

From: [James, Ancilla](#)
To: [Gour, Paplesh Kumar](#)
Cc: [Garg, Vibhanshu](#)
Subject: RE: Paternity leave plan
Date: Monday, November 16, 2020 11:02:51 AM
Attachments: [image003.gif](#)
[image001.jpg](#)

Approved.

Thanks & regards
Ancilla
+91-981-088-2105

Sent from my Samsung Galaxy smartphone.

----- Original message -----

From: "Gour, Paplesh Kumar" <gogour@deloitte.com>
Date: 11/16/20 8:41 AM (GMT+05:30)
To: "James, Ancilla" <ancjames@deloitte.com>
Cc: "Garg, Vibhanshu" <vgarg@deloitte.com>
Subject: FW: Paternity leave plan

Hi Ancilla,

Happy to inform you that I am blessed with a baby girl on the occasion of Diwali (14-Nov-2020),
Hence now the situation arrived to free up some of my office time to take care of her and family.
Request you to approve my paternity leave plan of 5 days, Starting from Nov-16 to Nov-20. I will be
keep checking my emails and text to coordinate in case of any need.

Paplesh Gour

Oracle Offering (O2)
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gogour@deloitte.com | www.deloitte.com



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From: Nayak, Sarmista <sarmnayak@deloitte.com>
Sent: Wednesday, October 28, 2020 5:42 PM
To: Kundert, Varun <vkundert@deloitte.com>; Gour, Paplesh Kumar <gogour@deloitte.com>; Garg, Vibhanshu <vgarg@deloitte.com>
Subject: RE: Planning to take paternity leave in upcoming few weeks

Hello Paplesh,

Congratulations!

As discussed, please make sure you follow the below pointers.

1. You will need a discharge summary (medical document) to apply for paternity leaves which you get post delivery.
2. Please share the project Manager/Sr Manager approval on your paternity leave request
3. Please mention the dates for leaves. You can take paternity leaves in 2 installments.

Let me know if you have any queries.

Regards,

Sarmista Nayak

Talent Engagement Specialist – USI Oracle Offering
9160723298

From: Kundert, Varun <vkundert@deloitte.com>

Sent: Wednesday, October 28, 2020 5:17 PM

To: Gour, Paplesh Kumar <gogour@deloitte.com>; Garg, Vibhanshu <vgarg@deloitte.com>

Cc: Nayak, Sarmista <sarmnayak@deloitte.com>

Subject: RE: Planning to take paternity leave in upcoming few weeks

Hi Paplesh,

Looping in Nayak, Sarmista sarmnayak@deloitte.com to help on this.

Thanks & Regards,

Varun Kundert

Deployment Specialist | Resource Management – Enterprise Performance (Oracle)

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From: Gour, Paplesh Kumar <gogour@deloitte.com>

Sent: Wednesday, October 28, 2020 4:34 PM

To: Garg, Vibhanshu <vgarg@deloitte.com>

Cc: Kundert, Varun <vkundert@deloitte.com>

Subject: Planning to take paternity leave in upcoming few weeks

Hi Vibhanshu/Varun,

This is to inform you that, I am planning to take 5 days paternity leave in upcoming few weeks. As of now I am planning to take 3 days off during the delivery of baby and 2 days off after some time based upon my need in the same month.

This is the first occasion and I am not aware with the process of taking this leave. Hence your guidance will be appreciated. Awaiting your response!

Paplesh Gour

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