

GANDHI FELLOWSHIP
unfold impact enjoy



Jul 25, 2023

Dear SHAHID ALLIMOHAMAD PATHAN,

Congratulations and welcome to the Gandhi Fellowship Program, Batch of 2023-25!

The Gandhi Fellowship is the flagship program of the Piramal Foundation (hereinafter referred to as the "Foundation"). This Program is among the most aspirational Fellowship programs in the country, owing to our dynamic educational curriculum. Young people like you from across the country embark on lifelong journeys of personal transformation as they lead our interventions in the communities we serve. These experiences lead to deeper self-awareness, the discovery of personal values and stronger leadership skills and life skills.

The Foundation is focused on improving the lives of the marginalized communities by strengthening Government systems and leveraging the power of youth with a spirit of service or Sewa Bhaava. We currently work across 24 states in partnership with the Central and State Governments. Over the years, we have developed innovative solutions, a deep understanding of our communities, and strong technical partnerships. These are pivotal in helping us continue to serve our communities in partnership with government institutions across India.

The global Covid-19 pandemic deeply impacted the country. While we continue to be committed to the well-being of the communities we serve, it is equally important for us to ensure the safety and well-being of our team members.

Usually, the entire duration of the Fellowship is designed to be spent in the location where you are placed. Given any unforeseen circumstances, or an epidemic or pandemic, your fellowship journey maybe a combination of working from Home and working from our program locations. This is a critical choice we make to ensure your safety and wellbeing over the course of this journey, with minimal impact on your transformational journey. Our leaders will share these decisions with you periodically and will be made considering the multiple factors that impact your safety, well- being, and learning journeys.

Other nuances of the duration of this Fellowship are detailed in the attached Annexures for your reference. Annexure A sets out the Terms & Conditions of the Fellowship, and Annexure B states the State you are assigned. We urge you to read through them, and if you have any clarifications/doubts, please reach out to your account managers.

To confirm your participation as a Gandhi Fellow in the Gandhi Fellowship Program, Batch of 2023-25, please sign a copy of this letter along with each page of the Annexures and share it with us within 5 days of receiving this Fellowship Letter. After that, our offer for you to join the Fellowship will stand withdrawn.

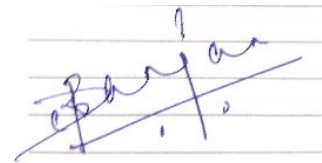
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This offer is subject to your reporting to the final location as communicated to you in your location allocation and being certified medically fit, along with the medical test reports submitted at the time of joining.

I extend our warm welcome to you and wish you great success as you embark on this journey of self-discovery and self-development as you transform the nation in improving the lives of marginalized communities by strengthening Govt. systems and continuing further on your journey as a Nation Builder.

I look forward to seeing you at the Orientation!

Yours sincerely,



Debanjan Roy

Director - Gandhi Fellowship Program

Shahid Allimohamad Pathan

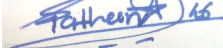
I have carefully read and understood the terms and conditions of the Gandhi Fellowship Program as has been detailed hereinabove and the Annexures hereto. I agree to all the terms and conditions and undertake to abide by the same during the Fellowship Program. I also declare that all the documents, data, and information I provided are correct. I understand that any false declaration or information provided by me could lead to the termination of the Offer Letter and the opportunity to pursue the Fellowship.

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Annexure A - Terms & Conditions

Gandhi Fellowship Program: Terms & conditions

1. This offer is subject to your reporting to the final location as communicated to you in your location-allocation and being certified medically fit along with the medical test reports submitted at the time of joining.
2. The fellowship program is from 2023-25 of a duration of 23 months from the date of joining to the end date
3. Fellows would have to report for Central Induction at the assigned place. The initial travel cost for reporting to the Induction location has to be borne by the Fellow. From there, the Program team will assign the Location for the further official move. Once the Fellow reaches at the assigned location and post that if any transfer or location change happens, the organization will take care of the travel cost.
4. Fellows are advised to get their medical tests done before reporting for the induction. If any fellow fails to get their tests done, then the organization will facilitate the medical tests at the assigned Induction venue and the Fellow will bear the cost for the same. The enrollment in the Fellowship can also be terminated if a fellow fails to complete the medical tests; this is also mentioned in your Application Form.
5. The Foundation is an empathetic Organization and very mindful of all the people's safety and health. Fellows are no exception. The Covid pandemic is now subsided but in future should it or any other disruption resurface we will abide by and conform to the Govt norms as well as any organisational protocols governing the same.
6. You may be placed at any location in India and assigned to any project to gain a live-action experience for learning. Such Projects and Programs could be undertaken by the Piramal Foundation and any of the entities under the aegis of the Piramal Foundation, viz. Piramal Foundation for Education Leadership / Kaivalya Education Foundation / Piramal Swasthya / Piramal Sarvajal / Jal Jeevan Mission / Enable Health Society / Tribal Health Collaborative etc.
7. The Fellowship program is transferrable, and during the Fellowship program, the Fellows may be transferred across locations or initiatives depending on the needs of the Foundation. You can be re-assigned to another location and/ or to another project under any of the above entities to meet the Fellowship Program's objectives to enhance the richness of the experiential learning process cutting across initiatives. In such an instance, you will abide by such transfer instructions. The Foundation will reimburse the reasonable cost of such relocation as per the policy guidelines of the Foundation.
8. You are not entitled to choose any location as per your preference or choose to Work from Home. Hence, you will have to strictly abide by the instructions of the Fellowship Program with regards to the Location/ activity assigned to you.

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9. You shall be eligible for a Fellowship Honorarium during the course of the Program from the date of your joining the Fellowship, which is as follows:

A) Work From Home Model: This is applicable only in the event that the Govt (Local state &/ or Central Govt); or the Foundation takes a decision to implement work from home model

All-Inclusive Consolidated Fellowship Honorarium amount of Rs. 14,500 per month

(i) An amount of ₹7500 (Rupees Seven Thousand Five Hundred Only) will be paid to you on a monthly basis. This covers the amount you may have to spend on personal needs like food, personal medicines, personal clothing etc.

(ii) The balance monthly Fellowship honorarium amounting to ₹7000/-(Rupees Seven Thousand Only) will be retained as deferred Fellowship honorarium amount.

B) Work from Location- Old Model (depending upon what location and Program you are assigned with)

All-Inclusive Consolidated Fellowship Honorarium amount of Rs. 18,800 per month

I. If the old model strategy is followed, Fellow will receive the following amount from the organization to support and sustain

II. An amount of ₹ 11800/- (Rupees Eleven Thousand Eight Hundred only) will be paid to the Fellow will be paid to you on a monthly basis. This covers the amount that you may have to spend on personal needs like food, personal medicines, personal clothing, fuel and communication

III. The balance monthly Fellowship honorarium amounting to ₹ 7000/-(Rupees Seven Thousand Only) will be retained as a deferred Fellowship honorarium amount.

(C) Work from Location - New Model/ Self Management Model (depending upon what location and Program you are assigned with)

All-Inclusive Consolidated Fellowship Honorarium amount of Rs. 24500 per month

I. If the new model/Self Management Model is followed, the Fellow will receive the following amount from the organization to support and sustain

II. An amount of ₹ 17500/- (Rupees Seventeen Thousand Five Hundred only) will be paid to the Fellow on a monthly basis. This covers the amount that the Fellow may have to spend on personal needs like food, personal medicines, personal clothing, fuel, rent for accommodation, buying items for the living quarters for the Fellowship period, payment of utility bills (gas/electricity / mobile phone/water etc.), cooking and cleaner, cleaning materials, local conveyance/fuel for two-wheelers that may be provided for use during the Fellowship; repairs and maintenance at the living quarters and including assets (such as a tablet) etc.

III. The balance monthly Fellowship honorarium amounting to ₹ 7000/-(Rupees Seven Thousand Only) will be retained as deferred Fellowship honorarium amount

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The total deferred Fellowship honorarium accrued and due amount as per the Fellowship Rules (provided in clause 15 below) will be paid to you in lump sum at the end of the Term of your Fellowship Program i.e. 23 (twenty-three) months ending on END DATE after recovery of or adjustment of any advances given to you and the confirmation that you have settled all the dues.

10. If you are guided to move to a location, the Foundation will take care of living requirements as per the Fellowship Design principles, either in rented accommodation or in the Foundation's own facility (Piramal School of Leadership) provide you with an honorarium model mentioned in (B) of clause 9

OR

Provide you with an honorarium model mentioned in (C) of clause 9 when you move to your assigned program location for living expenses to help you take care of your living requirements on your own as per the Fellowship Design principles

11. The amount as mentioned above in (B) of clause 9 for the New Model/ Self Management Model for living requirements will address basic sustenance needs like rent for accommodation, buying items for the living quarters for the Fellowship period, payment of utility bills (gas/electricity / mobile phone/water etc.), cook and cleaner, cleaning materials, local conveyance/fuel for 2 wheeler that may be provided for use during the Fellowship; repairs and maintenance at the living quarters and including assets (such as a tablet) which may be provided to you for use during your Fellowship period; and/or any other such or similar expenses. Irrespective of the type of living arrangement, you are expected to manage your living expenses within the said Total Fellowship Honorarium by prudently managing the same and following the Design tenets of the Fellowship.

Note:

1- The monthly Fellowship Honorarium amount that will be paid monthly covers buying food provisions and managing any other personal needs, personal medicines, personal clothing, and personal communication expenses mentioned above in (B) of clause 9

2- The monthly Fellowship Honorarium amount that will be paid monthly covers buying food provisions and managing any other personal needs, personal medicines, personal clothing, personal communication expenses, like rent for accommodation, buying items for the living quarters for the Fellowship period, payment of utility bills (gas/electricity / mobile phone/water etc.), cooking and cleaner, cleaning materials, local conveyance/fuel for 2 wheeler that may be provided for use during the Fellowship; repairs and maintenance at the living quarters and including assets (such as a tablet) mentioned above in (C) of clause 9

Therefore, the total Fellowship Honorarium amount will vary depending on the location, the project/program, and the kind of living arrangement you are made part of. The details about the various options of living arrangements/honorarium model shall be communicated to you closer to the time of moving to the locations which we will guide.

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12. The honorarium amount will be calculated based on your working model

13. The payroll and Attendance cycle for every month is from the 16th to the 15th. Anyone joining on or before the 15th will receive an honorarium in the same month. But if the joining is on the 16th or after, then the honorarium will be processed along with the next payroll month.

14. You are expected to complete the Fellowship by being part of it for the full tenure of 23 months.

15. In case the Fellowship is terminated by the Foundation or you, for any reason whatsoever prior to the completion of the Term of the Fellowship, the cumulative deferred Fellowship honorarium shall be payable subject to the following conditions:

a) If you choose to leave the Fellowship for good reasons which is accepted by the Fellowship Management, then a minimum of 15 days' notice is expected to be served.

b) If you complete less than 12 months from the start of the Program, you will not be eligible or entitled to be paid any deferred Fellowship honorarium amount. The said amount shall stand forfeited.

c) Complete more than 12 months but less than 23 months. You will be eligible and entitled to be paid the cumulative deferred Fellowship honorarium amount for 12 months, i.e. 84,000 (Rs. 7000 x 12). However, the said deferred Fellowship honorarium amount will be paid only at the end of the Term of the Fellowship Program, i.e. 23 months, in June 2025, after recovering any advances given to you and confirming that you have settled all dues at the location.

d) If you complete 23 months of Fellowship, then you will be paid the entire cumulative deferred Fellowship honorarium amount for 23 months i.e. Rs. 1,61,000 (Rs. 7000 x 23 months) in the month of June 2025 after your graduation ceremony, after recovery of any advances given to you and confirmation that you have settled all dues at the location.

The above conditions for deferred Fellowship are illustrated in the table below:

Scenario #	Program start date	Date of leaving the Program	Association for # months	Payable deferred Fellowship Honorarium amount	Deferred fellowship Honorarium payment month
# 1 (Left within 12 months)	1-Jul-2021	31-May-2022	Less than 12 months	₹ 0	NA
# 2 (left after 12 months but before 23 months)	1-Jul-2021	31-Dec-2022	More than 12 months but less than 23 months	₹ 7,000*12 = ₹ 84,000	Jun-2023
# 3 (completed the Program)	1-Jul-2021	31-May-2023	23 months	₹ 7,000*23 = ₹ 161,000	Jun-2023

Note: The amount of deferred Fellowship honorarium will be prorated as set out above on the basis of your actual date of leaving after confirmation that you have settled all dues at the location and recovery of or adjustment of any advances given to you.

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16. You will be covered under the following as per the terms applicable as on date from your date of joining the Fellowship:

- a. Group Medical Insurance Policy for Rs. 2 lacs
- b. Group Term Life Insurance Policy for Rs. 10 Lacs
- c. Group Personal Accident Policy for Rs. 5 lacs

The terms and conditions of the above shall be explained separately.

17. As the Fellowship Program is a full-time learning/educational program, you are not permitted to engage yourself in any other activity, including but not limited to pursuing any other educational course during the period of the Fellowship.

18. You undertake to follow the Fellowship Design principles that would be explained to you, the Code of Conduct of the Fellowship, and you commit to respect the community that you get to live in as part of the Fellowship. This is integral to the Fellowship.

19. You undertake to ensure that the "Use and Return" assets given to you during the Fellowship are used for the Fellowship purposes only and are managed and maintained in a good state.

20. The Fellowship will be awarded on an objective and non-discriminatory basis.

21. The Foundation does not act as an employer with respect to you i.e., the Fellows under this Fellowship. The terms and conditions of this Fellowship shall in no manner be construed as an employer-employee relationship between the parties.

22. The Foundation does not guarantee any future employment with it or its affiliates.

23. The Foundation does not take any liability, financial or otherwise, of the Fellow, except to pay the Fellowship honorarium as set out hereinabove.

24. You will be awarded the Fellowship Certificate on your successful completion of the Program.

25. The Foundation reserves its right to terminate this Fellowship arrangement with you at any time during the Term of this Fellowship program for the cause. To illustrate, if you commit an act of misconduct deemed by the Foundation to be in breach of the values and ethos of the Fellowship or are found to be medically unfit or remain willfully absent or are otherwise unable to perform the assignment entrusted to you, in such a scenario, the Foundation reserves the right to terminate this Fellowship arrangement with you forthwith, and your deferred Fellowship honorarium amount will stand forfeited.

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26. You will be governed by all the rules and regulations as enforced by the Foundation from time to time. The current applicable rules & regulations are available on our intranet. The decision of the Foundation on all such matters shall be final and binding.

27. All documents, declarations and undertakings signed by you separately shall be construed as part and parcel of this Offer Letter.

28. The Terms and Conditions of the Fellowship shall be governed by and construed in accordance with Indian laws. The Foundation and the Fellows irrevocably submit to the jurisdiction of the courts at Mumbai to settle any disputes in connection with these terms and conditions.

29. You will be eligible to apply for the Social incubation and Enterprise Program after successfully graduating from this Fellowship Program.

30. Work from home will only come into force if the Foundation decides to implement the same basis Government (Local/State &/or Central Govt.) decisions. In such a scenario, Point No. 9 A will apply for Fellowship Honorarium.

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ANNEXURE - B

Name: SHAHID ALLIMOHAMAD PATHAN

Big Bet assigned to: Aspirational District Collaborative

State assigned to: Karnataka

The location assigned to: Program team will allocate the final location during Induction.

I have carefully read and understood the terms and conditions of the Gandhi Fellowship Program as has been detailed hereinabove. I accept all the terms and conditions as well as the allocation of the location and the initiative in which I will be working.

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