



# Pato Builders Ltd.

(www.patobuilders.com)

Ref. PBL/JSR/190/13-14

Date 25/02/14

To,  
Mr. Sunil Kumar Acharya  
Q.No.-84/L4, New Gandak Road  
Sakchi, Jamshedpur

**Sub:- Appointment for the post of Project Engineer.**

Dear Mr. S.K.Acharya

With the reference of your interview with our Managing Director. We are pleased to appoint you for the post of "Project Engineer" W.E.F. 1<sup>st</sup> Feb' 14 on the following terms and conditions.

The terms and conditions of your appointment will be as follows:

- 1) a. Your basic salary will be Rs.30000 /- ( **Thirty Thousand Only**) per month.
  - b. **House Rent Allowance**  
House Rent allowance is payable to you at the rate of 30% of your basic salary per month i.e. 10,000/- (Ten Thousand only)
  - c. **Transport**  
Will be pay Rs. 5000/- (Rs Five Thousand only) per month towards Transport.
  - d. **Other Allowance**  
You will be paid Rs10,000/- (Rs Ten Thousand only) per month towards Other Allowance.
  - e. **EPF Contribution**  
Will be deduct Rs. 1800/- (Rs. One Thousand Eight Hundred Only) per month from your Salary against EPF contribution.
- 2) Your appointment will initially be for a period of 6 months probation from the date of your joining.

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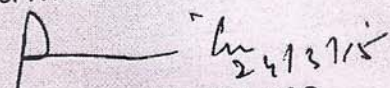
**CRISIL SME 3**

Corporate Office : MP Complex, Main Road, Adityapur, Jamshedpur, Ph. : 0657 2371049/2373211, Fax : 0657 2372576 / 2373899  
Regd. Office : Ashok Path, Adityapur, Jamshedpur, Jharkhand, Pin Code : 831013  
Branch Office : RZ-2, Block-C, New Janakpuri, Uttam Nagar, New Delhi - 58



9. During your employment, the company may at any time, in its sole discretion, transfer or depute you to any zone / site / department or any subsidiary, or any sister concern or affiliate of the same company anywhere in India.
10. If at any stage, during the tenure of your services, it is found that the information furnished by you, regarding your age, educational qualifications, previous experience is false, your services will be terminated without any notice.
11. Your employment is subject to your being and continues to be medically fit. The company shall have a right to terminate your services at any time, if you are found to be suffering from any contagious or infectious disease or otherwise found to be medically unfit.
12. Your employment shall be governed by all statutory provisions such as PF, ESI, Gratuity, standing orders/service rules and other rules & regulations of the company.
13. During the tenure, you will use the property / machines / tools, instruments etc. of the company with utmost care. You shall be responsible for their safekeeping and return in good condition.
14. If you commit a breach of the above terms or found guilty of any misconduct or conduct yourself in any manner calculated to bring the company or its employees into disrepute, your services shall be terminated without any notice.
15. You will retire on attaining the age of superannuation, which shall be 60 years unless you are otherwise disqualified due to continued ill health, physical or mental disability.
16. In the event of any dispute and / or difference arising in connection with this appointment, the matter shall be referred to courts of appropriate jurisdiction only in Hyderabad.
17. You are required to join the organization on or before March 30, 2015 otherwise this offer of appointment shall automatically stands withdrawn.

for IVRCL LIMITED

  
Dr. K. PANDURANGA RAO  
Group Head - HR & Admn.

I accept the above terms and conditions of my offer of appointment with the company.  
I shall join duty on or before \_\_\_\_\_.

Posting at : NIBMG Kalyani Site, Kolkata Region.

You will report to : Mr. Ranajit Bhattacharya, Asst. VP - Projects .

SUNIL KUMAR ACHARYA

Date:



March 23, 2015

Ref: IVRCL\HR\REC\2014-15\250

Mr. Sunil Kumar Acharya  
# Q.No - 24/L2  
Amanath Road, Sakchi  
Jamshed Pur  
Jharkand - 831001.

Ph. 9534070773

Dear Mr. Sunil Kumar Acharya,

### APPOINTMENT ORDER

With reference to your application and the subsequent interview had with us in regard to employment in our organization, we are pleased to offer employment on the terms and conditions specified below:

1. You are designated as **Assistant Manager - Projects**.
2. You will be paid an annual cost to company of Rs. 6,94,388/- (Rupees Six lakhs ninety four thousand three hundred eighty eight only), the detailed breakup along with other perquisites and benefits are shown in the annexure attached.
3. You will be on probation initially for a period of six months from the date of joining your employment. During the probation period, the Management will assess your work, conduct, general aptitude & overall suitability. In case it is considered that you are not suitable, your probation either may be extended for a further period of 06 (six) months or terminated at any time without any notice.
4. You may be considered for confirmation in the regular services, in writing at the end of your satisfactory completion of the prescribed/extended probationary period. It may, however be noted that till such time you are so advised in writing you shall be deemed to be on probation.
5. After confirmation, either party can terminate services by giving one month's notice or salary in lieu thereof, without assigning any reasons.
6. You shall not, either during your employment with the Company or even after the termination, disclose any information of the company or its activities or trade secret, which you may come into possession by reason of your employment with the Company.
7. You shall not engage yourself in any business or trading activity which harms the interests of the company. Any such activity that affects the interests of the company shall be treated as an act of misconduct and necessary action will be initiated in accordance with the disciplinary procedures adopted by the company from time-to-time.
8. You are strictly prohibited during the continuance of your employment with the Company from engaging yourself in any occupation or employment in any other Companies.

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## IVRCL LIMITED

Regd. Office : M-22/3RT, Vijayanagar Colony, Hyderabad - 500 057, A.P., India  
Tel.: +91-40-3093 1999 (30 Lines), 2334 8467 / 3678 / 3550  
Fax: +91-40-2334 5004 e-mail: info@ivrinfra.com, website: www.ivrcl.com

Corporate Office : "MIHIR", 8-2-350/5/A/24/1B  
Road # 2, Panchavati Colony, Banjara Hills, Hyderabad - 500 034, A.P., India  
Tel.: +91-40-3093 1111 / 1444 (60 Lines), 2335 6613 / 15 / 18 / 21 / 51-55. Fax: +91-40-3093 1122

Authorized Share Capital: ₹ 2,000 Million, Issued, Subscribed and Paid-up Share Capital: ₹ 612.72 Million