

TIAA Global Business Services (India) Private Limited

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Acknowledgement Form

If you have not read the current version of the TIAA GBS India Employee Handbook (Handbook) and the Code of Business Conduct, please read it before signing this form.

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As a new employee of TIAA Global Business Services (India) Private Limited (GBS), I acknowledge that I have received a copy of the current GBS Employee Handbook and also the Code of Business Conduct (Code).

I agree to review and comply with each of these documents. If I have any questions about either or both documents, I understand that I am required by GBS to contact the Human Resources area for GBS.

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nployee Signature:	
ate:	