



युवा कार्यक्रम  
एवं खेल मंत्रालय  
MINISTRY OF  
YOUTH AFFAIRS  
AND SPORTS



**Recruitment/Empanelment  
of Coaches & Support Staff**

**For the Sport of Weightlifting  
under “Scheme of Assistance to NSF”**

**Advertisement No. IWLF/NCC/Rect./2025-26/01**

**INDIAN WEIGHTLIFTING FEDERATION**

C-2/18, Sector-31,

Noida, Uttar Pradesh 201301

Email – [weightlifting@weightliftingindia.in](mailto:weightlifting@weightliftingindia.in), Website – [www.iwlf.in](http://www.iwlf.in)

## **Preamble**

Indian Weightlifting Federation (IWLF) is the National Sports Federation registered with the Registrar of Societies, NCT of Delhi under the Societies Registration Act, 1860. It has been engaged in the development and promotion of the sport of Weightlifting in India.

Indian Weightlifting Federation (IWLF) is recognized by the Department of Sports, Ministry of Youth Affairs & Sports, Government of India, and International Weightlifting Federation (IWF), Asian Weightlifting Federation (AWF), Commonwealth Weightlifting Federation (CWF) and is affiliated with the Indian Olympic Association.

For the development of the sport of Weightlifting and to provide scientific support to Indian Weightlifters, IWLF intends to recruit support staff to work with the Weightlifters and other team members in the National Coaching Camps for Senior, Junior, Youth and Pre-Youth category athletes. IWLF invites applications for the following positions -

1. National Coach including deputation (1)
2. Senior Coach including deputation (2)
3. Coach including deputation (2)
4. Physiotherapists including deputation (2)
5. Masseur (1)
6. Masseuse (1)



The officials, so recruited, will be posted anywhere in the country and may also travel with the team to various foreign exposure programs, tournaments, and championships in India and abroad at the discretion of the IWLF.

The recruitments will be made on a contractual basis initially for a period of two years and may be extended further subject to the officials found suitable to continue on the basis of their performance assessed on a half yearly basis. The guidelines of the Sports Authority of India (SAI) circulated vide their letter No. SAI/TD/Misc/2019 dated 4<sup>th</sup> November 2019, appended below will be followed. Suitable remuneration will be paid as per the **“Scheme of Assistance to NSF”**

Interested candidates, who fulfill the criteria for various posts mentioned below may send their applications in the format provided in the Appendix with self-attested copies of their credentials to the President, Indian Weightlifting Federation at C-2/18, Sector-31, Noida, Uttar Pradesh 201301 and/or by mail to “[weightlifting@weightliftingindia.in](mailto:weightlifting@weightliftingindia.in)”. The subject of the email should contain the name of the applicant and the name of the position for which applied.

**The applications must be in the format given in the Appendix. The last date of receipt of the applications for all posts is 6<sup>th</sup> June, 2025.**



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### **POST – NATIONAL CHIEF COACH**

***To lead and manage the national weightlifting program, overseeing athlete development, coaching strategies, competition preparation, and achieving excellence at international competitions such as the Olympics, World Championships, and Continental Games.***

- Diploma in Coaching from SAI, NS NIS, or from any other recognized Indian/Foreign University OR Certificate course in Olympic Solidarity by International Weightlifting Federation / Level courses – Mandatory.
- Optional requirement - Medal winner in International Championships / Thrice Olympic Participation OR Participation in Olympic and International Event OR National Medalist wherein suitable points will be given.
- Minimum ten years of coaching experience in the Weightlifting Sports as Chief Coach.
- Should be physically fit
- The minimum age of the applicant should be 35 years and upper age of the applicant should not exceed 65 years.
- Should not have any conflict of interest. In case, any coach is engaged with any other organization/academy/institution in any capacity, No Objection Certificate (NOC) must be obtained from the said organization / academy / institution and should be attached with the application.
- Proven track record as a successful weightlifting coach at the national or international level.
- Deep understanding of sports science, periodization, training load principles and technical aspects of Olympic weightlifting.
- Experience in managing elite athletes and coaching teams.



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- Strong leadership and communication skills.
- Analytical and data-driven approach to coaching.
- Ability to work under pressure and in high-performance environments.
- Collaborative mindset with strong organizational capabilities.

### **SCOPE OF WORK**

- Develop and implement a long-term performance strategy for the national weightlifting program.
- Set performance goals and KPIs in line with national and international competition standards.
- Monitor and evaluate athlete development pipelines from junior to elite levels.
- Design and supervise individualized and team training programs.
- Mentor and manage national team coaches and support staff.
- Ensure proper talent identification and development systems are in place.
- Oversee athlete selection for training camps and competitions based on performance metrics.
- Plan and lead all national team camps, trials, and competition participation.
- Analyze performance data and provide technical feedback for continuous improvement.
- Accompany teams to major international events and manage in-competition coaching.
- Work closely with sports science and medical teams (physiotherapists, nutritionists, psychologists).
- Prepare reports and briefings for governing bodies and stakeholders.



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- Manage budgets, logistics, and procurement related to training and competition.
- Ensure adherence to anti-doping regulations and ethical standards.
- Promote athlete welfare, safety, and holistic development.
- Foster a culture of integrity, discipline, and professionalism.
- Any other assignment given by IWLF from time to time.

### **POST - SENIOR COACH**

#### **ELIGIBILITY**

- Diploma or equivalent in Coaching from SAI, NS NIS, or from any other recognized Indian/Foreign University – Mandatory.
- Optional requirement - Medal winner in Olympic/World Championship / Twice Olympic Participation OR Participation in Olympic and International Event OR National Medalist wherein suitable points will be given.
- Minimum seven years of coaching experience in the Weightlifting Sports.
- Should be physically fit.
- The minimum age of the applicant should be 35 years and upper age of the applicant should not exceed 65 years.
- The applicant will not be allowed to participate/compete in Selection Trials for the purpose of selection of teams for international teams.
- Should not have any conflict of interest. In case, any coach is engaged with any other organization/academy/institution in any capacity, No Objection Certificate (NOC) must be obtained from the said organization / academy / institution and should be attached with the application.

## **SCOPE OF WORK**

- The coach would be given specific targets to be achieved during the period of their contract.
- The coach would be required to prepare the training program in consultation with the National Coach for the weightlifters as per IWLF calendar.
- The coach is required to provide his / her services at any place wherever required by the IWLF and shall perform his / her duties, tasks and responsibilities as assigned by the IWLF towards training & promotion of sport for National / State Weightlifting Associations / Khelo India centres / Khelo India academies / NCOEs.
- The calendar program and training schedule of the IWLF requiring the services of Coach shall have precedence over any organization / academy / institution, where the applicant is associated with.
- The Senior Coach would be required to submit time bound reports as decided by the IWLF.
- The empaneled coach would be deputed to train weightlifters as and when requested by IWLF.

## **POST - COACH**

### **ELIGIBILITY**

- NIS Diploma / Level 2 Course coaches from IWLF or international university/National Awardees - Mandatory.
- International Weightlifter or National Medalist or IOC Solidarity Course will be optional for which additional points will be given to the candidates.
- Minimum four years of coaching experience in the Weightlifting Sports.





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- The minimum age of the applicant should be 25 years and upper age of the applicant should not exceed 65 years.
- The applicant will not be allowed to participate/compete in Selection Trials for the purpose of selection of teams for international teams.
- Should not have any conflict of interest. In case, any coach is engaged with any other organization/academy/institution in any capacity, No Objection Certificate (NOC) must be obtained from the said organization / academy / institution and should be attached with the application.

### **SCOPE OF WORK**

- The coach would be given specific targets to be achieved during the period of their contract.
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- The calendar program and training schedule of the IWLF requiring the services of Coach shall have precedence over any organization / academy / institution, where the applicant is associated with.
- The Coach would be required to submit time bound reports as decided by the IWLF.
- The empaneled coach would be deputed to train weightlifters as and when requested by IWLF.



## **POST - SPORTS PHYSIOTHERAPIST**

### **Eligibility Criteria:**

1. Masters Degree in Physiotherapy (MPT) qualification from a recognized university/institute will be given preference.
2. Bachelor's Degree in Physiotherapy (BPT) qualification from a recognized university/institute.
3. No online degree/diploma will be accepted as a substitute for the above qualification.
4. Maximum Age Limit: 55 Years

### **Desirable Qualification**

1. UGC recognized postgraduation in Sports Physiotherapy i.e., MPT (Sports) or MPT (Ortho & Sports Combined PG degree) or equivalent qualification from a recognized university/institute - Desirable
2. Experience in sports-specific (Weightlifting in particular) and at an elite level preferably with national teams, special skills having electrotherapy, reflexology or acupuncture would be preferred.
3. Other qualifications relevant to meeting the sports-specific demand may be considered as additional qualifications.

### **Job Description:**

1. Shall be responsible for day-to-day injury management, injury treatment plan, illness, and rehabilitation of athletes.
2. Shall work on injury prevention strategy for the athletes & progress.
3. Shall maintain a record of present and past injuries for all athletes in camp.
4. Shall help the coach in planning strength conditioning sessions for all athletes
5. Shall conduct medical examination of all camp athletes at the beginning of national coaching camp and communicate the results.
6. Shall coordinate for Scientific Testing with the Sports Science Department of SAI/ SAI/outsourced agency if any.



7. Shall send his/her reports to the IWLF HQ and High Performance Director.
8. Any other work as assigned by IWLF/SAI.

### **POST - SPORTS MASSEUR/MASSEUSE**

#### **Eligibility Criteria:**

1. Must have passed SSC/HrSC examination from a recognized Board. Higher educational qualifications may be preferred.
2. Certified Sports Massage Course from a recognized university/institute
3. No online degree/diploma will be accepted as a substitute for the above.
4. Maximum Age Limit: 50 Years

#### **Qualifications Desirable:**

- 1 SAI NIS Sports Massage Skill Development Course
- 2 Ayurvedic massage experience
- 3 Experience as a professional massage therapist with sports preferred

#### **Job Description:**

1. Massage therapy for the athletes under the direction of the Coach and/or physiotherapist.
2. Help the team to carry out daily functioning
3. Listen to the sportsperson during massages and adjust technique to meet their needs
4. Suggest massage schedules for recurring sessions in consultation with team management
5. Any other work as assigned by IWLF/SAI.

\*\*\*\*\*

No. SAI/TD/Misc./2019

4<sup>th</sup> Nov. 2019

1. President/Secretary General, IOA
2. President/Secretary General of  
National Sports Federations

Sub: ***Policy for Recruitment of Coaches and Support Staff under the "Scheme of Assistance to NSF" – Reg.***

Sir/Madam,

The following document outlines the policy related to appointment of Coaches and Support Staff by the National Sports Federations (NSFs) or Sports Authority of India (SAI). The Competent Authority has decided to streamline the process related to empanelment, appointment, review and remuneration of Coaches and Support Staff working part time or full time in national camps or appointed to work with Indian athletes by the NSF.

#### **NSF Search Committee**

1. Each NSF will form a Search Committee, to be decided by its President/ Secretary General. The Search Committee will be responsible for:
  - a) Initiating research on credible coaches and support staff in the Indian and international sport ecosystem.
  - b) Maintaining upto date database of such personnel jointly with SAI.
  - c) Initiating contact, establishing and maintaining relations with such personnel.
  - d) Reaching out to suitable personnel from the database, during the beginning of the recruitment/empanelment process, encouraging them to apply.

- e) Preparing and circulating advertisement for recruitment.
- f) Shortlist candidates for interview/evaluation of the Empanelment Committee.

### **Empanelment Committee**

2. SAI will form an Empanelment Committee of the following members:
  - a) CEO (TOPS)/RD (TEAMS); Chairman of the Committee
  - b) Two members from the panel of elite coaches (annexed) OR two members from sport science/medicine; to be decided by DG (SAI).
  - c) One representative from the concerned NSF; to be nominated by the President/Secretary General of the NSF
  - d) One expert from the concerned sport discipline; to be nominated by DG (SAI)
  - e) Project Officer of the concerned sport discipline; as Member Secretary
3. The Empanelment Committee will be responsible for:
  - a) Reviewing all applications received for coaches and support staff.
  - b) Finalising names of candidates for interview.
  - c) Recommending candidate(s) for both recruitment and empanelment (if any) based on interview and other assessments, as applicable from time to time.
  - d) Drafting the Key Result Area (KRA) and/or Key Performance Indicators (KPI) to be used for periodic performance review of the Coach/Support Staff by the Committee.
  - e) Submitting recommendations on remuneration and tenure of Coach/Support Staff.

### **Coach/Support Staff Identification Process**

4. The process for identification of the coach/support staff will be as follows:
  - a) The concerned NSF will place the advertisement of recruitment on its website, social media platforms and other relevant platforms to ensure maximum outreach. The advertisement circulated should be open for a minimum period of 15 days and a maximum of 30 days and must contain a,



- i. Job Description - Mutually developed by NSF and SAI and approved by Chairman of the Empanelment Committee, detailing the expected roles and responsibilities and minimum eligibility criteria to apply.
  - ii. Job Application Form – Format at Annexure 1.
- b) In case suitable candidates are not found within the defined time frame, the advertisement process may be repeated for another cycle by the Search Committee. For the purpose of shortlisting however, applications received during both advertisement cycles will need to be considered.
- c) After completion of the above, the NSF will forward all applications received as per prescribed format at Annexure 1 to the Empanelment Committee, along with names of candidates shortlisted by the NSF Search Committee for consideration of the Empanelment Committee. It is recommended that the ratio of coaches and support staff approved in ACTC to the candidates shortlisted by the NSF Search Committee for each role be at least 1:3.
- d) After the interview assessment, the Empanelment Committee will sequence the candidates in an 'Order of Merit'. In case the Committee is divided in its opinion, each member will simultaneously place before the Committee their respective 'Order of Merit'. Points will be allocated against ranks given by each Committee member; highest point being equivalent to the number of candidates interviewed and lowest being 1. Total score thus obtained will be used to arrive at the final 'Order of Merit'.
- e) The highest ranked candidates on the 'Order of Merit', against the available vacancies, will be recommended for appointment to DG (SAI). Other meritorious candidates on the 'Order of Merit' (if any) as deemed fit by the Empanelment Committee will be recommended for inclusion to the 'Empanelled List' to DG (SAI).
- f) A candidate once empanelled by the Committee will remain part of the 'Empanelled List' for a maximum period of four years. Such list may be used by SAI or NSF from time to time for future recruitment of candidates in specific roles, with due approval of the Empanelment Committee and DG (SAI).

### **Remuneration, Tenure and Performance Review**

5. The process of deciding remuneration, tenure and conducting periodic performance review of coaches and support staff will be as below:
- a) In case of recruitment, the Empanelment Committee will submit its recommendations on remuneration and tenure of the chosen candidate to DG (SAI) with due justification in writing, along with minutes of the discussion, for consideration and approval.
  - b) The selected candidate will be required to sign a Tripartite Letter of Agreement between the individual, SAI and the concerned NSF, as applicable. An updated version of the existing agreement capturing the present nuances is under discussion and will be placed before the Competent Authority for approval.
  - c) The NSF will be required to submit to the Empanelment Committee the Coach/Support Staff's functional responsibilities and performance targets in the format developed by SAI, within 30 days from his/her official date of joining. Basis this, the Committee will draft the Key Result Area (KRA) and/or Key Performance Indicators (KPI) to be used for periodic performance review of the Coach/Support Staff by the Committee.

### **Timelines**

6. The timelines for finalisation of coaches and support staff is as below:
- a) All coach and support staff requirements must be projected in the ACTC budget proposed by the NSF. For the current Olympic cycle, ACTC requirements beyond 2020 Olympic/Paralympic Games and up to 31<sup>st</sup> Mar 2021 must be submitted by 30<sup>th</sup> June 2020 to SAI. For every subsequent Financial Year (FY) the requirement of the coaches and support staff must be submitted by the NSF by 31<sup>st</sup> Dec of the preceding FY.
  - b) After receiving all applicant details from the advertisement process, review of applicants by empanelment committee and final approval from SAI/MYAS is expected to complete within a maximum time period of 60 days.



- c) Coach and Support Staff recruited from FY 2021-22 will be for a maximum tenure of four years, subject to periodic performance review of the Committee.
7. The above guidelines come into force with immediate effect and supersede all the previous guidelines/instructions regarding appointment of coaches and support staffs for National Coaching Camps (NCC).
8. This does not apply to recruitment procedure to hire foreign coach/support staff which is governed by MYAS guideline. However, performance review of foreign coaches/support staff will be done by the above procedure.



(Cdr. Rajesh Rajagopalan)  
CEO (TOPS)

Enclosure – Annexure 1

Copy to: -

1. AD to DG, SAI
2. RD (TEAMS), SAI
3. All PO's of TEAMS/TOPS Division



ANURB 1



## JOB APPLICATION FORM (COACH & SUPPORT STAFF)

PERSONAL INFORMATION													
ROLE APPLIED FOR													
NAME (as per passport)	FIRST												
	MIDDLE												
	LAST												
DATE OF BIRTH	D	D	/	M	M	/	Y	Y	Y	Y			
PASSPORT NO.													
PASSPORT EXPIRY DATE	D	D	/	M	M	/	Y	Y	Y	Y			
MOB. NO. (with Country Code)	1.	P	R	I	M	A	R	Y					
	2.	A	L	T	E	R	N	A	T	E			
EMAIL ID.	1.	PRIMARY											
	2.	ALTERNATE											
PERMANENT ADDRESS	HOUSE NO., STREET, AREA												
	CITY												
	STATE												
	COUNTRY												
	P	I	N	/	Z	I	P		C	O	D	E	
COMMUNICATION ADDRESS	HOUSE NO., STREET, AREA												
	CITY												
	STATE												
	COUNTRY												
	P	I	N	/	Z	I	P		C	O	D	E	

EDUCATION QUALIFICATIONS										
COURSE/DEGREE	DOMAIN	INSTITUTE/UNIVERSITY	YEAR OF COMPLETION	MARKS/%AGE/CGPA/GRADE						
EG. Bachelor in Science	Sports Coaching									
EG. M.Sc.	Physiotherapy									

ADDITIONAL CERTIFICATIONS (IF ANY)				
COURSE/CERTIFICATE	DOMAIN	CERTIFYING AGENCY	YEAR OF COMPLETION	MARKS/%AGE/CGPA/GRADE
EG. IAAF LEVEL IV	ATHLETICS	IAAF		
EG. ASCA LEVEL I	S&C	Australian Strength & Conditioning Association		

PRESENT EMPLOYER DETAILS (To be filled only if employed by or working for an entity)										
ORGANISATION										
DESIGNATION										
DATE OF JOINING	D	D	/	M	M	/	Y	Y	Y	Y
REMUNERATION	MONTHLY GROSS									
EMPLOYMENT TYPE	<input type="checkbox"/> FULL TIME <input type="checkbox"/> ON CONTRACT <input type="checkbox"/> CONSULTANT									

PREVIOUS EMPLOYMENT HISTORY												
(To be filled only where employed by or working for an entity)												
ORGANISATION	DESIGNATION	TIME PERIOD						TYPE	REFERENCE			
1.		FROM						<input type="checkbox"/> FULL TIME	NAME DESIGNATION PH. NO EMAIL			
		M	M	/	Y	Y	Y			Y		
		TO						<input type="checkbox"/> ON CONTRACT				
		M	M	/	Y	Y	Y			Y		
						<input type="checkbox"/> CONSULTANT						
2.		FROM						<input type="checkbox"/> FULL TIME	NAME DESIGNATION PH. NO EMAIL			
		M	M	/	Y	Y	Y			Y		
		TO						<input type="checkbox"/> ON CONTRACT				
		M	M	/	Y	Y	Y			Y		
						<input type="checkbox"/> CONSULTANT						
3.		FROM						<input type="checkbox"/> FULL TIME	NAME DESIGNATION PH. NO EMAIL			
		M	M	/	Y	Y	Y			Y		
		TO						<input type="checkbox"/> ON CONTRACT				
		M	M	/	Y	Y	Y			Y		
						<input type="checkbox"/> CONSULTANT						
4.		FROM						<input type="checkbox"/> FULL TIME	NAME DESIGNATION PH. NO EMAIL			
		M	M	/	Y	Y	Y			Y		
		TO						<input type="checkbox"/> ON CONTRACT				
		M	M	/	Y	Y	Y			Y		
						<input type="checkbox"/> CONSULTANT						
5.		FROM						<input type="checkbox"/> FULL TIME	NAME DESIGNATION PH. NO EMAIL			
		M	M	/	Y	Y	Y			Y		
		TO						<input type="checkbox"/> ON CONTRACT				
		M	M	/	Y	Y	Y			Y		
						<input type="checkbox"/> CONSULTANT						

Please attach additional sheets if there are more details to be mentioned.

MAJOR PLAYERS WORKED WITH										
PLAYER & SPORT	WORKED AS	TIME PERIOD								MAJOR ACHIEVEMENTS OF PLAYER DURING TENURE
1.	<input type="checkbox"/> PERSONAL COACH/ SUPPORT STAFF	FROM								
		M	M	/	Y	Y	Y	Y		
	<input type="checkbox"/> CAMP/ACADEMY/SQUAD COACH/ SUPPORT STAFF	TO								
		M	M	/	Y	Y	Y	Y		
2.	<input type="checkbox"/> PERSONAL COACH	FROM								
		M	M	/	Y	Y	Y	Y		
	<input type="checkbox"/> CAMP/ACADEMY/SQUAD COACH/ SUPPORT STAFF	TO								
		M	M	/	Y	Y	Y	Y		
3.	<input type="checkbox"/> PERSONAL COACH	FROM								
		M	M	/	Y	Y	Y	Y		
	<input type="checkbox"/> CAMP/ACADEMY/SQUAD COACH/ SUPPORT STAFF	TO								
		M	M	/	Y	Y	Y	Y		
4.	<input type="checkbox"/> PERSONAL COACH	FROM								
		M	M	/	Y	Y	Y	Y		
	<input type="checkbox"/> CAMP/ACADEMY/SQUAD COACH/ SUPPORT STAFF	TO								
		M	M	/	Y	Y	Y	Y		
5.	<input type="checkbox"/> PERSONAL COACH	FROM								
		M	M	/	Y	Y	Y	Y		
	<input type="checkbox"/> CAMP/ACADEMY/SQUAD COACH/ SUPPORT STAFF	TO								
		M	M	/	Y	Y	Y	Y		
6.	<input type="checkbox"/> PERSONAL COACH	FROM								
		M	M	/	Y	Y	Y	Y		
	<input type="checkbox"/> CAMP/ACADEMY/SQUAD COACH/ SUPPORT STAFF	TO								
		M	M	/	Y	Y	Y	Y		

Please attach additional sheets if there are more details to be mentioned.



AWARDS, CITATION AND RECOGNITION		
DETAILS	YEAR	AWARDING BODY/AGENCY
1.		
2.		
3.		
4.		
5.		
RESEARCH STUDIES UNDERTAKEN		
TOPIC	DETAILS AND IMPACT	PUBLISHING JOURNAL (if applicable)
1.		
2.		
3.		
4.		
5.		
STATEMENT OF PURPOSE (the candidate may elaborate on why he/she is applying for this role and the nature of impact he/she intends to create in her capacity)		

### CANDIDATE DECLARATION

I hereby confirm that the details shared above are true. I agree to submit further proof of the details mentioned above, if requested by the TOPS Secretariat.

(Candidate signature and date)

### FOR OFFICIAL USE ONLY

DOCUMENTS CHECKLIST (To be verified by National Sports Federation and Sports Authority of India)	
LIST OF DOCUMENTS TO BE SUBMITTED BY THE CANDIDATE	PROOF OF EDUCATIONAL QUALIFICATIONS, CERTIFICATIONS, AWARDS
	PROOF OF ALL EMPLOYMENT
	COPY OF PASSPORT
	2 PASSPORT SIZE PHOTOS

Verified by,

National Sports Federation:

Name:

Designation:

Date:

Signature:

Verified by on behalf of SAI,

Name:

Designation:

Date:

Signature: