



(Subject to Nagpur Jurisdiction)

**BAJAJ STEEL INDUSTRIES LIMITED**

C- 108, MIDC INDUSTRIAL AREA, HINGNA, NAGPUR - 440 028 (MS) INDIA, Fax: +91 - 7104 - 237067

Tel.: +91 - 7104 238101 - 20, Email:- bsi@bajajngp.com, Website : www.bajajngp.com

CIN No. - L27100MH1961PLC011936



Ref: BSI/ 19-20 / 01

Date: 01.04.2019

Mob. No: +91 8600322116

To  
Mr. Pritam Gadge  
A/P Gujar Bazar, Shiranjgaon,  
Kasba, TQ: Chandur Bazar,  
Amravati - 444810, Maharashtra

**SUBJECT: APPOINTMENT AS "DESIGN ENGINEER"**

Sir,  
We have pleasure in informing that you are appointed for the post of "Design Engineer" in Bajaj Steel Industries Limited, C108, MIDC, Hingna, Nagpur based on the terms and conditions indicated below:

1. You will be paid CTC of **Rs. 25,000 /-** (Rupees Twenty Five Thousand Only) per month on 26 days working basis with effect from your date of joining as per details mentioned below:-

BASIC	Rs. 17100 /- Per Month	
D.A	Rs. 4000 /- Per Month	
HRA	Rs. 1055 /- Per Month	
OTHER ALLOWANCE	Rs. 31 /- Per Month	
PF @12% on Basic + DA	Rs. 1800 /- Per Month	(Equal contribution payable from your side)
GRATUITY	Rs. 1014 /- Per Month	(Subject to completion of 5 Years)
Total	Rs. 25000 /- CTC	
Retention Amt @2% of Basic + DA	Rs. 422 /- Per Month	(Refer clause no. 4)

2. You will be on probation for a period of one year from the date of your joining during which your services will be liable to be terminated by the Company without assigning any reason or giving any notice. However, you are required to give one month notice before leaving while on probation & thereafter. You will remain on probation till your confirmation in writing.
3. After confirmation, your services are terminable by the company without assigning any reason by giving one month's notice, the Company retaining the right to give one month's pay in lieu of notice. This provision will not affect the right of the Company to end your services in any other manner prescribed under the rules of the Company in force from time to time and any act of misconduct for which the company is entitled to take necessary action.

Page 1 of 5



**PRINCIPAL**  
**Dr. Vithalrao Vikhe Patil**  
College of Engineering  
Ahmednagar

Pioneers in Cotton Ginning, Pressing, Delinting, Decorticating Machinery | Steel Structures for Buildings | Electrical Panels | Control Equipments | Humidification | 'Innovative' Engineering Solutions Provider for seed cotton and cotton seed all around the Globe

Technical Collaborators - CIRCOT ICAR Govt. of India, Continental Eagle Corporation USA



(Subject to Nagpur Jurisdiction)

**BAJAJ STEEL INDUSTRIES LIMITED**

C-108, MIDC INDUSTRIAL AREA, HINGNA, NAGPUR - 440 028 (MS) INDIA, Fax: +91 - 7104 - 237067

Tel.: +91 - 7104 238101 - 20, Email:- bsl@bajajngp.com, Website : www.bajajngp.com

CIN No. - L27100MH1961PLC011936



Ref: BSI/ 19 -20 /01

-2-

Date: 01.04.2019

4. You are expected to associate with us on long-term basis for a period of minimum three years at the discretion of the Company, failing which you shall be liable to compensate the Company with an amount equal to three months CTC of last drawn salary. If you are unable to pay the amount of compensation as mentioned above then your terminal benefits (like Leave encashment, Bonus etc) & retention amount will be adjusted from this compensation amount & you are liable to pay the balance amount if any. Your terminal amount & retention amount will also be liable for forfeiture if you are terminated by the company on account of wrong behavior, any misconduct or non accomplishment of targets. Apart from this the company will retain 2% amount of Basic + DA for first 36 months as retention money which shall be refunded without interest only after completion of 3 years of service. After completion of three years you may resign by giving one months notice on your own accord, or pay in lieu of notice.
5. You will endeavor not to join any organisation which is in direct competition (manufacturing, sales or dealing otherwise) with the company, in Cotton Ginning & Pressing machinery, its allied equipments & spare parts, delinting & decorticating machinery, Pre Engineering Building, Electrical Panel etc. for at least a period of 10 years from the date of leaving the company for which you are required to sign a Non Disclosure Agreement as per requirement of the company. Breach of this condition will amount to breach of trust, and you will be liable to pay compensation to the company which may be decided by the company as well as company can take any suitable actions which the company may deems fit.
6. You will retire at the age of 58 years and you will automatically cease to be the employee of the company on superannuation on the last day of the month, during which you attain the age of 58 years, unless the Company extends your services beyond that in writing. As per your submission of age proof your **Date of Birth is 06.07.1995**
7. The provision of ESIC shall be applicable as per limit prescribed under ESIC Act which is currently applicable to employees drawing salary upto Rs. 21000/- per month. If salary per month exceeds Rs. 21000/- ESIC shall not be applicable.
8. The Provident Fund shall be applicable as per provisions of The Employees Provident Fund Act. Currently P.F. Is payable upto salary of Rs.15000/- per month. In case of salary exceeding Rs.15000/- per month at the time of joining & you not being the live member on that date, P.F. Shall not be applicable. In case salary of live member exceeds Rs.15000/- per month the contribution of the Company shall be restricted to Rs. 15000/- per month only.
9. Variable pay/MTLR if any shall be payable on the basis of monthly performance as evaluated by the higher authorities. Any performance management, rewards, target fixation, performance linked incentive / deduction schemes made applicable by the Company in future shall be applicable to you and your salary scheme shall stand revised accordingly.
10. Bonus shall be payable, in accordance with the provisions of Bonus Act to employees drawing salary not exceeding Rs. 21000/- (Twenty one thousand rupees only) per month. However the calculation of Bonus is restricted to maximum limit of Rs.7,000/- (Seven thousand rupees only) per month or the minimum wage for the scheduled employment whichever is higher, as fixed by the appropriate government.
11. Professional Tax, Income Tax and other taxes shall be deductible as per applicable law.

Page 2 of 5



Serving the Cotton Ginning Industry Since 1961

(Subject to Nagpur Jurisdiction)

## BAJAJ STEEL INDUSTRIES LIMITED

C- 108, MIDC INDUSTRIAL AREA, HINGNA, NAGPUR - 440 028 (MS) INDIA, Fax: +91 - 7104 - 237067  
Tel.: +91 - 7104 238101 - 20, Email: bsi@bajajngp.com, Website: www.bajajngp.com

CIN No. - L27100MH1961PLC011936



Ref: BSI/ 19 -20 /01

-3-

Date: 01.04.2019

12. The earned leave shall be given as per applicable law, currently it is one day for 20 days working.
13. The paid holiday and casual leave shall be as per applicable rules to company
14. Gratuity shall be payable as per provision of Gratuity Act.
15. You will follow orders of your superiors and will not indulge in any act orally or by any other action, method or writing etc. subversive to discipline; else your services will be terminated by the Company without notice.
16. You shall faithfully serve the Company, obey lawful commands of its directors and other officials, keep its secrets diligently and carefully, learn and perform such work and business as may be entrusted to you regularly during such hours as may be prescribed and perform such duties as may be assigned.
17. You will not disclose expertise information relating to the process, technicalities, designs, trade secrets and technology of the Company to any outsider or business rivals of the employer.
18. You will not deal with the customers/business associated of the company in any manner and shall supply any information including pricing, marketing, and sales, automated system, information and documentation by any mode of communication which is capable of causing monetary or otherwise loss to company.
19. You will not engage yourself without the prior consent in writing of the company, in any capacity with any business or activity, which may be prejudicial to the company's interest
20. Your personality should be good inside the premises of the company. You should not keep long beard and not wear loose clothes at work in view of safety. You should follow strict safety instruction while working, in the company. You shall be fully responsible for personal injury caused to you, others or loss to Company due to violation/disobedience of the safety instructions.
21. You should keep harmonious relation with your colleagues, superiors and officials etc. and your language should be respectable and co-operative with all. Any use of abusive word, worst/filthy language and indecent behaviour or other misconduct if found, your employment shall be liable for termination without any notice.
22. You shall not perform any religious activities or worship any idols / statue within the premises of the company.
23. You will not, use any electronic device such as mobile phone, camera, walk-man, radio etc. during working hours in the company premises unless expressly authorized by the Management.
24. You shall be subject to the service Rules and Regulations as well as administrative orders of the Company in force from time to time and shall obey all such orders and directions as you may receive from your superiors. In case of any dispute on interpretation any part of this letter or the rules covering your services or otherwise, however arising, the decision of Company thereon shall be final and binding.
25. You shall be responsible for the charge and care of the Company's money, goods, stores, records & documents and any properties entrusted to you or in your hands and shall truly and faithfully account for or pay or deliver to the proper person, money, goods, stores and properties which shall at any time come to your hands or under your charge on account of the Company.

Page 3 of 5

Pioneers in Cotton Ginning, Pressing, Delinting, Decorticating Machinery | Steel Structures for Buildings | Electrical Panels | Dust Control Equipments | Humidification | 'Innovative' Engineering Solutions Provider for seed cotton and cotton seed all around the Globe

Technical Collaborators - CIRCOT ICAR Govt. of India, Continental Eagle Corporation USA

Scanned by CamScanner



Serving the Cotton Ginning Industry Since 1961

(Subject to Nagpur Jurisdiction)

# BAJAJ STEEL INDUSTRIES LIMITED

C-108, MIDC INDUSTRIAL AREA, HINGNA, NAGPUR - 440 028 (MS) INDIA, Fax: +91 - 7104 - 237067  
Tel.: +91 - 7104 238101 - 20, Email: - bsi@bajajngp.com, Website : www.bajajngp.com

CIN No. - L27100MH1961PLC011936

In collaboration with:  
**CONTINENTAL**  
**EAGLE**  
CORPORATION  
SINCE 1932

Ref: BSI/ 19-20 /01

-4-

Date: 01.04.2019

26. You shall also be responsible for recovery of any money or value of any goods or property due to company from any customer or supplier of the company or from any other person on account of any dealing done by you from them & if it remains unpaid it shall be recoverable from you.
27. You are required to submit your current Provident Fund details (Declaration) to Personnel Department in writing.
28. You are required to submit your photograph, copies of educational certificate, Income Tax PAN, experience certificate and other relevant documents, as per Govt. rules or as per requirement of the company. Date of birth, as indicated and reported by you, should be supported by evidence / document about it and it will be presumed to be correct and binding.
29. Consumption of alcoholic drinks/smoking etc. is strictly prohibited in the company premises. If you are found under state of alcoholic drinks or smoking, your services shall be liable for termination without any notice apart from suitable legal action.
30. You will be on your workplace at least 5 minutes before from the fixed time and shall not leave the workplace without the written permission of the superiors during duty hours, if you report late than 15 minutes, you may be refused to join duty on that day.
31. Performance of work and behaviour if any found unsatisfactory you shall be liable for penal actions including deduction of salary & you may be terminated from the services of the company without notice.
32. Management may shoot video, photography, close circuit camera or tape etc. of the activities of each employee; no objection should be taken by any employee, in this regard.
33. On the Cessation of your services for any reason whatsoever, all properties of the company including business paper, working instructions, notes, tools, stationary, identity card or badge in your possession shall be returned and a Clearance Certificate shall be obtained from the Management. Payment of dues, if any, would be made after such clearance has been obtained by you.
34. The facilities and amenities granted by the company in excess of statutory requirements do not form the part of condition of the service and are subject to change at the discretion of the company. Any change in rules. Regulations, policies and orders announced by the company from time to time and applicable to employee will form a part of this contract of employment.
35. At present you are posted at Bajaj Steel Industries Ltd., C108, MIDC, Hingna, Nagpur. However, you are liable to be transferred anywhere at your Company's work in India or abroad due to the exigencies of the Company's business / administration work at the discretion of the Management. Any refusal to accept such transfer shall enable the Company to terminate your services, without notice.
36. You shall not proceed on leave, overstay on leave without prior approval of your superiors. The Management may take such action as it deems fit in its sole discretion for such unauthorized absence. The salary and allowances shall be deductible prorata for unpaid leave or absence from work and your services may be liable for termination without notice.
37. Your appointment in the Company is as a new recruit and Company will not bear any liability on account of leave, salary, pension contribution etc. or any other claim due to your former employers and any other person or establishment whatsoever.

Page 4 of 5

*[Handwritten signatures]*

Pioneers in Cotton Ginning, Pressing, Delinting, Decorticating Machinery | Steel Structures for Buildings | Electrical Panels | Dust Control Equipments | Humidification | 'Innovative' Engineering Solutions Provider for seed cotton and cotton seed all around the Globe.

Technical Collaborators - CIRCOT ICAR Govt. of India, Continental Eagle Corporation USA

Scanned by CamScanner



(Subject to Nagpur Jurisdiction)

## BAJAJ STEEL INDUSTRIES LIMITED

C- 108, MIDC INDUSTRIAL AREA, HINGNA, NAGPUR - 440 028 (MS) INDIA, Fax: +91 - 7104 - 237067  
Tel.: +91 - 7104 238101 - 20, Email: - bsi@bajajngp.com, Website : www.bajajngp.com  
CIN No. - L27100MH1961PLC011936



Ref: BSI/ 19-20 /01

-5-

Date: 01.04.2019

38. This appointment is subject to your being declared medically fit by a Registered Medical Practitioner nominated by the Company. Further, this appointment is based on the information furnished by you in your application for employment and the subsequent discussion held. Should there be any discrepancies, mis-declaration or incorrectness found in the information furnished by you and the actual facts, your appointment may either stand cancelled / terminated or may be suitably altered at any time at the discretion of the Company.
39. You will keep us informed of any change in your residential address, family and/or civil status as well as major medical disability / defect capable of affecting your working
40. For all other matters you will be governed by the rules and regulations issued / amended and prevailing laws from time to time
41. Any increment in the salary and other perquisites will be purely at the judgement and discretion of the Management and the decision of the Management to grant or not to grant any increment shall be final and binding.
42. Your date of joining is 01<sup>st</sup> April 2019. You are requested to submit your joining report immediately to your reporting authority and H.R. Department. In case, after your joining, you remain continuously absent for over 10 days without prior sanctioned leave or without proper information and acceptance of your leave by your reporting authority, you will be treated to have abandoned the employment and your employment shall come to an end on 11<sup>th</sup> day of such continuous absence.
43. Any matter/dispute arising out with this Appointment letter should be maintained in the competent court of Nagpur jurisdiction only.
44. Please sign and return duplicate of this appointment letter as a token of your acceptance of terms of appointment as above.

Wish you a happy and long association with our organization.  
Thanking you,  
Yours faithfully,

For BAJAJ STEEL INDUSTRIES LTD.

(Dr. M.K. SHARMA)  
Whole Time Director & CEO

// ACCEPTED //

(PRITAM GADGE)



Dr. V. Patil  
PRINCIPAL  
Dr. Vimalrao Vikhe Patil  
College of Engineering  
Ahmednagar  
Page 5 of 5