



JINDAL INDIA THERMAL POWER LIMITED

VILL/P.O : DERANG, TEH. : KANIHA, DIST. : ANGUL, ODISHA, PIN-759117
Phone +91 9583040700/701/702/703
CIN : U74999DL2001PLC109103

12. All other standard rules of the Company as existing now and as may be amended from time to time will be applicable to you.
13. You are required to maintain the highest order of discipline with regard to the work of the Company and in case of any breach of discipline/trust, your services may be terminated by the Company with immediate effect.
14. This appointment is further subject to verification of the particulars given by you on your application form. In case any particular/particulars mentioned by you in the application for appointment are found false or incorrect, your training period shall be terminated without any notice.
15. Your services in all respect including duty hours reporting to work, leave, holidays, discipline, etc. will be governed by the rules of the company applicable to Trainee as per existing norms and as per those modified by the company from time to time and you will obey all such orders/amendments and directions as your communicated to you by your superiors.

Kindly sign a duplicate copy of this letter as a token of acceptance of your appointment on the above terms and return the same to us for your records.

We welcome you to JINDAL INDIA THERMAL POWER LTD and look forward to your contribution to growth of the company.

Thanking you,

Yours Faithfully

For Jindal India Thermal Power Ltd.

P. Ranjan: 12.07.2028.

Kumar Pushpesh Ranjan
Sr. GM – (Head HR & Admin)

I accept the above terms and Condition

(Employees Signature)



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period of your service. In case you are found medically unfit to continue with the job, you will lose your lien on the job.

5. Your initial posting will be Odisha Site. However, you shall be bound, if and when required by the management to serve in any department of its business or in any other business of the company or concern and go to be transferred to any other place in India and abroad in connection with the business.
6. Your performance during the training period will be reviewed periodically to assess your efficiency in learning the work. In case you fail to acquire the necessary skills to perform the job within the stipulated period, there shall be an extension or termination of your training period.
7. You will be a "Graduate Engineer Trainee (GET)" for the period six month from your Date of Joining (DOJ), which can be extended at the discretion of the management. After successful completion of the training period, you will be confirmed as 'Engineer' in the regular services as per rules of the company. Your services can be terminated without any notice and /or without assigning any reasons thereof during the training/probation period. However, if you leave our services during training/probation period, you will have to serve one month notice or basic salary in lieu thereof.
8. You are required to maintain the highest order of secrecy as regards the work of the Company and/or its subsidiaries or Associate Companies and in case of any breach of trust; the Company without any notice may terminate your Traineeship.
9. All inventions, improvements, discoveries made by you either alone or with other persons will become the sole property of the company. You will ensure that patent protections are obtained for such inventions/ improvements and discoveries in India or elsewhere and assign the same to the company.
10. You shall not either during the continuance of your employment or thereafter, without the prior written consent of the company, divulge, disclose, disseminate, Publish or use any confidential information, including (but not limited to) any manufacturing processes, techniques, formulae, recipes, drawings or apparatus, results of investigations or experiments made, methods for any results for price and cost calculations, computer systems / codes / programmes particulars of suppliers, customers, information pertaining to materials procurement, order position, Stock position, information relating to tenders or any other information or document relating to any area of operations, which the employee may acquire during the course of, or incidental to, your employment, concerning the company or its parent, holding, associate, affiliate or subsidiary company or companies or its customers, suppliers or business associates.
11. In the event of the State/Central Government enacting any law conferring the same or similar benefits extended to you under this letter, you will be entitled to the more beneficial of the two, but not both.

P. Ranjan.
12.07.2023.



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Ref.: JITPL/HRD/GET/23-24/02

Date: 08 July 2023

To,

Mr. Sumit Kumar,
S/o Jitendra Srivastava
Near Mani Babu, Maulabagh
Arran, Bhojpur, Bihar (802301)

Sub: Appointment as "Graduate Engineer Trainee (G.E.T)".

Dear Mr. Sumit,

With reference to the Campus Selection, we are pleased to appoint you as, "Graduate Engineer Trainee (G.E.T)", on the following terms and conditions.

1. Your training will be for a period of **06 month** with effect from **08/07/2023**.
2. During the training period, you will be entitled to the following:
 - A. Stipend of **Rs.29,167/- (Rupees Twenty-Nine Thousand One Hundred Sixty-Seven) Per Month**.
 - B. In addition, you will be entitled for **Mediclaime Insurance, GPAI** as per the rules of the company.
 - C. You will be provided with shared bachelor accommodation in accordance with the prescribed standards of the Company at Angul (Odisha) during the training period.
 - D. You will be eligible to receive an Onetime Retention Bonus of **Rs. 3 Lakh (Three Lakh)** on successful completion of three years from the date of your Confirmation. This will be a onetime amount and not to be carried forward thereafter.
However, in the event of separation from the services of the company on account of Resignation or Termination before completion of three full years from the date of confirmation, this amount will not be payable to you. Nor any pro-rated amount on account of this Retention Bonus will be payable to you.

The information relating to your pay & other perquisites will be a matter of confidence between you and the company and should not be divulged to anyone.

3. You will, however, not be entitled to any other benefits apart from the above.
4. This appointment is subject to your being declared and remaining medically fit by a Medical Officer or by a doctor specified by the Company. The Management has the right to get you medically examined by any qualified medical practitioner during the

P. Ranjan
12.07.2023.