



March 23, 2015

Ref: IVRCLHR\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

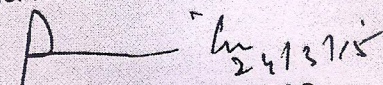
Corporate Office : "MIHIR", 8-2-350/5/A/24/1B  
Road # 2, Panchavati Colony, Banjara Hills, Hyderabad - 500 034, A.P., India  
Tel.: +91-40-3093 1111 / 1444 (60 Lines), 2335 6613 / 15 / 18 / 21 / 51-55. Fax: +91-40-3093 1122

Authorized Share Capital: ₹ 2,000 Million. Issued, Subscribed and Paid-up Share Capital: ₹ 613.77 Million



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:



# 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 Jankipuri, Uttam Nagar, New Delhi - 58

:2:

- 3) You are bounded to work with us for one year i.e. upto 31<sup>st</sup> Jan 2014 during this period you cannot leave the company.
- 4) After completion of One year your services may be terminated at any time by giving one month notice in writing by either side. In case you leave our employment without any notice, we shall have the right to deduct as liquidated damages an amount equivalent to one month notice from any money or moneys that may be due.
- 5) You will be liable to be transferred to any branch, division or department of the Company or be sent on deputation.
- 6) You will hold as confidential:
  - a. any knowledge concerning the affairs of the Company which you may acquire in the course of your employment with the Company;
  - b. any knowledge relating to construction rate and processes or any other secrets or secret process and any knowledge relating to the structure or working of any machinery used by the Company;
  - c. any knowledge relating to the source of supply of any goods used in the manufacture of the Company's goods and any special or secret knowledge relating to the purchase of the aforesaid goods;
- 7) You will not at any time hereafter without the consent in writing of the Company divulge or make known any trusts, secrets, accounts or dealings of or relating to the Company's business.
- 8) You undertake that you will not disclose the information or knowledge relating or any part thereof disclosed to you or gained by you by reason of your employment. This obligation shall continue to remain in force even after your leaving the service of the Company.
  - a. You will be responsible for safe keeping and return in good condition and order all our property which may be in your use, custody and charge.
  - b. You will return forthwith, as and when called upon to do so, in good condition and order, all notes, sketches, designs, drawings, charts, documents, etc. which may have come into your possession during the course of your employment.
- 9) You will devote your whole time and attention and abilities to the business of the Company and shall serve the Company honestly and faithfully carry out all lawful directions and orders of the company in discharge of your duties. The Company shall be entitled in its absolute discretion to change your designation.

Cont: Page No. 3

10) You will not in any way pledge the credit of the Company or expose the Company to any pecuniary liabilities or obligations nor shall you advance moneys or give credit to any person without the prior written consent of the Company.

11) If at any time, in our opinion, which is final in this matter you are insolvent or found guilty of dishonesty disobedience, disorderly behaviour, negligence, indiscipline, absence from duty without permission or any other conduct considered by us detrimental to our interest or violation of one or more terms of this letter, your services may be terminated without notice.

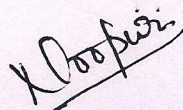
12) You will abide by the staff rules and regulations applicable to you which are in force for the time being or may be framed from time to time.

13) If you leave the company before completion of one year in that situation company has a right to take legal action against you.

14) Your appointment is on the clear understanding that the information furnished by you in your employment application form is correct and the certificates and references produced by you are genuine and bonafide.

Kindly confirm your acceptance of the above terms and conditions by returning the duplicate copy of this letter duly signed by you.

With Best Wishes,



Head - HR  
(Noopur Gupta)

I agree to the above terms and conditions.

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SIGNATURE & DATE

ELECTION COMMISSION OF INDIA

भारत निर्वाचन आयोग

IDENTITY CARD

पहचान पत्र

JVN3530524



Elector's Name Sanil Kumar Archay

मतदाता का नाम सुनिल कुमार आर्चाय

Father's Name Vinod Bihari Archay

पिता का नाम विनोद बिहारी आर्चाय

Sex Male

लिंग पुरुष

Age as on 1.1.2003 38

१.१.२००३ की आयु ३८

Address

JVN3530524

84 GANDAK ROAD, SAKCHI  
P.O. SAKCHI, DIST- EAST SINGBHAM  
PIN- 831001

पता

८४ गंडक रोड, साकची  
पो० साकची, जिला- (पूर्वी) सिंहभुम  
पिन- ८३१००१

Facsimile Signature  
Electoral Registration Officer  
निर्वाचक निबंधन अधिकारी

For 49 - Jamshedpur West

Assembly Constituency

४९ - जमशेदपुर पश्चिम

विधानसभा निर्वाचन क्षेत्र

Place East Singbhum

स्थान (पूर्वी) सिंहभुम

Date 13.01.2003

दिनांक १३.०१.२००३

*Sanil Archay*

# State Council of Technical Education & Training, Orissa

Regd. No. 1081/87

Sl. No. 900958



## Diploma

This is to certify that **Shri/Kumari SUNIL KUMAR ACHARYA**  
son/daughter of **BINOD BIHARI ACHARYA**

having undergone the prescribed course of studies for a period  
of THREE YEARS in CIVIL ENGINEERING

at ROURKELA INSTITUTE OF TECHNOLOGY, KALUNGA

has been declared passed and placed in SECOND Division  
in the SUPPLEMENTARY, 1990 Examination.

Cuttack

Secretary

*W. Saranraj Das* 18/7/91

Dated .....

State Council of Technical  
Education & Training, Orissa

State Council of Technical  
Education & Training, Orissa

*W. Saranraj Das*  
Chairman

UNIQUE FORMS

M. M. O. S.

# बिहार विद्यालय परीक्षा समिति



प्रमाणित किया जाता है

सं/84C / 079010

कि

SUNIL KUMAR ACHARYA

रौल कोड

1224

क्रमांक

0309

जो श्री

BINOD BIHARI ACHARYA

के पुत्र / कन्या हैं, और जिनकी जन्म तिथि

28 DECEMBER, 1967

ई० है,

MRS K M P M HIGH SCHOOL JAMSHEDPUR

से

S.S. EXAMINATION 1964

ई० की वार्षिक / पूरक माध्यमिक परीक्षा में

SECOND

श्रेणी में उत्तीर्ण हुए / हुई।

उनका पांचवाँ विषय

MATHEMATICS

रहा जिसमें वे उत्तीर्ण / अभूनीर्ण रहे।

समाजोपयोगी उत्पादक कार्य तथा सामुदायिक सेवा के आधार पर विद्यालय द्वारा

प्रदत्त ग्रेड B है।

बिहार विद्यालय परीक्षा समिति

पटना, तिथि

21ST AUGUST 1984

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Signature

सचिव