

HRD.C&B.1.CON.BR-TCE

September 30, 2022

Mr. Ankit Goyal,
Bina Refinery,
Bina

Dear Mr. Ankit Goyal,

**AMALGAMATION OF BHARAT OMAN REFINERY LIMITED (BORL) WITH
BHARAT PETROLEUM CORPORATION LIMITED (BPCL) :
TERMS & CONDITIONS OF EMPLOYMENT – POST MERGER**

1. We refer to the Scheme of Amalgamation of Bharat Oman Refinery Limited (BORL) with Bharat Petroleum Corporation Limited (BPCL) pursuant to the Order of Government of India dated 22.06.2022 whereunder the said Scheme of Amalgamation (between BORL & BPCL) is sanctioned under the Companies Act, 2013.
2. Consequent upon the sanction of the Scheme of Amalgamation of BORL with BPCL, you will be an employee of BPCL from 01.07.2022, the effective date of merger. Your terms of Employment and service conditions are given in **Annexure-I**. We also refer to the relevant provisions of the Scheme, which is as under :-

“All the employees of the Transferor Company as on the effective date shall become employees of the Transferee Company, on terms and conditions not less favourable than those on which they are engaged by the Transferor Company”.

Accordingly, it has been ensured that post-merger, there is an increase in your CTC (Cost to Company).

3. The other details pertaining to your employment are as follows –

- (a) You would be governed by the Conduct, Discipline & Appeal Rules (CDA) as applicable to Management Staff of the Corporation and you would be required to abide by all rules and regulations of the Corporation as may be in force, and as amended from time to time.
- (b) Effective 01.07.2022, you have been placed in Job Group '**A0 (I)**' & Designation – '**Junior Executive**' in BPCL. Your Staff Number for all internal reference is **65541**.



BR.HR.PROM.2024

April 1, 2024

Dear Mr. ANKIT,

Heartiest Congratulations on your promotion in Job Group A effective 01.04.2024.

Consequent to your promotion, you will be placed in the Pay Scale of Rs 40,000 - 1,40,000 and your Basic Pay stands revised to Rs. 40000/- per month.

You will be on probation for a period of one year with effect from 01.04.2024 in the revised Job Group. On completion of the above probationary period, you will be confirmed in the revised Job Group, subject to your performance being found satisfactory.

Wishing you the very best.



SHIRISH CHANDEKAR
GENERAL MANAGER, HR (BR)

Sc

MR. ANKIT GOYAL (65541)
ASSOCIATE EXECUTIVE (PROCESS-SRB), BR

THROUGH: DY. GENERAL MANAGER (PROCESS), BR