



ITC Limited  
INDIA TOBACCO DIVISION  
Meenakunte Village  
Jala Hobli  
Bangalore (North) - 562 157  
INDIA  
Tel : 0091 - 80-28467709  
Fax : 0091 - 80-28467707

Feb 14, 2020

**TO WHOMSOEVER IT MAY CONCERN**

This is to certify that Mr. Mahendra G.M. of USN : 4AL18MBA39 a student of MBA Alva's Institute of Engineering & Technology , Moodbidri - 574225. He has done the project on topic of "Study on employee job satisfaction" with reference to ITC Pvt. Ltd., Bangalore from 1st January 2020 to 14th February 2020.

He has done this Study under the guidance of Mr. Paramesh Y.G. of HR Department.

He has completed this Study to the satisfaction of all concerned.

We wish his all the best in his future endeavors.

ITC LIMITED

**HUMAN RESOURCES MANAGER**

FMCG • HOTELS • PAPER BOARDS AND PACKAGING • AGRICULTURE BUSINESS • INFORMATION TECHNOLOGY  
Reg. Office : Virginia House, 37 J.L. Nehru Road, Kolkata 700 071, India  
Visit us at [www.itcportal.com](http://www.itcportal.com) Corporate Identity Number : L16005WB1910PLC001985