

RIL/GWPS/18-19/121

Date: 04/03/2019

Mr. Md Umer
Bumpur, Burdwan
West Bengal 713325



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CIN: L74210TG1994PLC017356

Dear Mr. Md Umer,

Subject: Offer of Appointment as "Engineer" (Non Master Roll Basis)

You may please refer to the discussions you had with us and we are pleased to offer you the position of **"Engineer"** We convey our hearty compliments to you.
Your present place of posting will be at our **Gaya Project** You will report to **"Project Manager"** or any other assigned person.

Your employment with Ramky is w.e.f **13 March 2019**.

Following are the Terms & Conditions of Appointment:

- 1) Remuneration & Other Benefits
 - a) You will be paid a CTC of Rs 180000 (Rupees One Lakh Eighty Thousand Only) per annum. Your CTC Sheet, with details of various components is attached.
 - b) The Company may periodically, modify any remuneration, benefit, facility or perquisite that has been extended to you.
 - c) Your next compensation review will be as per the Compensation Policy & Performance Review process.
 - d) You will be entitled to leaves and other benefits as per the policies framed by the Company from time to time, as applicable.
 - e) Your services will be governed by the prevalent rules and regulations of the Company and any future amendments.
- 2) Duties & Responsibilities
 - a) The Company may send you on deputation, lend or transfer your services to any of its Departments, Affiliates, Subsidiaries or Associate Companies or transfer you to Company's establishment in other locations existing at present or which may be established in future. Upon such transfer, you will be governed by the terms & conditions as applicable to that place of work.
 - b) During the course of employment in our Company, you shall not carry on any business of your own or engage yourself in any other business / service.



Mr. Md Umer,

3) Verification Report:

- a) This appointment is based on the information furnished by you in your application, bio-data form and otherwise, and the same shall be null & void if a material error (in the company's opinion) is discovered therein at any time.
- b) Please submit the below mentioned documents along with the originals for verification (the originals will be returned to you)
 - I. Photo copies of Educational Certificates
 - II. Photo copies of Technical / Skill certificates
 - III. Experience letter(s) of past employer(s)
 - IV. Appointment letter and last drawn salary proof of previous employer
 - V. Relieving letter from previous employer
 - VI. Six passport size photographs of self and one passport size photo of each dependent member of your family.
 - VII. ID Proof (Photocopy of Passport / Ration card / Driving License / Voter ID card)
 - VIII. Photo copy of PAN card

4) Jurisdiction in case of dispute:

Any dispute arising out of this appointment shall be subject to the exclusive jurisdiction of Courts at Hyderabad (T.S) only.

However, this offer letter is subject to receiving the satisfactory reports about you.

We are sure you will be a worthy stakeholder in our Company's growth. We wish you a challenging and rewarding career.

Yours truly,

For RAMKY INFRASTRUCTURE LIMITED

K.Kishore Kumar
Project Manager

Candidate's Acceptance

I accept the above offer, terms and conditions thereof.

Signature of Candidate

Name of Candidate

Towards sustainable growth