

Instructions for the Candidate

- All the fields are "MANDATORY".
- > **Joining cum Entitlement Data Form** is a master document; you are required to fill in all the fields in this form. Once you complete the fields, the common field data will automatically get populated in other forms as well
- All unique fields such as Nomination Details, Nomination Percentage etc. has to be filled in each form
- > Once completed, review the document and print them.
- ➤ You are required to fill **Form 11** (page # 19) along with a self-attested proof.
- Sign the documents at all appropriate places, and follow the next steps as mentioned in page # 20.



JOINING CUM ENTITLEMENT DATA FORM

Personal Information:	Note: All fields are mandatory		
Name - (First / Middle / Last):	Treate. 7 in ficial are mandatory		
Job Title:			
Date of Joining:			
Date of Birth:			
Father's Name:			
Gender:	PAN No:		
Condo.	1744140.		
Present Home Address:	Permanent Home Address:		
	Same as Present Home Address		
Phone No.(Mobile):	Phone No. (Mobile):		
Phone No.(Res):	Phone No. (Res):		
E-mail address:	NSR No.:		
Emergency Contacts- Name:	Name:		
Address	Address		
Phone No.(Mobile):	Phone No.(Mobile):		
Phone No.(Res):	Phone No.(Res):		
Other Methods of contact:	Other methods of contact :		
Relationship to employee:	Relationship to employee:		
I, the undersigned, hereby certify and confirm that the informa and have reported to work on the above date. Place:	ation provided above are true to the best of my knowledge		
_			
Date:			
	(Signature of Employee)		
For HR Use only-			
Employee No allotted:			



LIFE INSURANCE ENROLLMENT FORM

Member Information Form

Name:			
Address:			
Date of Birth:			
Gender:			
Nominee Details			
(If more than One Nominee is there please use the Ba	ck of the page to record the	e same)	
Name:			
Address:			
Relationship with the Life Assured:			_
Percentage of Sum Assured: %			
Is the Nominee a Minor?			
If Nominee is a Minor please give details about the Gu	ardian:		
Name			
I confirm that I am of reasonable sound health.	YES	NO	
I agree to provide proof of age if required by the Insure	er. YES	NO	



Place:

Date:

I declare that all the information given by me in this application is true and I have not withheld any material fact, which is within my knowledge. I consent to **Birla Sunlife insurance** (the "insurer") seeking medical information from any doctor who has attended me at any time concerning my mental or physical health or seeking information from the Company / Group above named for verification of these details given above and I authorize the giving of such information or any changes in the same.

I agree and confirm that these statements and this declaration are the basis of the contract between the insurer and the Company / Group. If any untrue statements are contained herein or there has been any non-disclosure of any material fact, the Policy to be issued by the Insurer in the name of the Company / Group may be treated as void as far as I am concerned.

I confirm that I have read and understood, the Rules of the Group Term Insurance Scheme and the Standard Policy Provisions that govern the Policy to be issued by the Insurer in the name of the Company / Group and on my life, and I agree and confirm that the same shall be binding on me.

I authorize the Company / Group to disclose to the Insurer such particulars as they may require including the details given above and any changes to the same, pay the premium payable on my behalf / collected from me to the Insurer, to file claims on behalf of my nominee/s, to receive and give valid discharge for the amounts paid by the Insurer to the Company / Group on behalf of my nominee/s towards Claim and to distribute the amounts received by the Company / Group to my nominee/s.

(Signature of Member)

In case the life to be insured is an illiterate:			
His/her thumb impression should be attested by a person of standing whose identity can be easily established, but unconnected with the Insurer and this declaration should be made by him.			
'I hereby declare that I have explained the contents of this form to the life to be insured in language and that the life to be insured has fixed the thumb impression above after fully understanding the contents thereof.'			
Name and address of the declarant	Signature		
Prohibition of Rebates			
Section 41 of the insurance act, 1938 states:			
 No person shall allow or offer to allow, either directly or indirectly, as an inducement to any person to take out or renew of continue an insurance in respect of any kind of risk relating to lives or property in India, any rebate of the whole or part of the commission payable or any rebate of the premium shown on the policy, nor shall any person taking out or renewing of continuing a policy accept any rebate, except such rebate as may be allowed in accordance with the published prospectur or tables of the Insurer. Any person making default in complying with the provisions of this section shall be punishable with fine which may extent to five hundred rupees. 			
Additional Nominee (If any)			



General Nomination Form

Working Hewlett	s g with Global e-Business Operations Private Limited Packard (India) Software Operation Private Limite / Hewlett-Packard Financial Services (India) Private L	/ Hewlett Packard ed / Hewlett Packa imited., since	Enterprise ard Enterpri	India Private Limited / se GlobalSoft Privateand residing at
encashr and fina	eby nominate the person(s) mentioned below to ment, incentives, bonus, insurance benefits, any volu I settlements etc., payable to me after my death, be pame(s) here below.	receive any dues	including	unpaid salary, leave any or it's employee's
	ereby authorize the Company to make necessary adjustilement and pay the dues if any pay able to me, to			e in my absence from
	Nominee	Details		
S.No.	Name & Address of the Nominee (In case of minor, indicate Guardian name)	Relationship to the Employee	Age in Years	Share % age of accumulation/dues payable to each nominee
1				
2				
3				
4				
5				
Family	means & includes: Spouse, Dependent Children a	nd Parents		
Location Date:		mployee Signature:		
Name of witness				
Address	3			
<u>Endors</u>	ement by the Employer:			
Certified	that the particulars of the above nomination have been verif	ied and recorded in th	nis establishm	ent
Location	n:		Sig	gnature of the Employer/
Date: Authorized person:				thorized person:



U.S. Export Controls on Technology Transfer: Hewlett Packard Enterprise Employee Letter of Assurance

Instructions: If the person you are hiring is NOT a **VTH Restricted Country national**, you must ask the employee to sign the following "Letter of Assurance". If the person you are hiring is a VTH Restricted Country National, follow the instructions in the **VTH Hiring process.**

Hewlett Packard Enterprise Employee Letter of Assurance

I acknowledge that during my work for Hewlett Packard Enterprise I may, directly or indirectly receive or access software and/or technical data which Hewlett Packard Enterprise has classified according to the U.S. Commerce Control List (CCL) as eligible for export under license exemption "Technology and Software Under Restriction" (TSR) to all destinations except those listed below.

I agree not to export or re-export this software and/or technical data or any direct product based on this software or technical data without proper U.S. government authorization to destinations not eligible for exports under license exemption TSR.

According to current U.S export regulations the following countries are not eligible for exports under license exemption TSR. This list is subject to change without notice.

Armenia		
Azerbaijan		
Belarus		
Cambodia		
Cuba		
Georgia		
Iran		
Iraq		
Kazakhstan		
Kyrgyzstan Republic		
Laos		
Libya		
Macao (Macau)		
Moldova		
Mongolian People's Republic		
North Korea		
People's Republic of China (PRC)		
Russia		
North Sudan (Khartoum)		
Syria ´		
Tajikistan		
Turkmenistan		
Ukraine		
Uzbekistan		
Vietnam		
Full Name	Signature	Date

PLEASE HANDOVER THIS COPY TO THE HR DEPARTMENT



U.S. Export Controls on Technology Transfer: Hewlett Packard Enterprise Employee Letter of Assurance

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I agree not to export or re-export this software and/or technical data or any direct product based on this software or technical data without proper U.S. government authorization to destinations not eligible for exports under license exemption TSR.

According to current U.S export regulations the following countries are not eligible for exports under license exemption TSR. This list is subject to change without notice.

EMPLOYEE COPY



Hewlett Packard Enterprise Compliance with Export and Import Regulations

Because Hewlett Packard Enterprise is a U.S.-based international company, our products and services are subject to the export and import laws and regulations of all countries in which we do business. It is Hewlett Packard Enterprise's policy to comply with these laws, to actively pursue business opportunities within these rules, or to work within the system to change them. Ultimately we depend on each employee to protect the trading privileges that our company currently enjoys.

Each Hewlett Packard Enterprise employee is responsible for complying with U.S. export regulations and other national export laws. Processes must be in place to ensure that Hewlett Packard Enterprise does not conduct any business transaction with an unacceptable risk for diversion. Such risks include exporting or re-exporting to an embargoed and sanctioned country, an individual or company on the Government Restricted Parties List, or to a proliferation activity.

It is also the responsibility of each employee to comply with the national import laws of the countries into which Hewlett Packard Enterprise imports material. This includes laws administered by U.S. Customs and Border Protection as well as those of other government agencies that regulate imported goods.

Required Computer - based Training

Each supervisor and manager must ensure that employees understand and comply with export and import regulatory requirements that impact their responsibilities. Hewlett Packard Enterprise employees engaged in export or import compliance related activities are required to complete the Export CBT or Customer CBT as appropriate to their specific job functions. Hewlett Packard Enterprise managers are expected to identify employees with trade-related job functions and ensure that these employees take the training within three months of assuming their export and/or customs compliance-related job. As a refresher, employees should retake this training at least once every three years. Further information can be obtained by reviewing the Global Trade Export and Customs Training (Minimum Requirements) guidelines. Failure to comply with the export and import laws may result in fines, loss or restriction of export or import privileges, adverse publicity for the company, or termination of employment. Further, intentional violation of these laws may be a criminal offense. Any appearance of non-compliance with the trade laws should be reported promptly to local management and Global Trade.

Iregulations and other national export laws.	, have read and understood the U.S export
Signature	
Date	



UNDERTAKING ON COMPLIANCE WITH PRIVACY OBLIGATIONS AND SHARING OF INFORMATION

I acknowledge and fully understand that Hewlett Packard Enterprise is committed towards safeguarding the privacy and personal information of all its employees, customers and any other individual that it may be engaged with and that Hewlett Packard Enterprise has in place suitable policies towards securing this compliance. I hereby unconditionally confirm to comply with and abide by the requirements of these policies.

I hereby authorize Hewlett Packard Enterprise, including its subsidiaries, affiliated companies, officers, directors, managers, shareholders, agents, employees, attorneys, representatives and assignees, and the employees, agents, attorneys, officers and directors of each of them (collectively "Authorized Parties"), and any other third party acting on the Authorized Parties behalf in accordance with local laws, to request and receive information and records concerning me, in either hard copy or electronic formats, which may include, but will not be limited to, identification, criminal history, driving, employment, military, educational records or other information required by Hewlett Packard Enterprise's policies or consistent with Hewlett Packard Enterprise's regular background screen processes and procedures.

I further acknowledge that any personal or sensitive personal information or data provided by me to the Authorized Parties in the course of my employment at Hewlett Packard Enterprise, may be used by Hewlett Packard Enterprise for the activities and purposes relating to my employment at Hewlett Packard Enterprise. I authorize Hewlett Packard Enterprise to transfer such personal or sensitive personal information or data to a third-party in India or abroad to the extent required to enable such third-party to perform employment-related services for Hewlett Packard Enterprise.

Signature: ₋		
Name:	 	
Date:		



DECLARATION

To The Manager - Human Resource Legal Entity:
This is to bring to your notice that I am familiar with the nature of the business of the company and understand that my job might involve working in different shifts, which includes night shifts (from 6:00 PM on the day to 8:00 AM on the next working day).
This was covered to me in the appointment letter whose terms I have read and understood and have agreed to by affixing my signature.
Signature:
Name:
Date:



Employee Name:

To
The Manager – Human Resource
Hewlett Packard Enterprise
India.

Dear Sir / Madam,

Sub: Undertaking to furnish a copy of the Relieving	g letter				
I hereby represent that I have resigned from my previous employer M/S					
and was relieved on	after clearing my dues/responsibil	ities. I confirm that I have			
not received my relieving letter from	yet, for				
reasons. I hereby undertake to furnish a copy of the Re	elieving Letter to you immediately upo	on receipt of the same.			
Further I confirm that I was in Employment of					
as from	to	and I have			
submitted my resignation letter to	on	(Copy Enclosed).			
I am not in direct or indirect employment with any other company / organization and I am not bound by any agreement/bond restricting me to undertake any other employment and I am entitled to undertake a full-time employment, as per the terms and conditions of employment dated with Hewlett Packard Enterprise.					
Date:	(Signatu	re of Employee)			
For HR use only:					

Hewlett Packard Enterprise, 2015, This Website contained herein are confidential and Proprietary to Hewlett Packard Enterprise. Unauthorized reproduction or distribution of this website content or any portion of it will result in severe civil and criminal penalties, and will be prosecuted to the maximum extent possible under the law.

Employee No allotted:



The Payment of Gratuity (Central) Rules, 1972 Form 'F' (See sub Rule (1) of rule 6)

NOMINATION

То

1.	Shri / Shrimati / Kumari
2.	I hereby certify that the person(s) mentioned is as/are member(s) of my family within the meaning of my family within the meaning of clause (h) of section 2 of the payment of Gratuity Act 1972.
3.	I hereby declare that I have no family within the meaning of clause (h) of section 2 of the said Act.
4.	(a) My father/mot her/parents is / are not dependent on me(b) My husband's father / mother / parents is / are not dependent on my husband.
5.	I have excluded my husband from my family by notice dated the
6.	Nomination made herein invalidates my previous nomination.

NOMINEE (S)

Name in full with address of nominee's	Relationship with employee	Age of the nominee	Proportion by which the gratuity will be shared
1.			
2.			
3.			
4.			
5.			

^{*}Give here name or description of the establishment with full address.



The Payment of Gratuity (Central) Rules, 1972

Statem	ent:	
1.	Name of the employee in full:	
2.	Gender:	
3.	Religion:	
4.	Whether unmarried/ married / widow / widower:	
5.	Department / branch section where employed:	
6.	Post held with Ticket or serial no.if any:	
7.	Date of appointment:	
8.	Permanent address:	
		Sub-division
		Pin code
Place:		
Date:		Signature / Thumb-impression of the employee
Nominat	tion by Witness ion signed / Thumb impressed before me, n full and full address of witness	Signature of witness
1.	ii iuli anu iuli audiess oi williess	1.
2.		2.
	ace: te:	2.
Certific	cate by Employer	
Certifie	d that the particular of the above nomination has b	een verified and recorded in this establishment
Employ	ers reference No. if any	
	Nar	Signature of the employer / office authorized Designation ne and address of the establishment of rubber stamp thereof
	wledgement by the employee. ed the duplicate copy of nomination in form "f" filed	I by me and duly certified by the employer
Date:		Signature of the employee

(HAND IT OVER TO HR DEPARTMENT)

Note: Strike out the words / paragraph not applicable



The Payment of Gratuity (Central) Rules, 1972 Form 'F' (See sub Rule (1) of rule 6)

NOMINATION

To

1.	Shri / Shrimati / Kumari
2.	I hereby certify that the person(s) mentioned is as/are member(s) of my family within the meaning of my family within the meaning of clause (h) of section 2 of the payment of Gratuity Act 1972.

- 3. I hereby declare that I have no family within the meaning of clause (h) of section 2 of the said Act.
- (a) My father/mot her/parents is / are not dependent on me
 (b) My husband's father / mother / parents is / are not dependent on my husband.
- 6. Nomination made herein invalidates my previous nomination.

NOMINEE (S)

Name in full with address of nominee's	Relationship with employee	Age of the nominee	Proportion by which the gratuity will be shared
1.			
2.			
3.			
4.			
5.			

^{*}Give here name or description of the establishment with full address.



The Payment of Gratuity (Central) Rules, 1972

Statem	ent:	
1.	Name of the employee in full:	
2.	Gender:	
3.	Religion:	
4.	Whether unmarried / married / widow / widower:	
5.	Department / branch section where employed:	
6.	Post held with Ticket or serial no if any:	
7.	Date of appointment:	
8.	Permanent address:	
Sub-div	Thana risionPost	office
	ation by Witness ation signed / Thumb impressed before me,	
Name i	n full and full address of witness	Signature of witness
1.		1.
2.		2.
Pla Da	ace:	
Certific	cate by Employer	
Certifie	d that the particular of the above nomination has been verifi	ed and recorded in this establishment
Employ	ers reference No. if any	

Signature of the employer / office authorized Designation
Name and address of the establishment of rubber stamp thereof

Acknowledgement by the employee.

Received the duplicate copy of nomination in form "f" filed by me and duly certified by the employer

Date: Signature of the employee

Note: Strike out the words / paragraph not applicable

(EMPLOYEE COPY)





FORM -2 EMPLOYEES' PROVIDENT FUND ORGANISATION

(REVISED)

NOMINATION AND DECLARATION FORM FOR UNEXEMPTED / EXEMPTEDES TABLISHMENTS

Declaration and Nomination Form under the Employees' Provident Funds and Employees' Pension Scheme (Paragraph 33 and 61 of the employees' Provident Fund Scheme, 1952 & Paragraph 18 of the Employees' Pension Scheme, 1995

1	Name (in Block Letters)	7	Permanent Address
2	Father's / Husband's Name (in case of married women)		
	(in case of married women)		
3	Date of Birth		
4	Gender		Temporary Address
5	Marital Status		
6	Account No.		

PART-A (EPF)

I hereby nominate the person (s)/cancel the nomination made by me previously and nominate the person(s), mentioned below to receive the amount standing to my credit in the Employees' Provident Fund, in the event of my death:

Name & Address of Nominee/s	Nominee's Relationship with the member	Date of Birth	Total amount of share of accumulation in Provident Fund to be paid to each nominee	If the nominee is a minor, name relationship and address of the guardian who may receive the amount during the minority of nominee
1	2	3	4	5

- Certified that I have no family as defined in para 2(g) of the Employees' Provident Fund Scheme, 1952 and should I
 acquire a family hereafter the above nomination should be deemed as cancelled.
- 2. Certified that my father/mother is / are dependent upon me.

*Strike out whichever is not applicable.

Signature or thump impression of the subscriber



PART-B (EPS) PARA 18

I hereby furnish below particulars of the member of my family who would be eligible to receive widow/ widower/children Pension in event of my death

S.No.	Name of the family member	Address	Date of Birth	Relationship with the Member
1	2	3	4	5

^{**}Certified that I have no family, as defined in para 2(vii) of Employees' Pension Scheme, 1995 and should I acquire a family hereafter I shall furnish particular thereon in the above form.

I hereby nominate the follow ng person for receiving the monthly pension (admissible under para 16 (2) (g) (i) & (ii) the event of my death without leaving any eligible family member for receiving pension.

Name & address of the nominee	Date of Birth	Relationship with the member

Date:

*Strike out Whichever is not applicable.

Signature or thump impression of the subscriber

CERTIFICATE BY EMPLOYER

Certified that the above declaration and nomination has been signed /thumb impressed before me by Sri/ Smt / Kumari employee in my establishment after he/she has read the entries / entries have been read over to him / her by me and got confirmed by him/her.

Signature of the employer / office authorized

Designation
Authorized Signatory
Name and address of the Factory /

Establishment of rubber stamp thereof.

EMPLOYEES' PROVIDENT FUND ORGANISATION

Employees' Provident Funds Scheme, 1952 (Paragraph 34 & 57) &

Employees' Pension Scheme, 1995 (Paragraph 24)

(Declaration by a person taking up employment in any establishment on which EPF Scheme, 1952 and /or EPS, 1995 is applicable)

1.	Name of the member		
2.	Father's Name Spouse's Name (Classes tick which over is appliable)		
	(Please tick whichever is applicable)		
3.	Date of Birth: (DD / MM / YYYY)		
4	Gender: (Male/Female/Transgender)		
5	Marital Status: (Married/Unmarried/Widow/Widower/Divorcee)		
6	(a) Email ID: (b) Mobile No.:		
7	Whether earlier a member of Employees' Provident Fund Scheme, 1952	YES	NO
8	Whether earlier a member of Employees' Pension Scheme, 1995	YES	NO
	a) Universal Account Number:		
0	b) Previous PF Account Number:		
9	c) Date of exit from previous employment: (DD/MM/YYYY)		
	d) Scheme Certificate No. (if issued)		
	e) Pension Payment Order (PPO) No. (if issued)		
	a) International Worker:	YES	NO
	b) If yes, state country of origin (India/Name of other country)		
10	c) Passport No.		
	d) Validity of passport [(DD/MM/YYYY) to (DD/MM/YYYY)]		
	KYC Details: (attach self attested copies of following KYCs)		
11	a) Bank Account No. & IFS Code		
	b) AADHAR Number		
	c) Permanent Account Number (PAN), if available		
	1) Certified that the particulars are true to the best of my knowledge. 2) I authorize EPFO to use my Aadhar for verification/authentication/eKYC 3) Kindly transfer the funds and service details, if applicable, from the previous transfer would be possible only if the identified KYC detail approve using his Digital Signature Certificate)	vious PF account as declared ab ed by previous employer has bed	
	4) In case of changes in above details, the same will be intimated to empl	oyer at the earliest.	
	Date: Place: DECLARATION B	Y PRESENT EMPLOYER	Signature of Member
	A. The member Mr./Ms./Mrs has joined		s been allotted PF Numbe
	B. In case the person was earlier not a member of EPF Scheme, 1952	and EPS, 1995:	
	 (Post allotment of UAN) The UAN allotted for the member Please Tick the Appropriate Option: The KYC details of the above member in the UAN data Have not been uploaded Have been uploaded but not approved Have been uploaded and approved with DSC 		
	 In case the person was earlier a member of EPF Scheme, 1952 and The above PF Account number/UAN of the member as me Member ID as declared by member. 	EPS, 1995: entioned in (A) above has been	tagged with his/her UAN/Previo

The KYC details of the above member in the UAN database have been approved with Digital Signature Certificate and

As the DSC of establishment are not registered with EPFO, the member has been informed to file physical claim (Form-

Signature of Employer with Seal of Establishment

Γ.

Please Tick the Appropriate Option:-

transfer request has been generated on portal.

13) for transfer of funds from his previous establishment.



HR CHECKLIST - NEW EMPLOYEES

Name:			Date:		
RETUI	RNABLE DOCUMENTS FROM THE JOINING KIT:				
✓	JOINING CUM ENTITLEMENT DATA FORM	:			
✓	LIFE INSURANCE NOMINATION FORM	:			
✓	COMPANY CONFIDENTIAL AGREEMENT	:			
✓	EMPLOYEE LETTER OF ASSURANCE	:			
✓	COMPLIANCE WITH EXPORT AND IMPORT REGULATIONS	:			
✓	DECLARATION FORM (IF APPLICABLE)	:			
✓	THE PAYMENT OF GRATUITY NOMINATION FORM	:			
✓	PF NOMINATION FORM	:			
✓	PF DECLARATION FORM – II	:			
✓	GENERAL NOMINATION FORM	:			
то ве	TO BE SUBMITTED WITH ABOVE DOCUMENTS:				
✓	PHOTOGRAPH TWO	:			
✓	COPY OF APPOINTMENT LETTER	:			
✓	COPIES OF EDUCATION CERTIFICATES / MARKS CARD	:			
✓	PROOFS OF PREVIOUS EMPLOYMENT	:			
✓	COPY OF RELIEVING LETTER	:			
✓	DATE OF BIRTH PROOF	:			
✓	NATIONALITY PROOF	:			
✓	PAN CARD COPY & NSR REGISTRATION COPY	:			
DOCU	MENTS TO BE RETAINED BY YOU				
✓	PF TRANSFER FORM	:			
✓	COPY OF COMPANY CONFIDENTIAL AGREEMENT	:			
✓	COPY OF EMPLOYEE LETTER OF ASSURANCE	:			