed	
6	Please provide your contact details for future correspondence: 1. Mobile Number 2. Email ID 3. Postal Address 4. Alternative contact number	Provided	
7	Submission of Investment proofs for current Financial Year	Submitted To Finance	
8	Leave encashment declaration (mention only if your leave encashment from the previous employer received is more than 3 lakhs)	Not Encashed any LE from previous employer	
9	Any loans taken from company ( Yes / No)	Cleared	
10	Do you have any cooperative society loan ( Yes / No)	No	
11	Travel Claims ( Plz mention the month & amount if any )	No	

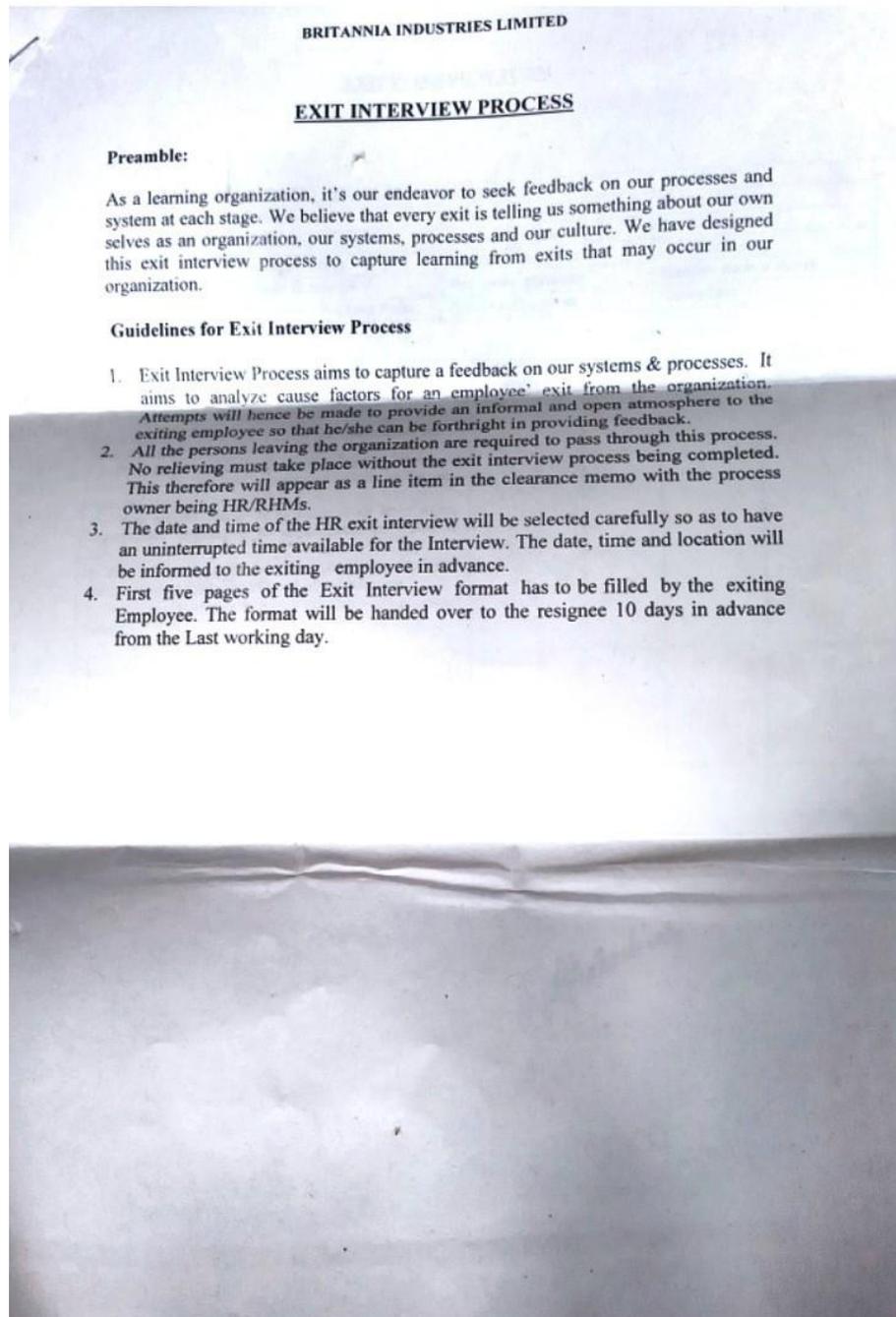
*Debargha Chakraborty*

12	Mobile Claims ( Plz mention the month & amount if any )	Nothing pending	

I hereby declare that I have no other claim/c aims to be settled with company and hereafter I will not be entitled to make any additional claim except as mentioned herein above :

Signature: *L. Lakshmi* Date: 22-08-2019.





**BRITANNIA INDUSTRIES LIMITED**

**EXIT INTERVIEW FORM**

Employee Name	Debargha Chakraborty	Joining Date	19.11.2012
Sap No.	1006061	Mode Of Separation	Resignation
Designation	Production Officer	Date of Resignation	24.07.2014
Department	Manufacturing	Last Working Date	23.08.2014
Grade	Officer Grade III	Reporting Manager	Ranjan Kumar Barik
Personnel Area	Britannia – Kolkata Plant	Personnel Subarea	Guwahati

	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE
<b>1. Vision &amp; Values</b> 1. Vision & Mission statement of the organisation are inspirational. 2. There are processes in the organization to ensure that rank and file of the organization owns vision and mission. 3. There are processes & systems at all level in the organization aligning it to achievement of vision & mission. 4. The values espoused by the organization are well articulated and shared at all level of organisation 5. There is congruence between espoused and practiced values.	Yes to all			
<b>2. Working Conditions:</b> 1. The working conditions at Britannia are comparable with the best in the industry. 2. I was provided with all the infrastructure needed for delivering my objectives right from the first day of my entry into the organization.	Yes to all			
<b>3. Compensation:</b> 1. The compensation system at Britannia is competitive with FMCG companies with whom we compete for market share or for people. 2. The manner in which the compensation is structured is employee friendly.	Yes to all			

*Debargha Chakraborty*

**BRITANNIA INDUSTRIES LIMITED**

	<b>STRONGLY AGREE</b>	<b>AGREE</b>	<b>DISAGREE</b>	<b>STRONGLY DISAGREE</b>
<p><b>4. Organizational Structure</b></p> <p>1. The structure facilitates cross functional networking.</p> <p>2. Empowered functional/ Cross functional teams are common features at all level of the organisation</p> <p>3. Roles and Responsibilities are clearly defined and explained</p> <p>4. Outputs expected / Deliverables from the job is made very clear</p> <p>5. Adequate authority and empowerment is available for carrying out these roles and responsibilities and deliverables</p> <p>6. Roles and Responsibilities were adequate as per my expertise and expectations.</p>	Yes to all			
<p><b>5. Performance Management System</b></p> <p>1. Performance Management System was able to make objective and factual assessment of the performance</p> <p>2. Performance Management System was able to drive Performance of an Individual</p> <p>3. Effective &amp; timely feedback was provided on performance</p> <p>4. The level of transparency in the system was adequate</p>	Yes to all			
<p><b>6. Rewards &amp; Recognition</b></p> <p>1. The rewards and recognition system was linked to Performance.</p> <p>2. There were adequate rewards &amp; recognition for Performance</p>	Yes to all			

*Ashabarty*

**BRITANNIA INDUSTRIES LIMITED**

	<b>STRONGLY AGREE</b>	<b>AGREE</b>	<b>DISAGREE</b>	<b>STRONGLY DISAGREE</b>
<p><b>7. Working Environment</b></p> <p>1. Culture facilitates learning</p> <ul style="list-style-type: none"> <li>- Functional</li> <li>- Cross Functional</li> </ul> <p>2. Teaching &amp; Coaching direct reports and new hires is a common feature at all level</p> <p>3. The culture in the organization supports risk taking in striving for and achieving stretch objectives.</p>	Yes to all			
<p><b>8. Career Planning Process</b></p> <p>1. Career Plan for each individual is clearly defined</p> <p>2. Individual's aspirations are factored while charting the career path.</p> <p>3. Career plan for an individual is communicated to him</p> <p>4. Employee gets adequate opportunity to achieve those competencies / skill/knowledge as per his Career Plan</p> <p>5. My career expectations were met with</p>	Yes to all			
<p><b>9. Internal Communication Process</b></p> <p>1. Communication processes are clearly defined and adequately meets the requirement</p> <p>2. Relevant communication is provided to personnel concerned</p> <p>3. Speed and timeliness of internal communication process matches the best in the industry</p> <p>4. I get to know about important happenings in the company through the formal communication process</p>	Yes to all			
<p>10. Were there People reporting into you YES/NO IF YES,</p> <p>Enjoyed enough space to develop them by:</p> <ul style="list-style-type: none"> <li>- Setting goals of the direct reports</li> <li>- Assessing their performance</li> <li>- Determining their rewards</li> <li>- Playing a role in developing them and charting their career path</li> </ul>	Yes to all			

*Shababity*

1. EXPERIENCES IN BRITANNIA (A WALK DOWN MEMORY LANE)

BRITANNIA INDUSTRIES LIMITED

**THE MOST SATISFYING FEATURES:**

1. Total flexibility to perform better.
2. Optimum support from top managements to colleagues.
3. Clear directions provided to perform correctly.

**THE MOST ALIENATING FEATURES:**

1. CRITICAL FEATURES ON WHICH WE NEED TO IMPROVE:

**3. REASONS FOR LEAVING: (PLAESE RANK IN ORDERS OF IMPORTANCE OF THE ATTRIBUTE I.E THE ABSENCE OF THE ATTRIBUTE IN THE DESIRED LEVEL THAT PROMPTED YOUR EXIT)**

*Shakshy*

**BRITANNIA INDUSTRIES LIMITED**

ATTRIBUTES	RANK
COMPENSATION	6
ORGANISATIONAL STRUCTURE	10
CAREER PLANNING PROCESS	2
INTERNAL COMMUNICATION PROCESS	8
PERFORMANCE MANAGEMENT SYSTEM	9
REWARDS & RECOGNITION	5
LEADERSHIP STYLE	7
WORKING CONDITIONS	3
VISION, MISSION & VALUES	4
PERSONAL REASONS	1

WHAT AMONGST THE PERSONAL REASONS CONTRIBUTED TO YOUR EXITING? KINDLY TICK THE RELEVANT REASON/S.

<ul style="list-style-type: none"> <li>· DISCOMFORT IN SETTLING DOWN IN THE LOCATION (CITY)</li> <li>· SPOUSES' CAREER NECESSITATING RELOCATION</li> <li>· SPOUSE / CHILDREN HEALTH NOT SUITING TO LOCATION</li> <li>· EDUCATION OF CHILDREN</li> <li>· FAMILY REASONS (PARENT'S HEALTH)</li> <li>· ANY OTHER PERSONAL REASON</li> </ul>	Family reasons(Brother health)
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*Ghakarabarty*

SIGNATURE OF THE EMPLOYEE:

DATE: 22.08.2014

LOCATION: Nebisco (CPEI), Tugpwt.