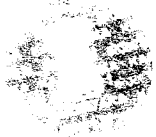


ಭಾರತೀಯ ಚುನಾವಣಾ ಆಯುಕ್ತರು
ಭಾರತೀಯ ಚುನಾವಣಾ ಆಯುಕ್ತರು
ELECTION COMMISSION OF INDIA
IDENTITY CARD

AAH4614624



ಆಯ್ಕೆ ಸಂಖ್ಯೆ
Anavya G
ನಾಮಧೇಯದ ಬಿಡುಗಡೆ
Manjunath T R
ಲಿಂಗ/ Gender
Female
ಜನ್ಮ ದಿನ/ Birth 13/02/1985

AAH4614624
Address :
#396,ತತ್ತಾನೂರು ಬೀದಿ, ಅತ್ತಿಬೆಲೆ

ಅಂಚೆ ಕೋಡ್,
ಬೆಂಗಳೂರು ಜಿಲ್ಲೆ - 562107
#396,Thattanooru Street, Attibele

ANEKAL Tq.,
Bangalore Dist. - 562107

Date: 24/01/2013

177 - ಅಂಚೆ ಕೋಡ್ ಸಂಖ್ಯೆ 562107, ಬೆಂಗಳೂರು
ಜಿಲ್ಲೆಯಲ್ಲಿರುವ ಅಂಚೆ ಕೋಡ್ ಸಂಖ್ಯೆ 562107
Facsimile Signature of Electoral Registration
Officer 177 - Anekal Assembly Constituency

ಈ ಕಾರ್ಡ್ ಅನ್ನು ಬಳಸುವಾಗ, ಅಂಚೆ ಕೋಡ್ ಸಂಖ್ಯೆ 562107
ಜಿಲ್ಲೆಯಲ್ಲಿರುವ ಅಂಚೆ ಕೋಡ್ ಸಂಖ್ಯೆ 562107
ಅಂಚೆ ಕೋಡ್ ಸಂಖ್ಯೆ 562107, ಬೆಂಗಳೂರು ಜಿಲ್ಲೆಯಲ್ಲಿರುವ
ಅಂಚೆ ಕೋಡ್ ಸಂಖ್ಯೆ 562107

In case of change in address, mention this Card
no. in the relevant form for including your name in
the roll at the changed address.

1: 4 1310

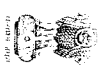


भारत सरकार
GOVERNMENT OF INDIA

ಭಾರತ ಸರ್ಕಾರ

Government of India

ಸೇವಾಯಾವಣಿ ಕ್ರಮ ಸಂಖ್ಯೆ / Enrollment No.: 1218/12728/00682



भारत सरकार
GOVERNMENT OF INDIA

ಸಂಖ್ಯೆ: 1218/12728/00682

ಎನ್ನ ಪುರು ಗುರುತಿನ ಪುರಾವೆಯಾಗಿದೆ. ನಾಗರಿಕರು
ಗುರುತಿನ ಪುರಾವೆಯನ್ನು ಆನ್‌ಲೈನ್ ವ್ಯವಹಾರದ ಮೂಲಕ
ಪಡೆಯಬಹುದಾಗಿದೆ.

VERIFICATION

To establish identity, authenticate e

To
ಭವ್ಯಾ.ಜಿ
Bhavya.G
W/O Manjunatha.T.R
Kalidevapura Post Kodigenahalli Ho Madhugiri
Tq Thingalur
Gundagal Tumkur
Karnataka 572127

32827394



UG328273943IN



ನಿಮ್ಮ ಸಂಖ್ಯೆ / Your No. :

2793 5689 1096

ಭಾರತ ಸರ್ಕಾರ - ಶ್ರೀಸಾಮಾನ್ಯನ ಅಧಿಕಾರ



ಭಾರತ ಸರ್ಕಾರ
GOVERNMENT OF INDIA

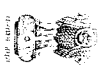
ಭವ್ಯಾ.ಜಿ
Bhavya.G
ಹುಟ್ಟಿದ ವರ್ಷ / Year of Birth : 1985
ಪುರುಷ / Male



2793 5689 1096



ಶ್ರೀಸಾಮಾನ್ಯನ ಅಧಿಕಾರ



भारत सरकार
GOVERNMENT OF INDIA

ಸಂಖ್ಯೆ: 1218/12728/00682

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ಪಡೆಯಬಹುದಾಗಿದೆ.

VERIFICATION

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To
ಭವ್ಯಾ.ಜಿ
Bhavya.G
W/O Manjunatha.T.R
Kalidevapura Post Kodigenahalli Ho Madhugiri
Tq Thingalur
Gundagal Tumkur
Karnataka 572127

32827394



UG328273943IN



ನಿಮ್ಮ ಸಂಖ್ಯೆ / Your No. :

2793 5689 1096

ಭಾರತ ಸರ್ಕಾರ - ಶ್ರೀಸಾಮಾನ್ಯನ ಅಧಿಕಾರ



ಭಾರತ ಸರ್ಕಾರ
GOVERNMENT OF INDIA

ಭವ್ಯಾ.ಜಿ
Bhavya.G
ಹುಟ್ಟಿದ ವರ್ಷ / Year of Birth : 1985
ಪುರುಷ / Male



2793 5689 1096



ಶ್ರೀಸಾಮಾನ್ಯನ ಅಧಿಕಾರ

32827394



ಭಾರತೀಯ ವಿಶಿಷ್ಟ ಗುರುತಿನ ಶಿಲ್ಪ
UNIQUE IDENTIFICATION AUTHORITY

ವಿಳಾಸ:
W/O ಮಂಜುನಾಥ.ಟಿ.ಆರ್,
ಕಲಿದೇವಪುರ ಪೋಸ್ಟ್, ಕೊಡೀಗನಹಳ್ಳಿ
ಹೋಬಳಿ ಮಧುಗಿರಿ ತಾ, ತಿರ್ನಾಕೂರು,
ತುಮಕೂರು, ಕರ್ನಾಟಕ, 572127



Address:
W/O Manjunatha
Kalidevapura Post
Kodigenahalli Ho
Tq, Thingalur,
Tumkur, Karnata

1947
*800 180 1947

http://mha.gov.in

www.mha.gov.in

ಕುಟುಂಬ ಸದಸ್ಯರ ವಿವರ
Family Members Detail

ಭವ್ಯ ಭವ್ಯ (27) BHAVYA		ನಾಗಮ್ಮ ಅಮ್ಮ (50) NAGAMMA	
ನಿಶಚಯ್. ಎಂ. ಮಗ (5) NISHCHAY. M			

ಪರಿಶರ ವ್ಯವಸ್ಥೆಯ ಬಗ್ಗೆ ಹೆಚ್ಚಿನ ಮಾಹಿತಿಗಾಗಿ ದಯವಿಟ್ಟು ಇಲಾಖೆಯ
ವೆಬ್‌ಸೈಟ್ <http://ahara.karnic.in> ಗೆ ಭೇಟಿ ನೀಡಿ
ಗ್ರಾಹಕ ಸಂಖ್ಯೆಯನ್ನು (ಸಂಖ್ಯೆ) : 1800-425-9339
For additional information on public distribution system
please visit department website <http://ahara.karnic.in>
Consul telephone (Toll Free) : 1800-425-9339

₹20/-

BPL

ಸರ್ಕಾರಿ ಸರಬರಾಜು ಮತ್ತು ಗ್ರಾಹಕರ ವ್ಯವಹಾರಗಳ ಇಲಾಖೆ
GOVERNMENT OF KARNATAKA
Food, Civil Supplies and Consumer Affairs Department

ಆಹಾರ, ನಾಗರಿಕ ಸರಬರಾಜು ಮತ್ತು ಗ್ರಾಹಕರ ವ್ಯವಹಾರಗಳ ಇಲಾಖೆ
Food, Civil Supplies and Consumer Affairs Department

ತಾಲ್ಲೂಕು: ಅನಕಲ್

ಪರಿಶರ ಪಿರಿಯ ಸಂಖ್ಯೆ Ration Card No. : ANKRD0112210



ಮಂಜುನಾಥ ಟಿ ಆರ್
MANJUNATH T R (39)

ವಿನ್ ರಂಗನಾಮಯ್ಯ, #110/1, ರಾಜ್‌ಜಿ ಬಿಲ್ಡಿಂಗ್, ಮುನಿಯಪ್ಪ ಬಡಾವಣೆ, ಭುವನೇಶ್ವರಿ
ನಗರ, ಅನಕಲ್ ರಸ್ತೆ, ಅತ್ತಿಬೆಲೆ, ಅನಕಲ್ ತಾಲ್ಲೂಕು, ಅನಕಲ್ ಜಿಲ್ಲೆ- 562107.
S/o Rangadammalaih, #110/1, Rajanna Building, Muniyappa
Layout, Bhuvaneshwari Nagar, Anekal Taluk, Bengaluru- 562107.
RR No. ಆರ್.ಆರ್. ನಂ.ಬಿ : ATB2717

ಸದಸ್ಯರ ಸಂಖ್ಯೆ Family Members :

ಅನಕಲ್ ಗ್ರಾಹಕರ ಸಂಖ್ಯೆ ಮತ್ತು ವಿತರಣಾ ಹೆಸರು:
Consumer No. & Distributor's Name :

ನ್ಯಾಯಾಲಯ ಅಂಗಡಿಯ ಸಂಖ್ಯೆ ಮತ್ತು ಹೆಸರು: Fair Price Shop No. & Name :

74-ಪ್ರ. ಮುನಿಯಪ್ಪ ಅತ್ತಿಬೆಲೆ
74-74-Y, MUNIYAPPA, ATTIBELE
ATTIBELE, ATTIBELE HOBLI ANEKAL TALUK
ಕೆಆರ್. ದೂರವಾಣಿ ಸಂಖ್ಯೆ: 080-27841840
Office Phone No. : 080-27841840

ದಿನಾಂಕ: 19/11/2012
Date : 19/11/2012

To the Karnataka Service Regulation Commission
Bangalore

Physical Fitness Certificate

1. I, do hereby certify that I have examined Mrs. BHAVYA G
a candidate for ASSOCIATE
and that I cannot discover that he/she has any disease, constitutional affection or bodily infirmity expect I do not consider this as
disqualification for employment in the office D.R.N

2. I am satisfied by personal examination from certificate produced by that he/she was
✓ vaccinated / revaccinated within One week prior to the date of certificate.

3. The BHAVYA G is age is according
to his / her own Statement 32 year and by appearance
about 32 year.

4. Height 5'6"

5. Weight 60 kg

CUS
RS
PD

6. Chest measurement on full inspiration

7. Acuteness of vision:

a) Right Eye - NORMAL

b) Left Eye - NORMAL

8. BP - 120/80 mm
PULSE - 80/hr

Station: ATTIBELE - BANGALORE

Date: 01/04/17

Signature
Dr. Ravi Kumar D.G.M.P.S.
Designation
KMC Reg No : 26620
Attibele, Anakol,
Bangalore - 562106

C/3/86 PW48:

BANGALORE



UNIVERSITY

Office of the
Registrar (Evaluation)
Bangalore - 560 001

113348

STATEMENT OF MARKS

Degree : BACHELOR OF COMMERCE

Course : B.COM

Year/Sem : 1

DATE : 2003/07/15

Month & Year of Examination : Apr/2003

NAME : BHAVYA G

Register Number : 02KBC01013

SL NO.	SUBJECT	MAXIMUM MARKS	MINIMUM MARKS	TOTAL MARKS OBTAINED		REMARKS
				IN FIGURES	IN WORDS	
1	ENGLISH THEORY	100	35	39	THIRTY NINE	
2	KANNADA-I THEORY	100	35	66	SIXTY SIX	
3	FINANCIAL ACCOUNTING - I THEORY	100	35	67	SIXTY SEVEN	
4	BUSINESS MANAGEMENT - I THEORY	100	35	48	FORTY EIGHT	
5	COMPANY LAW & SECRETARIAL PRACTICE THEORY	100	35	35	THIRTY FIVE	
6	BUSINESS ECONOMICS THEORY	100	35	50	FIFTY	
	GRAND TOTAL :	600		305		

Grand Total (in words) THREE HUNDRED AND FIVE

RESULT SECOND CLASS

NOTE:

MINIMUM FOR A PASS IS 35 PERCENT IN EACH SUBJECT.

C/ /86 PW48:

255750

BANGALORE



UNIVERSITY

Office of the
Registrar (Evaluation)
Bangalore - 560 001

STATEMENT OF MARKS

Degree : BACHELOR OF COMMERCE

Course : B.COM

Year/Sem *** 2

DATE : 2004/12/08

Month & Year of Examination : Apr/2004

NAME : BHAVYA G

Register Number : 02KBC01013

SL. NO.	SUBJECT	MAXIMUM MARKS	MINIMUM MARKS	TOTAL MARKS OBTAINED		REMARKS
				IN FIGURES	IN WORDS	
1	ENGLISH & BUSINESS COMMUNICATION PAPER - I	100	35	21	TWENTY ONE	
	PAPER - II	50		25	TWENTY FIVE	
2	KANNADA-II THEORY	50				
3	FINANCIAL ACCOUNTING - II THEORY	100	35	75	SEVENTY FIVE	
4	BUSINESS MANAGEMENT - II THEORY	100	35	56	FIFTY SIX	
5	BUSINESS STATISTICS AND MATHEMATICS THEORY	100	35	53	FIFTY THREE	
6	THEORY AND PRACTICE OF BANKING THEORY	100	35	40	FORTY	
		100	35	39	THIRTY NINE	
	GRAND TOTAL :	600		309		

Grand Total (in words) THREE HUNDRED AND NINE

RESULT SECOND CLASS

NOTE:

MINIMUM FOR A PASS IS 35 PERCENT IN EACH PAPER

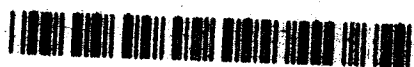
1/4/86 PW48:

BANGALORE

UNIVERSITY

Office of the
Registrar (Evaluation)
Bangalore - 560 001

449203



STATEMENT OF MARKS

Degree : BACHELOR OF COMMERCE

Course :

Year/Sem : B.COM
*** 3

DATE : 2005/07/30

Month & Year of Examination : Apr/2005

NAME :

BHAVYA G

Register Number :

02KBC01013

SL. NO.	SUBJECT	MAXIMUM MARKS	MINIMUM MARKS	TOTAL MARKS OBTAINED		REMARKS
				IN FIGURES	IN WORDS	
1	PRINCIPLES AND PRACTICE OF AUDITING					
	THEORY	100	35	39	THIRTY NINE	
2	BUSINESS LAWS					
	THEORY	100	35	54	FIFTY FOUR	
3	COST ACCOUNTING					
	THEORY	100	35	46	FORTY SIX	
4	LAW & PRACTICE OF INCOME TAX					
	THEORY	100	35	50	FIFTY	
	ADVANCED FINANCIAL ACCOUNTING					
	ELECTIVE - PAPER - I	100	35	52	FIFTY TWO	
6	MANAGEMENT ACCOUNTING					
	ELECTIVE - PAPER - II	100	35	35	THIRTY FIVE	
	GRAND TOTAL :	600		276		

Grand Total (in words)

TWO HUNDRED AND SEVENTY SIX

RESULT

PASS

NOTE:

MINIMUM FOR A PASS IS 35 PERCENT IN EACH SUBJECT.
THIS MARKS CARD BY ITSELF DOES NOT ENTITLE THE CANDIDATE TO THE DEGREE .
IT ONLY INDICATES THE RESULT OF THIS EXAMINATION.

HRD/OFF/17 - 18

April 1, 2017

Ms. Bhavya G

110/1, Rajanna Bldg., Muniyappa Layout,
Bhuvaneshwari Nagar,
Anekal Road, Attibele,
Bangalore 562 107.

Subject : Appointment Letter

Dear Bhavya,

We are pleased to appoint you as **Senior Associate** in **Grade H** with us here at DRN Definite Solutions Pvt. Ltd. where we hope you will enjoy your role and make a significant contribution to the success of the business.

Your employment will commence on **April 3, 2017**.

1. **Location:** You will be based at **Bangalore** at Koramangala Branch but may be required to work at such other locations within Bangalore or outside as reasonably determined by the needs of the business.
2. **Position :** Your job role will be **Senior Associate – Title Search** and you will be reporting to the respective Team Leader /Shift Manager.
 - i) Any change in reporting structure will be duly notified from time to time.
 - ii) The roles and responsibilities of this position will be described separately in an attached Position Description.
3. **Terms :** Probationary Period a Three **(3)** month will apply to this role. During this time you will receive advice, training and guidance to help you become familiar with, and competent in, performing the work you have been appointed to do. The appointment is subject to the satisfactory completion of the Probationary Period which itself is subject to termination during any stage, by either party, upon 15 days notice in writing, or by payment in lieu of notice.
4. **Remuneration :** Your Total Cost to Company will be: **INR. 228000/-** Per annum
The detailed breakdown of your Remuneration Package is provided separately annexed with this letter (see Annexure 1).

5. **Alteration to Terms of Employment** : Any alterations in the Regulations of Employment affecting staff individually will be notified by a letter or memorandum, but any general alteration will be communicated in a Circular to be seen by all members of staff.
6. **Payments** : Your salary will be paid monthly before the 5th of every Calendar Month directly to your Salary Account, the account details shall be notified to the Employer upon activation.
7. **Public Provident Fund (PPF)** : Voluntary PPF payments will be made on your behalf in accordance with the PPF Fund Regulations. As per company Policy, PF is mandatory and will be part of the Cost to the Company.
8. **Increments and Promotions**: Your growth and increase in salary will depend solely on your performance and contribution to the company. Salary increases are normally given on a periodic basis, based on the company's policies.
9. **Deductions** :
 - Insurance, ESI, PF and Professional taxes if any will be deducted at source.
 - Income tax will not be deducted as part of monthly salary. However will be annualized based on the savings proof that you provide.
10. **Leave / Holidays** :
 - i) **Annual Leave** : You are entitled to 12 days' (2 weeks') annual paid leave per year of service Leave is accrued in accordance with the employment Act and should be taken within one year of falling due, on occasions negotiated with your manager.
 - ii) **Casual/Sick Leave** : You are entitled to 12 days paid personal/carer's leave in accordance with the Employment Act.
 - iii) **Maternity Leave (Women Employee)** : You may be entitled to 90 days in line with the provisions of the Employment Act.
 - iv) **Leave encashment** or carry forward will be notified duly by the HR department towards the end of the fiscal year.
 - v) The Company shall notify a list of declared holidays in the beginning of each year.

11. Termination of Services : On satisfactory completion of the probationary period your appointment will be confirmed in writing. After confirmation, your services may be terminated by either party, giving notice in writing for **one (1)** month. The company reserves the right to terminate your association on grounds of misconduct or unsatisfactory job performance. When payment in lieu of notice is offered by either side, the notice pay shall mean only the basic salary and does not include cash equivalent of any allowances etc. Payment in lieu of notice shall be subject to acceptance of the same by the company considering unfinished tasks, projects on hand, work in progress, etc. You shall not be deemed to have been relieved of your services expect upon issue of a letter to that effect.

- i) In absence of formal resignation company will not provide any certification of services.
- ii) Absence for a continuous period of 5 days without prior approval of our superior would be treated as abandonment of service.

On the termination of your employment for whatever reason, you will return to the Company all property

12. Notice Period : Staffs who wish to terminate their employment with the Company are expected to give the following notice :

- Associates on Probation – 30 days
- Confirmed Associates – 2 months
- Senior/Management Staff – 2 months

- a. You shall also be bound to provide the company with two (2) months notice prior to Resignation during which period you may have to actually work the said period OR Will be adjustable either against leave or forfeiture of salary, however be open to the company resolution.
- b. If the exigency of work so require, the company may not relieve you earlier than the expiry of the entire period of notice. It shall, however, be open to the company to accept your resignation with effect from any date earlier than the one offered by you in your resignation letter.

13. Standard of Attire : All Employees are expected to conform to an acceptable standard of dress to ensure that the image as presented to customers, colleagues and associates is in keeping with the proper professional approach of the Company.

14. Working Hours : DRN Definite Solutions generally works round the clock, It is expected that you will work an average of **54** hours per week during general business hours.

From time to time you will be required to work reasonable additional hours or after hours when necessary to perform your duties. Overtime payments or time in lieu will be calculated in accordance with the company's agreement terms which shall be duly notified during the course of employment.

15. Verification of Particular Documents : You are required to produce the following at the time of Joining duty :

- Photo copies of all relevant certificates / Degree Mark Sheets etc.
- Proof of Birth,
- Experience / Relieving Certificate from Previous employer.
- Acceptance of Resignation – Last Organization
- Last two months pay slips of previous employer
- Voter ID / Pan / Aadar Card Copy.
- Photocopy of Passport (if available)
- Form 16 – Previous company (if applicable)
- PF. / UAN No. – Previous company (if applicable)

16. Privacy : You are required to observe and uphold all of the Company's privacy policies and procedures as implemented or varied from time to time.

Collection, storage, access to and dissemination of employee personal information will be in accordance with privacy legislation.

17. Company Policy : Is in place a number of company policies and procedures. You are required to comply with company policy. A failure to comply with these policies may result in disciplinary action being taken against you.

18. Retirement : You shall retire from the services of the company on attaining the age of 60 years on the basis of the age submitted by you, subject to your being medically and mentally fit.

19. Intellectual Property Right: If during the period of your employment with us you achieve any invention, process improvement, operational improvement, or other process/method likely to result in more efficient operation of any of the activities of the company, the company shall be entitled to use, utilize and exploit such improvement and you shall assign all rights thereof to the company for the purpose of seeking any patent rights or for any other purpose. The company shall have the sole ownership rights of all the intellectual property rights that you may create during the tenure of association with the company including but not limited to the creative concept that you may develop during your association with the company.

20. Restrain:

- a. **Access to Information:** Information is available on need to know basis for specific groups and the network file server of the company is segregated to allow individual sectors information access for projects and units. Access to this is authorized through access privileges approved by unit mentors or project mentors.
- b. **Restriction on Personal Use:** Use of company resources for personal use is strictly restricted. This includes usage of computer resources, information, internet service, and working time of the company for any personal use.

21. Confidentiality of Information :

- a. During your employment with the Company you will devote your whole time, attention and skill to the best of your ability for its business. You shall not, directly or indirectly, engage or associate yourself with, be connected with, concerned, employed or engaged in any other business or activities or any other post or work part time or pursue any course of study whatsoever, without the prior permission of the Company.
- b. You must always maintain the highest degree of confidentiality and keep as confidential the records, documents and other Confidential Information relating to the business of the Company which may be known to you or confided in you by any means and you will use such records, documents and information only in a duly authorized manner in the interest of the Company. For the purposes of this clause 'Confidential Information' means information about the Company's business and that of its customers which is not available to the

- c. general public and which may be learnt by you in the course of your employment. This includes, but is not limited to, information relating to the organization, its customer lists, employment policies, personnel, and information about the Company's products, processes including ideas, concepts, projections, technology, manuals, drawing, designs, specifications, and all papers, resumes, records and other documents containing such Confidential Information.
- d. At no time, will you remove any Confidential Information from the office without permission.
- e. Your duty to safeguard and not disclose Confidential Information will survive the expiration or termination of this Agreement and/or your employment with the Company.
- f. Breach of the conditions of this clause will render you liable to summary dismissal under clause above in addition to any other remedy the Company may have against you in law.

22. Law / Jurisdiction : Your employment with the Company is subject to Indian laws. All disputes shall be subject to the jurisdiction of **Bangalore**, State of Karnataka, India.

23. Welcome and Acceptance : Please confirm your acceptance of this by signing and returning the duplicate copy.

We would like to welcome you to DRN Definite Solutions Family and wish you a long and rewarding career with us.

Sincerely,

DRN Definite Solutions Pvt Ltd.,


Dinesh Kumar

CEO / President

I Bhavya G accept the terms and conditions of this contract.

Name : Bhavya G

Signature : Bhavya G

Dated: 08/09/2017

Annexure 1.1

Name	Bhavya G	
Designation	Senior Associate	
Salary Head	Per Month (Rs)	Per Annum (Rs)
Basic + DA	10,800.00	129,600.00
HRA	4,320.00	51,840.00
Conveyance	1,080.00	12,960.00
Children Education Allowance	0	0
Medical Allowance	1,250.00	15,000.00
Skill Allowance	5,254.00	63,048.00
Special Allowance	0	0
Fixed Gross	22,704.00	272,448.00
Employer PF	1,296.00	15,552.00
Employer ESIC	0	0
Ex-Gratia		
L.T.A		
Bonus		
Leave Encashment		
Gratuity		
Superannuation		
Total	1,296.00	15,552.00
COST TO COMPANY (CTC)	24,000.00	288,000.00
Employee PF	1,296.00	15,552.00
Employee ESIC	0	0
Insurance	200	2,400.00
Income Tax	0	0
Professional Tax	200	2,400.00
Total Deduction	1,696.00	20,352.00
NET TAKE HOME	21,008.00	

Note : Any tax liabilities arising out of the remuneration will be deducted as per the Income Tax rules.