

Date: 07.10.2017

Mr. Nirbhay Kumar
Employee Code: 100271
Designation: Senior Manager
Department: Civil

Sub.: Promotion Letter

Dear Mr. Nirbhay,

The financial year 2016-17 has been a roller-coaster ride for all of us in ESL. Our performance has been extremely encouraging. The highs have far exceeded the lows and we have been able to achieve many new milestones.

All this could not have been possible without people like you!

People like you need to be recognized and feted.

The Management has taken notice of your performance and your readiness to take higher responsibilities. We are happy to inform you that you are promoted to **Assistant General Manager** w.e.f. 1st April, 2017.

In the years to come, there will be many more new challenges, but we are sure that you will show the same sincerity and commitment, which will help us overcome them.

We are confident that your promotion will incentivize you to perform better and achieve further success in the organization.

Congratulations and wishing you every success in your new position!

for **Electrosteel Steels Ltd.**



Sunil Katial
Chief Executive Officer

Note: All other terms & conditions mentioned in your appointment letter will remain unchanged.