

Date: 04<sup>th</sup> July 2019

REF: SCTILLP/07-19/HR/746

### SERVICE CERTIFICATE

This is to certify that **Mr. Mr. Ravi Ranjan Dwivedi** was employed with SEMAC Construction Technologies (I) LLP, from **27<sup>th</sup> September 2017** to **01<sup>st</sup> June 2019**.

His designation was **Planning Engineer** at the time of relieving.

During his association period, we found his conduct and services satisfactory.

We wish him all the very best in his future endeavors

For SEMAC Construction Technologies (I) LLP



**Anil Das**

Manager –HR & Admin

India

66/2, 3rd Floor, Embassy Prime  
C.V. Raman Nagar, Bengaluru – 560075  
Tel. : +91 80 46412400  
Fax : +91 80 42095001  
www.alstom.com/india

12 Sep 2019  
Ravi Ranjan Dwivedi,

Rai Niwas Hirapur, Dhanbad-  
826001

ALSTOM/IN/59045/2019  
Unique ID:CIN5886020 (PROJECT & BID  
MANAGE)

**Subject : Fixed Term Contract**

Dear **Ravi Ranjan Dwivedi,**

With reference to your application and subsequent interview with us, we are pleased to make an offer to you on Fixed Term Contract basis, till from the date of Joining, subject to the following:

1. A Fixed Term Contract based on our discussions and mutually agreed terms and conditions of employment will be issued to you on the date of your joining the Company.
2. Your appointment will be subject to your being found medically fit and satisfactory reference check from your previous employer(s). Please refer **Annexure A** for details of fitness test required to be undertaken.
3. You are requested to join the services of the Company on or before **30 Sep 2019** at our office at **Kolkata**.
4. You will be required to submit documents at the time of joining as detailed in the **Annexure B**.

Please sign and send the duplicate copy of this letter as an acknowledgement of your acceptance of offer of appointment, for our records.

With Best Regards

Yours sincerely,



**CHIDAMBARESWARAN P.K.**  
**Head – C&B and AES**

**I agree with the above**

**Candidate Signature and Date**

India

66/2, 3rd Floor, Embassy Prime  
C.V. Raman Nagar, Bengaluru – 560075  
Tel. : +91 80 46412400  
Fax : +91 80 42095001  
www.alstom.com/india

**Annexure A****Subject: Pre-employment health screening Ravi Ranjan Dwivedi**

You are supposed to complete the following medical examination from any clinic mentioned in the attached pdf file. The billing for medical test shall be done directly by you and will be reimbursed on joining the organization. Please submit original bill & original reports on joining.

**Kindly note, the offer of employment is subject to medical clearance by us.**

**Investigations to be done**

- Complete Haemogram (Hb, TLC, DLC, ESR)
- Blood Group + RH
- Blood Sugar Post Prandial
- ECG
- Hbs Ag
- X Ray Chest
- Eye Check up with an Ophthalmologist
- Blood Urea
- Serum Creatinine
- VDRL
- Urine Routine & microscopy
- Medical fitness certificate from a Doctor, who should be a registered medical practitioner from a government recognized general hospital or reputed private hospital.



**CHIDAMBARESWARAN P.K**  
**Head – C&B and AES**

India

66/2, 3rd Floor, Embassy Prime  
C.V. Raman Nagar, Bengaluru – 560075  
Tel. : +91 80 46412400  
Fax : +91 80 42095001  
www.alstom.com/india

**Annexure B****Documents required to be submitted at the time of joining - Ravi Ranjan Dwivedi**

1. Attested copy of all certificate/marksheet & furnish all the original documents for verification purpose only.
2. 5 (five) passport size colour photographs with white background
3. Original copy of relieving letter and salary certificate from the last employer.
4. Age proof of self & marriage proof of spouse (In case married). Age proof of dependent children (if any) and of dependant parents (if parent's mediclaim coverage is required)
5. Xerox copy of PAN Card (PAN card to applied immediately incase not obtained so far) & copy of passport



**CHIDAMBARESWARAN P.K.**  
Head – C&B and AES

India

66/2, 3rd Floor, Embassy Prime  
C.V. Raman Nagar, Bengaluru – 560075  
Tel. : +91 80 46412400  
Fax : +91 80 42095001  
www.alstom.com/india

Annexure C

**Name** Ravi Ranjan Dwivedi  
**Business** Industrial  
**Designation** INFRA Planning Engineer  
**Location** Kolkata

SALARY OFFER			
Salary Component			
<b>Basic</b>	Per month INR	17900	
<b>HRA</b>	Per month INR	8950	Not applicable if you opt for company lease accommodation as part of company's Flexi Benefit plan
<b>Other Allowance</b>	Per month INR	21658	Balancing figure. Please note that Flexi Benefit plan will be allocated from Other allowance, wherein you have option to opt for and allocate components i.e. Company Lease accommodation, Company car, Fuel Reimbursement, Maintenance, LTA, Meal card, etc as per your eligibility according to Company Policy.
<b>Sub Total</b>	INR	48508	Monthly salary pre tax deduction
<b>Mediclaim</b>	Per month INR	700	Employee, spouse and children are covered under group Mediclaim floater scheme. The coverage is 600000 INR per annum for the family
<b>Sub Total</b>	INR	700	
<b>Provident Fund</b>	Per month INR	2148	Statutory Contribution by Employer calculated @ 12% of Basic
<b>Gratuity</b>	Per month INR	861	Statutory Provision. Payable on separation only if the employees has worked for 5 continuous years
<b>Bonus</b>	Per Annual INR	17900	
<b>Sub Total</b>	INR	4501	
<b>Fixed Compensation Cost (FCC)</b>	Per Month INR	53708	
<b>Fixed Compensation Cost (FCC)</b>	Per Annual INR	644500	
<b>Target Short Term Incentive (Target STI)</b>	% of FCC	0%	This is annual bonus depending on achievement of your individual objectives and Company's Financial results. You would be eligible for STI payout subject to being on the rolls of the company as on 31st March of the corresponding STI cycle year. The individual objectives need to be assessed to receive the pay-out of the STI linked to individual performance.
<b>Next Salary Review</b>		1st April 2020	



**CHIDAMBARESWARAN P.K.**  
**Head – C&B and AES**

Employee Code	428963	Employee Name	Ravi RANJAN DWIVEDI
Actual DOJ	30-Sep-2019	DOB	02-Dec-1992
Designation	INFRA Planning Engineer	Location	KOLKATA
Department	Manufacturing, Client Service	Cost Centre	CIN5788137
Bank Name	ICICI BANK	Bank A/c No	248101502910
PF No	BGBNG00238910000014329	UAN	101198750804
PAN	BKUPD2269K	ESI No	
LOP	0	Pay Days	28
Arrear Days	0	Arrear LWOP	.5

Earnings	Standard	Monthly	Arrears	Amount	Deductions	Amount
Basic Salary	17,900.00	17,900.00	-289.00	17,611.00	Professional Tax	200.00
House Rent Allowance	8,950.00	8,950.00	-144.00	8,806.00	Provident Fund	2,113.00
Other Allowance	22,519.00	22,519.00	-363.00	22,156.00	Income Tax	5,001.00
<b>Gross Pay</b>		<b>49,369.00</b>	<b>-796.00</b>	<b>48,573.00</b>	<b>Gross Deduction</b>	<b>7,314.00</b>
					<b>Net Pay</b>	<b>41,259.00</b>

Income Tax Computation for the Financial Year 2020-2021

Description	Actual	Projected	Total
BASIC	196,611	17,900	214,511
HOUSE RENT ALLOWANCE	98,306	8,950	107,256
OTHER ALLOWANCE	247,346	22,519	269,865
OTHER EARNINGS	0	0	1,074
STATUTORY BONUS	0	0	8,996
<b>GROSS INCOME</b>	<b>0</b>	<b>0</b>	<b>601,702</b>
<b>SALARY AFTER SECTION10</b>	<b>0</b>	<b>0</b>	<b>601,702</b>
STANDARD DEDUCTION	0	0	50,000
PROFESSIONAL TAX	2,200	200	2,400
<b>SALARY AFTER SECTION16</b>	<b>0</b>	<b>0</b>	<b>549,302</b>
<b>TAXABLE SALARY</b>	<b>0</b>	<b>0</b>	<b>549,302</b>
<b>TOTAL INVESTMENTS</b>	<b>0</b>	<b>0</b>	<b>24,667</b>
<b>REBATE UNDER SEC 80C</b>	<b>0</b>	<b>0</b>	<b>24,667</b>
<b>TAXABLE INCOME</b>	<b>0</b>	<b>0</b>	<b>524,640</b>
TAX AFTER REBATE	0	0	17,428
TAX AFTER SURCHARGE	0	0	17,428
CESS	0	0	697
<b>TOTAL TAX FOR THE YEAR</b>	<b>0</b>	<b>0</b>	<b>18,125</b>
<b>TAX DEDUCTED TILL LAST MONTH</b>	<b>0</b>	<b>0</b>	<b>8,124</b>
<b>TOTAL TAX PAYABLE</b>	<b>0</b>	<b>0</b>	<b>10,001</b>
<b>CURRENT MONTH TAX</b>	<b>5,001</b>	<b>0</b>	<b>5,001</b>
<b>CURRENT MONTH FINAL TAX</b>	<b>5,001</b>	<b>0</b>	<b>5,001</b>
<b>BALANCE TAX PAYABLE</b>	<b>5,000</b>	<b>0</b>	<b>5,000</b>

\*\* This is a computer generated payslip and does not require signature and stamp.