



GUJARAT INDUSTRIES POWER COMPANY LTD.

P.O. Ranoli - 391 350, Dist. Vadodara (Gujarat) INDIA
CIN-L99999GJ1985PLC007868

Ref: GET/RE/Electrical/23

10-07-2023

Mr. Rohan H Vadgama
62/59 Digvijay Plot,
Summer Club Road,
Jamnagar, Gujarat 361005

Sub: Appointment for the Post of Graduate Engineer Trainee on Fix-Term Contract

Dear Mr. Vadgama,

With reference to your application offering your candidature for Graduate Engineer Trainee Electrical (FTC) employment and personal interview you had with us in the campus, we are pleased to offer you the post of Graduate Engineer Trainee (Electrical) FTC on the following terms and conditions:

Your appointment in Company will be subject to terms and conditions as mentioned hereunder:-

1.0 APPOINTMENT

Your services are hired as Graduate Engineer Trainee (Electrical) on FTC for a period of **3 (Three) Years** effective from your date of joining in Company. You are requested to join the services of the company on or before 17th July 2023.

Graduate Engineer Trainee Period will be initially for a period of 3 years. Subject to the needs of the organization and your continuous satisfactory performance during 3-year Graduate Engineer Trainee period, you may be absorbed in regular cadre, i.e., Grade - E1 - Asst. Manager on completion of 3-year FTC.

2.0 PLACE OF POSTING

You are posted at our Renewable Energy Project, Khayda - Bhuj to look after the works allotted to you and other works as may be assigned to you by the Management. However, your posting is subject to transfer to any other department/unit of the Company including other offices of the Company, whether or not there is an existing office of the Company at that place at the time of execution of this employment contract.

3.0 JOINING FORMALITIES

You are requested to contact SM (HR&A) for joining formalities at the following address:

Registered Office, Baroda

Gujarat Industries Power Co. Ltd., PO: Ranoli - 391 350, Dist. Baroda



At the time of joining you shall produce the following documents and your appointment shall be subject to the same documents being found in order.

- 3.1 Physical Fitness Certificate from the Factory Medical Officer, which shall be final and binding on you.
- 3.2 Copies of your recent passport size color photograph and original Certificates & Testimonials in support of your age, qualifications and experience, etc. together with attested true copies OR self-attested copies thereof.

4.0 REMUNERATION

You will be paid a lump sum all-inclusive remuneration during the fix-term-contract period as under:

Heads	17-07-2023 to 16-07-2024	17-07-2024 to 16-07-2025	17-07-2025 to 16-07-2026
Basic	15000	17500	20000
PF Company Contribution	1800	2100	2400
Allowances	15200	14400	13600
Total	32000	34000	36000

The payment of Salary shall be made in accordance with the policies of the Company as applicable and in effect from time to time.

5.0 EMPLOYEE WELFARE BENEFITS

That during your present arrangement, you will also be eligible for the following benefits as extended by the Company:

5.1 Provident Fund

You are eligible for the benefit of Provident Fund as per the Employees' Provident Funds & Miscellaneous Provisions Act, 1952.

5.2 Employee Group Insurance

You are eligible for the coverage of Group Personal Accident policy as a welfare benefit, as per the norms of the Company & terms of General Insurance Company.

5.3 Medical Reimbursement

You are eligible for the Reimbursement facility of Mediclaim Insurance Policy premium from any IRDA approved insurance company as decided by the Management from time to time. Present limit is Rs. 12,000/- (Rupees Twelve Thousand)

5.4 Travelling Allowance

You are eligible for the facility of Travelling Allowance as per the prevailing TA/DA norms of the Company applicable to E1 Grade

5.5 Leave & Holidays You will also be entitled to the following leave benefits:-

- a) Privilege Leave : 25 days during one year
- b) Casual/Sick Leave : 15 days during one year
- c) Compensatory Off on extra working
- d) Public/Paid Holidays as declared by the Management.

5.6 Leave Encashment

You are eligible for the benefit of Leave Encashment as per the norms of the Company for unutilized Privileged leave at the end of Fixed term.

5.7 Uniform Facility

You are eligible for the facility of Uniform as per the norms of the Company.

5.8 Quarter Facility, Medical Facility & Bus Facility (If posted at SLPP).

You have the option of availing accommodation in the Quarter subject to availability and recovery of necessary charges and if you are a resident of Township, you will be eligible for Medical & Bus facility of the Company as per the norms of the Company.

5.9 Exception

You will not be eligible for any other benefit/allowances/privileges available/applicable to the regular employees of the Company except and otherwise mentioned herein above.

6.0 PERIOD

Your appointment is for a specific period of 3 (Three) Years from the date of commencement of work in Company; however, your engagement is liable to be extended depending on your Performance & need of the Organization, at the sole discretion of the Management.

On expiry of the present term of the Order, if no order of extension/appointment is given in writing, then your services shall automatically stand terminated and you shall not be entitled for any notice or notice pay or retrenchment or any other compensation in lieu thereof. Since your appointment is made for specific time, you will neither have any right or lien on the job, and also you will not claim nor be entitled for regular employment even if there is any vacancy.

7.0 TERMINATION CLAUSE

Apart from cessation of your engagement as per clause 6 mentioned above, your services can be terminated on one month's notice by either side; however no notice will be necessary if the management finds that the particulars supplied by you in your application for appointment are false.

8.0 DISCIPLINE

You are expected to perform your duty honestly and diligently during the incumbency of your employment with Company. Further your conduct during the employment will

be subject to the model standing order as per The Industrial Employment (Standing Orders) Act, 1946 and establishment manual rules of the Company, as may be enforced from time to time.

9.0 DUTIES

You shall carry out the duties as attached to your post and as may be assigned to you by your superiors from time to time.

10.0 TRANSFERABILITY

Your services are liable to be transferred/assigned anywhere in India to any office/ establishment /branch/department/Company and/or any member or sister concern of the organization or its collaborations/Associates related to any project, where you will abide by all the rules and regulations prevailing at such place of work.

11.0 CONFIDENTIALITY AND INTELLECTUAL PROPERTY

You shall not, except as authorized or required by the obligation in terms hereof, reveal to any person or entity any confidential information, information contained in any manuals or dealing or any information concerning the Company, its finance, transactions or affairs which may come to your knowledge and/or be imparted/ disclosed to you by the Company during your period of engagement.

That you shall hold in strict confidence, all such confidential information. This restriction shall survive without limitation of time, scope and amount of indemnity, the termination of this agreement but shall cease to apply to information or knowledge which may come into the public domain without any fault on your part.

That you shall not during the term of this engagement or at any time thereafter, use or permit to be used otherwise than for the purpose of the employment exercised hereunder, any information, notes or memoranda relating to the work or the affairs of the Company and / or its affiliates / associates which may come to your knowledge and/or possession by virtue of this engagement with the Company.

That you have acknowledged that the breach of any of the provisions of the confidentiality clause hereof will cause irreparable loss and harm to the Company and its project which cannot be reasonably or adequately compensated by damages in an action at law, and accordingly, the Company will be entitled to injunctive and other equitable relief to prevent or cure any breach or threatened breach thereof, but no action of any such relief shall be deemed to waive the rights of the Company to an action for damages.

That you agree and acknowledge that any and all work performed by you during the time of present arrangement is performed for and on behalf of the Company and all and any intellectual property in or arising directly or indirectly as a product of such work shall irrevocably be assigned to and shall fully belong to the Company. Further, the employee undertakes that he / she shall not at any time use such property or make available such property in any manner to any third party without the prior and express written consent of the Company and shall not claim any rights or interest in such property.

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12.0 EXCLUSIVITY OF SERVICES

That during the term of this arrangement, you shall not engage in or accept any other assignment, for any kind of consideration, except with the prior and express written consent of the Company. The employee shall devote all of his / her business time and attention to, and exert his / her best efforts in the performance of his / her duties hereunder, so as to achieve the objectives of the Company.

13.0 GENERAL

That as Graduate Engineer Trainee (Electrical) of our prestigious organization, you will keep high standard of efficiency, integrity and honesty.

That during the course of your employment you will discharge your duties efficiently, diligently and to the best of your ability; you shall devote your whole time and attention to the interest of the Company. You shall honestly and faithfully serve the Company and use your utmost endeavor to promote the interest of the Company.

You shall carry out all work and duties entrusted to you by your superiors. You will be required to attend to the duties of your immediate superior during their absence period. Your hours of attendance shall be regulated to suit the duties entrusted to you from time to time and you are expected to come on shift duty as and when directed by the Company.

That during the period of your employment, you will not work directly or indirectly for any other person, firm, Company or Organization, whether with or without remuneration, nor you will engage yourself or be interested directly or indirectly in any trade or business either as employer or employee or partner or advisor or in any other capacity.

14.0 REGULATIONS & POLICIES OF COMPANY

That you shall abide and be bound by the Company's regulations & policies, and the same shall form part of this agreement. The said regulations & policies may be amended at any time at the discretion of the Company and any change in the regulations & policies shall there upon be binding on you. However in case of any contradiction between the terms and conditions of the present arrangement and the Regulations and Policies of the Company, the terms and conditions in this arrangement shall prevail.

15.0 TAXATION

You shall bear your own taxation, which shall be deducted from your salary and/or other dues.

16.0 CHANGE OF ADDRESS

In case of any change of address as given by you, it will be your duty to intimate the Management and to get such change recorded in the register of address and all communications sent to you by the Management at your last given address shall be deemed to have been delivered to you at the correct address.

17.0 As agreed upon, at the time of joining, you shall execute a Service Agreement Bond amounting of Rs.1,00,000 (Rupees One Lakh Only) for serving the organization for minimum 3 years amounting. For this purpose, you shall bring non-judicial stamp of Rs. 100/- in value.

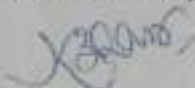
18.0 LEGAL JURISDICTION

In case of any dispute, Vadodara, Gujarat State, would have the legal jurisdiction and will be considered as the place, where the cause of action shall be deemed to have arisen.

If the above terms and conditions are acceptable to you, please sign on the duplicate copy of this appointment letter as token of having accepted the same and return the same to us forthwith.

Thanking you,

Yours faithfully



K. K. Bhatt
GM (Fin. /c HR&A) & CFO



ACCEPTANCE OF EMPLOYEE

I have read and understood the terms and conditions governing my employment with the organization and the same are acceptable to me in totality. This is also to state that I shall join the Organization on the given post on 17-JULY-2023

Place : GIPCL - Vadodara

Date : 12-JULY-2023

R. H. Vadgama

Rohan H Vadgama