



GUJARAT GAS

July 16, 2019

Gujarat Gas/HR/Appointment/2019/07

Mr. Bhavesh S Brahamkstriya
D - 7,
Modi Nagar,
Hansot Road,
Ankleshwar - 393001
Contact No.: 73597 37914

Subject: Letter of appointment as “Graduate Engineer Trainee”

Dear Mr. Brahamkstriya,

With reference to your application and the subsequent personal interview with us, the Company is pleased to offer you the post of “**Graduate Engineer Trainee**” on following terms and conditions:

1. You will be on Training for a period of one year from the date of joining the Company. Subject to your performance during the training period, you will be offered the position as per the Company’s policy by further communication in this regard from the Company on completion of your training period. However, in case of unsatisfactory performance, your training period may be extended further, for a suitable period as deemed fit by the Company or your training shall be discontinued and accordingly you shall be relieved from the services of the Company.
2. During the training period, you shall be paid an all-inclusive monthly stipend of Rs. 26,800/- (Rs. Twenty Six Thousand Eight Hundred Rupees Only) per month, as per the following break-up:

Break-up of Stipend	Amount in Rs.
Basic	15,000/-
Special Allowance	10,000/-
PF (Employer’s contribution)	1,800/-
Total Stipend	26,800/-

The above remuneration structure can be modified / revised by the Management at its sole discretion without adversely affecting the total emoluments. All taxes on your income shall be payable by you.

3. You shall join the Company on July 18, 2019.

GUJARAT GAS LIMITED (A GSPC Group Company – Government of Gujarat Undertaking) (Formerly known as GSPC Distribution Networks Limited)

Corporate Office : 2, Shanti Sadan Society, Near Parimal Garden, Ellisbridge, Ahmedabad - 380 006, Gujarat, India.

Tel.: +91-79-26462980, 26460095 Fax: +91-79-26466249

Registered Office : Gujarat Gas CNG Station, Sector-5/C, Gandhinagar - 382 006, Gujarat, India. Tel: +91-79-23264222, 23264333

Website : www.gujaratgas.com, www.gspcgroup.com CIN : L40200GJ2012SGC069118

4. Your place of posting will be intimated to you on your joining the Company.
5. You will be required to attend the duties of your immediate superior or immediate assistant during their absence.
6. You shall carry out all work and duties entrusted to you.
7. Your hours and attendance shall be regulated to suit the duties entrusted to you from time to time and you are expected to come on shift duties as and when directed by the management.
8. During your training period, you shall devote your whole time towards training in Company with a high standard of discipline, initiative, efficiency and economy.
9. You shall undergo training in Gujarat Gas Limited and in any other organization as may be assigned to you by the management or a person authorized on its behalf. Your training at the discretion of the management is liable to be transferred to any other location or to any other division / establishment / organization/ associated with the Company at any place. In such an event, your employment will be governed by the service conditions of the division/establishment/ or subsidiary/ associate company to which your training is transferred.
10. In the matter of conduct, discipline and other aspects during your training period, you will be governed by the Rules and Regulations of the Company in force from time to time.
11. During the period of training or thereafter you shall not disclose, divulge or make public any information concerning processes, designs, formula, technical know-how accounts and business operations of the Company whether the same may be confided or become known to you in the course of your tenure. You shall also not remove from the premises of the Company, any drawings, records or any other documents without the written permission of management.
12. You shall be responsible for keeping all the Company's property, which may be in your custody for use in good condition and shall return the same intact to the management on demand.
13. In case of any change of address as given by you, it will be your duty to intimate to the Management and to get such change recorded in the register of address. 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.
14. This appointment letter is issued subject to being declared medically fit.

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15. It is essentially expected of you to project and maintain exemplary conduct, & ethics befitting the image of the Company within as well as outside.
16. Notwithstanding anything contained in this order, either party reserves its right to discontinue the employment contract any time during the employment period without assigning any reason whatsoever by giving three months' notice in writing or pay in lieu thereof. However, in case you discontinue the services, it will be at the discretion of the Company to relieve you prior to serving the entire notice period or otherwise.
17. In case of any dispute, Ahmedabad 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 a duplicate copy of this appointment letter as a token of having accepted the same and return the same, within 15 days of issue of this letter, failing which the appointment will be treated as withdrawn.

With regards,

Yours sincerely,
Gujarat Gas Limited



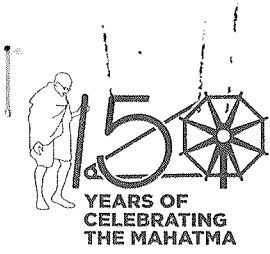
(Nitih Patil)
Chief Executive Officer

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I agree to and accept the above terms and conditions of employment.

Signature:

Date:



GUJARAT GAS

Gujarat Gas/HR/TC/2020/07

July 18, 2020

Mr. Bhavesh Brahamakshtriya
Employee No.: 11042
Bharuch GA

Subject: Completion of one year training period

Dear Mr. Brahamakshtriya,

We are pleased to inform you that you have successfully completed your training period and you will be designated as a **Senior Engineer** in the Company w.e.f. July 18, 2020. You will be on probation period until a period of six months and your services will be confirmed to you in writing once you successfully complete your probation period else you will be relieved by issuing relevant experience certificate.

1. During the probation period, you shall be paid an all-inclusive consolidated remuneration (Total Fixed Pay) of Rs. 43,840/- (Rs. Forty Three Thousand Eight Hundred Forty Only) per month. Further, kindly fix-up your salary structure in line with Company's Flexible Compensation Structure in consultation with HR team.
2. The above remuneration structure can be modified or revised by the Management at its sole discretion without adversely affecting the total emoluments. All taxes on your income shall be payable by you.
3. Subject to your performance during the probation period, your employment with us will be confirmed, by a further communication in this regard from the Company on completion of the probation period.

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However, in case of unsatisfactory performance, your probation period may be extended further, for a suitable period as deemed fit by the Company or your services may be terminated without giving you any notice. Further, till your services are confirmed by a separate office order, you shall continue to be on probation.

4. All other terms and conditions of your appointment will remain unchanged.

With regards,

Sincerely yours,
For Gujarat Gas Limited


Peeush Upadhyay
EVP (HR & Admin.)

Copy: Personal File