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KARIM CITY COLLEGE

A MUSLIM MINORITY INSTITUTION
RUN AND MANAGED BY KARIM'S TRUST
JAMSHEDPUR - 831001

Permanently Affiliated to Kolhan University, Chaibasa, Jharkhand (INDIA)
NAAC Re-accredited Institution

Principal (O) : 2431778
Fax : 2430495
Website : www.karimcitycollege.org
e-mail : office@karimcitycollege.org

Ref. No....Notice.....

Date...20.05.2022.....

Placement Cell

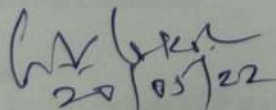
The following students have been selected as "Graduate Trainees" during the Vedanta Campus Placement Drive for **ESL Steel Ltd. (Bokaro)** after qualifying Aptitude Test and Personal Interview which was held on 19.05.2022.

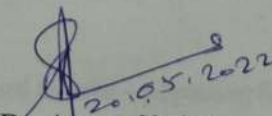
Salary: Fixed: 3.25 L + Variable: 1.40 L Total CTC: 4.65 L

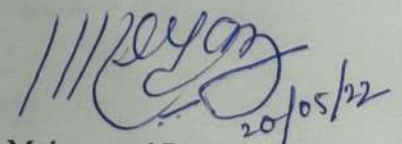
The Company shall be sharing the Letter of Intent soon for all the students.

S. N.	Name	Mail ID	Subject
1.	MIHIR RANJAN SRIVASTAVA	mihirranjansrivastava@gmail.com	CHEMISTRY HONS
2.	SOUMYAKANTI GORAIN	sgorain15@gmail.com	CHEMISTRY HONS
3.	SHAHBAZ ALAM	shahbazalam7086@gmail.com	CHEMISTRY HONS
4.	JAWERIA MAZHAR	Jaweria.jsr3@gmail.com	CHEMISTRY HONS
5.	PANKAJ KUMAR UPADHYAY	pankajsanju2403@gmail.com	CHEMISTRY HONS
6.	SHAILENDRA KUMAR	shailendrakumaryadav180@gmail.com	PHYSICS
7.	AMIT KUMAR MAHATO	amitkumarmahatocku@gmail.com	PHYSICS
8.	SABIHA NAAZ	nsabiha226@gmail.com	PHYSICS

We congratulate the selected students and wish all of them for bright career ahead.


20/05/22
Dr. G. Vijayalakshmi
Placement Coordinator


20.05.2022
Dr. Anwar Shahab
Chief Coordinator EEU


20/05/22
Dr. Mohammad Reyaz
Principal



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05.04.2022

Ref. No.....

Date.....

Placement Cell

Vedanta Limited is in the process of identifying Graduate Trainees (2022 BATCH) for Vedanta Group with a qualification of B.Sc. (Physics and Chemistry). The candidate should fulfill the below criteria.

Eligibility Criteria:

60% throughout in 10th, 12 th and Graduation, without any backlogs at the time of selection and joining
No other gap in regular course of studies is allowed except for 1 year gap between 12th & Graduation
Regular full time Graduation degree .

Compensation: Fixed: 3.25 L + Variable: 1.40 L
Total CTC: 4.65 L

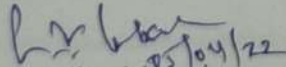
Selection Process: A two stage process

- Aptitude/Technical online assessment through Wheebox
- Personal Interview of the short-listed candidates

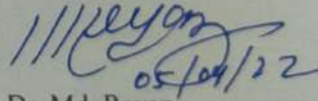
Location: Bokaro (Jharkhand), ESL Steel Limited

B. Sc. Semester V students with subject Physics and Chemistry of Karim City College who clear the above eligibility criteria and are interested to be a part of Vedanta Group are required to share their information via following given link on or before 08.04.2022.

<https://forms.gle/cWLNpBBFJAXweG9n8>

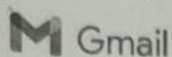

Dr. G. Vijayalakshmi
Placement Coordinator

Dr. Anwar Shahab
Chief Coordinator EEU


Dr. Md. Reyaz
Principal

Note -

- for the Graduate YOP students need to write - Appearing final Semester in 2022.
- For graduate percentage you need to write percentage up to Sem IV.



BSc 2021 hiring || Karim City Jamshedpur

20 May 2022 at 10:47

Nishu Kejriwal <Nishu.Kejriwal@vedanta.co.in>

To: G Vijayalakshmi <vjayag5410@gmail.com>

Cc: "Dr. Anwar Shahab" <dranwarshahab.jsr@gmail.com>, Khirod Kumar Barik <KhiroD.Barik@vedanta.co.in>, Nupur Singh <Nupur.Singh@vedanta.co.in>, Pallavi <Pallavi.P@vedanta.co.in>

Dear Team,

We are pleased to share that the following students have been selected as "Graduate Trainees" during the Vedanta Campus Placement process for ESL Steel Ltd (Bokaro).

We are looking forward to onboard them by 1st June 2022.

CANDIDATE NAME	GENDER (M/F)	EMAIL ID	GRAD. SPECIALIZATION
MIHIR RANJAN SRIVASTAVA	MALE	mihirranjansrivastava@gmail.com	CHEMISTRY HONS
Soumyakanti Gorain	MALE	sgorain15@gmail.com	CHEMISTRY
Shahbaz Alam	MALE	shahbazalam7086@gmail.com	CHEMISTRY HONOURS
Jaweria mazhar	Female	Jaweria.jsr3@gmail.com	Chemistry
SHAIENDRA KUMAR	MALE	shailendrakumaryadav180@gmail.com	PHYSICS
Amit Kumar Mahato	MALE	amitkumarmahatoocku@gmail.com	BSC PHYSICS
Pankaj Kumar Upadhyay	MALE	pankajsanju2403@gmail.com	Chemistry honours
Sabiha Naaz	Female	nsabiha226@gmail.com	Physics

Kindly ask all the students to share the following documents by tomorrow-

1. Filled-In Application form of all candidates (Format attached).
2. Resume (File name as the student's name)
3. Scanned copy of all educational certificates (10th, 12th, Graduation marksheets) in one single pdf with name of the file as the students' name.

Compensation Details:

For BSc/BCom

Fixed: 3.25 L + Variable: 1.40 L

Total CTC: 4.65 L

Please note that the students need to go through all the medical tests as attached here and share the reports with us by 27th May.

We shall be sharing the Letter of Intent soon for all the students.

Meanwhile, kindly get the declaration form filled, signed and sealed by the Placement Incharge and share by tomorrow EOD.

Regards,

Nishu Kejriwal

HR

T - 9264498395

E - Nishu.Kejriwal@Vedanta.co.in

W - <http://www.esisteel.com>

Siyajori, PO Jogidih, Bokaro, Jharkhand - 828303

Date: 24/05/2022

Dear Mr/Ms: Amit Kumar Mahato

LETTER OF INTENT

We refer to the recent discussions we had regarding career opportunities in the Vedanta Group. We are pleased to extend you a letter of intent for the position of **Graduate Trainee (GT)**. Your **Total Target Remuneration** is **INR 4,65,000/-** (Rupees Four Lacs Sixty-Five Thousand only) per annum, which comprises of a fixed component of **INR 3,25,000/-** (Rupees Three Lacs Twenty-Five Thousand only) per annum and Annual Target Bonus upto **INR 1,40,000/-** (Rupees One Lac Forty Thousand only). (Refer Annexure 1 for details).

A detailed Offer cum Appointment Letter will be issued to you on joining the company and completion of all required formalities. The place of posting and onboarding date will be communicated to you separately.

This offer is subject to you being found medically fit at the time of joining (as per the medical test attached in the Annexure 2), Background Checks & fulfilling the following eligibility criteria:

- 60% throughout in 10th, 12th and Graduation without any backlogs at the time of selection and joining
- Not more than 1 year of gap between 12th & Graduation. No other gap in regular course of studies is allowed.
- Regular full time BCom/BSc degree

You are required to submit the following documents at the time of joining:

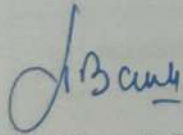
- Originals & Photocopies of all educational Certificates – X, XII, UG, additional qualifications (If any)
- Proof of your Date of Birth (preferably Aadhar Card)
- 5 Passport size photographs
- PAN Card & Cancelled Cheque

Please sign the duplicate copy of this letter as a token of your acceptance and return the same to us.

We welcome you to the Vedanta family and wish you a rewarding and successful career ahead.

With Best Wishes,

Yours sincerely,



Khirod Kumar Barik

Dy. Chief Human Resource Officer, ESL

VEDANTA LIMITED

REGISTERED OFFICE: Vedanta Limited, 1st Floor, 'C' wing, Unit 103, Corporate Avenue, Atul Projects, Chakala, Andheri (East), Mumbai – 400093, Maharashtra, India; T +91 22 6643 4500 | F +91 22 6643 4530

CIN: L13209MH1965PLC291394

Sensitivity: Confidential (C2)



Annexure 1: Compensation Breakup

Set forth below is an outline of the management compensation terms and conditions by which the undersigned parties agree to abide. The existence, nature, terms and conditions of this agreement are strictly confidential and shall not be disclosed by candidate in any manner or form, directly or indirectly, to any person or entity without the company's consent.

Date: 24.05.2022

Name	Amit Kumar Mahato
Company / Business Unit	ESL Steel Limited
Position / Title	Graduate Trainee
Training Period	12 Months
Probation Period	6 Months (M9) (Graduate Trainee)
Confirmation	Post 18 months

Compensation Scheme

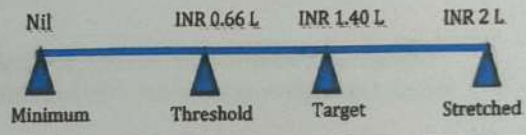
I. Total Target Remuneration from Date of Joining

Fixed Pay			
#	Particulars	Amount (INR) Per Annum	Notes
I	Basic	1,29,996	Basic is paid on a monthly basis. Retirals are linked to this. Subject to tax.
II	House Rent Allowance ("HRA")	51,998	House Rent Allowance is paid on a monthly basis. HRA is provided to meet the cost of accommodation. HRA is calculated at 40% of the Basic pay. HRA is an allowance and is subject to income tax. The exemption on HRA is covered under Section 10 (13A) of the Income Tax Act and Rule 2A of the Income Tax Rules.
III	Personal Allowance	72,321	Personal Allowance is paid on a monthly basis. This element has no linkage to any component of compensation / retirals. Subject to tax.
IV	Statutory Bonus	25,999	Bonus is paid on a monthly basis and calculated at 20% of the Basic pay, subject to Income tax.
V	Uniform Allowance	12,000	Uniform Allowance is paid on a monthly basis. It is granted to meet the expenditure incurred on purchase or maintenance of uniform to wear during the performance of the duties of an office. It is taxable.
#	Particulars	Amount (INR) per annum	Remarks
VIII	Leave Travel Allowance ("LTA")	10,833	Leave Travel Allowance is a reimbursement for travel within India. It is governed by IT Act where one can claim tax exemptions twice in a block of four years and should be on Privilege leave for a minimum period of 5 days and this can be clubbed with weekly off or a paid holiday. The Leave Travel Allowance (LTA) will be paid to you post tax deduction in the first year. You will be able to claim tax benefit on LTA post your confirmation.

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IX	Provident Fund ("PF")	15,600	As per employee provident fund Act 1952, an employer is required to contribute minimum 12% of the Basic Salary to EPF. And equal amount will be deducted as employee contribution from monthly payroll.
X	Gratuity	6,253	The employer will contribute 15 days basic for every completed year of service. This will be payable when the employee leaves / superannuates. The eligibility condition is minimum 5 years of service as per the payment of Gratuity Act 1972.
Fixed Pay		3,25,000	Sum of all above
Performance Pay Scheme (As currently applicable and subject to change as per company rules from time to time)			
	Target Annual Performance Pay	1,40,000	<p>The objective of Performance Pay Scheme is to incentivize employees to achieve specific Group/Business and/or financial and strategic predetermined goals, within the Group's/Business risk appetite. The evaluation on the performance measures will be done on completion of the financial year (April – March). The plan and payout is linked to achievement of business and individual targets. First year payout will be pro-rated basis date of joining. This policy is subject to management discretion and can be revised from time to time, payout is subject to tax.</p>  <p>The diagram shows a horizontal line with four points marked by triangles: Nil (Minimum), INR 0.66 L (Threshold), INR 1.40 L (Target), and INR 2 L (Stretched).</p>
Total Target Remuneration		4,65,000	

The above Compensation and Benefits are subject to taxes, to be borne by the incumbent as per prevailing tax laws.

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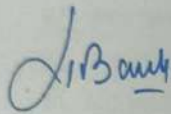
Sensitivity: Confidential (C2)

CIN: L13209MH1965PLC291394

Other terms & conditions

1. 100% compliance of company's rules, regulations, code of conduct and Group Values
2. Production Incentive: You will be eligible for Production Incentive from Training Period onwards (in Business / Unit locations only) as per the Scheme in Vogue (subject to Company Policy) up to a maximum of INR 50,000. This is not applicable in Corporate and Non Unit Locations..
3. Leave: As per Company policy.
4. You will be eligible for increment upon confirmation as per company policy.

For ESL Steel Limited



Khirod Kumar Barik
Dy. Chief Human Resource Officer, ESL

The provisions of this offer of employment have been read, are understood, and the offer is herewith accepted. I understand that my employment is contingent upon of fulfilling eligibility criteria and clearing medical fitness tests.

[NAME]

[SIGNATURE]

[DATE]

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Annexure B : Medical Fitness Test

As part of the Pre-employment medical examination, you are required to undergo following medical fitness tests from a certified medical practitioner of your choice and submit a report to us at the time of reporting:

1. Physical Examination, vision, eye (colour blindness test), dental check up
2. HB, WBC total & Diff Count
3. ESR
4. Blood Sugar AC & PC
5. Fasting Lipid Profile
6. Ser. Creatinine
7. LFT
8. Urine Routine Examination
9. Chest X-ray PA View
10. ECG and TMT
11. Audiometry & Spirometry

- In case you undergo Medical Fitness tests by a certified Medical Practitioner of your choice, your submitted reports will be considered valid only once verified by our Company CMO / MO
- You may also be required to undergo medical examination from our referred hospital at the time of joining
- The decision of our Company CMO/MO will be considered as Final.
- The medical charges for above will be reimbursed to you as per the Company Policy at the time of your joining on production of original bills. If declared medically unfit, the original bills can be sent to us for reimbursement.

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CIN: L13209MH1965PLC291394

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Date: 24/05/2022

Dear Mr/Ms: Pankaj Kumar Upadhyay

LETTER OF INTENT

We refer to the recent discussions we had regarding career opportunities in the Vedanta Group. We are pleased to extend you a letter of intent for the position of **Graduate Trainee (GT)**. Your **Total Target Remuneration** is **INR 4,65,000/-** (Rupees Four Lacs Sixty-Five Thousand only) per annum, which comprises of a fixed component of **INR 3,25,000/-** (Rupees Three Lacs Twenty-Five Thousand only) per annum and Annual Target Bonus upto **INR 1,40,000/-** (Rupees One Lac Forty Thousand only). (Refer Annexure 1 for details).

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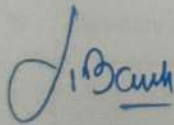
- Originals & Photocopies of all educational Certificates – X, XII, UG, additional qualifications (if any)
- Proof of your Date of Birth (preferably Aadhar Card)
- 5 Passport size photographs
- PAN Card & Cancelled Cheque

Please sign the duplicate copy of this letter as a token of your acceptance and return the same to us.

We welcome you to the Vedanta family and wish you a rewarding and successful career ahead.

With Best Wishes,

Yours sincerely,



Khirod Kumar Barik
Dy. Chief Human Resource Officer, ESL

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Date: 24.05.2022

Name	Pankaj Kumar Upadhyay
Company / Business Unit	ESL Steel Limited
Position / Title	Graduate Trainee
Training Period	12 Months
Probation Period	6 Months (M9) (Graduate Trainee)
Confirmation	Post 18 months

Compensation Scheme
I. Total Target Remuneration from Date of Joining

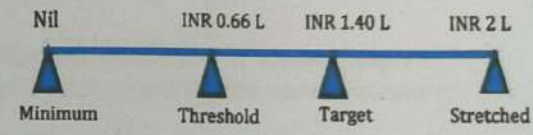
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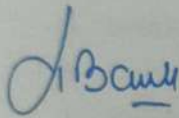
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3. Leave: As per Company policy.
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For ESL Steel Limited



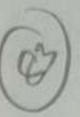
Khirod Kumar Barik
Dy. Chief Human Resource Officer, ESL

The provisions of this offer of employment have been read, are understood, and the offer is herewith accepted. I understand that my employment is contingent upon of fulfilling eligibility criteria and clearing medical fitness tests.

[NAME]

[SIGNATURE]

[DATE]



Annexure B : Medical Fitness Test

As part of the Pre-employment medical examination, you are required to undergo following medical fitness tests from a certified medical practitioner of your choice and submit a report to us at the time of reporting:

1. Physical Examination, vision, eye (colour blindness test), dental check up
2. HB, WBC total & Diff Count
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4. Blood Sugar AC & PC
5. Fasting Lipid Profile
6. Ser. Creatinine
7. LFT
8. Urine Routine Examination
9. Chest X-ray PA View
10. ECG and TMT
11. Audiometry & Spirometry

- In case you undergo Medical Fitness tests by a certified Medical Practitioner of your choice, your submitted reports will be considered valid only once verified by our Company CMO / MO
- You may also be required to undergo medical examination from our referred hospital at the time of joining
- The decision of our Company CMO/MO will be considered as Final.
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Sensitivity: Confidential (C2)



Date: 24/05/2022

Dear Mr/Ms: Mihir Ranjan Srivastava

LETTER OF INTENT

We refer to the recent discussions we had regarding career opportunities in the Vedanta Group. We are pleased to extend you a letter of intent for the position of Graduate Trainee (GT). Your Total Target Remuneration is INR 4,65,000/- (Rupees Four Lacs Sixty-Five Thousand only) per annum, which comprises of a fixed component of INR 3,25,000/- (Rupees Three Lacs Twenty-Five Thousand only) per annum and Annual Target Bonus upto INR 1,40,000/- (Rupees One Lac Forty Thousand only). (Refer Annexure 1 for details).

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- Regular full time BCom/BSc degree

You are required to submit the following documents at the time of joining:

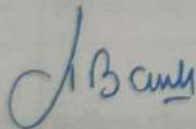
- Originals & Photocopies of all educational Certificates – X, XII, UG, additional qualifications (if any)
- Proof of your Date of Birth (preferably Aadhar Card)
- 5 Passport size photographs
- PAN Card & Cancelled Cheque

Please sign the duplicate copy of this letter as a token of your acceptance and return the same to us.

We welcome you to the Vedanta family and wish you a rewarding and successful career ahead.

With Best Wishes,

Yours sincerely,



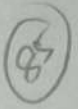
Khirod Kumar Barik
Dy. Chief Human Resource Officer, ESL

VEDANTA LIMITED

REGISTERED OFFICE: Vedanta Limited, 1st Floor, 'C' wing, Unit 103, Corporate Avenue, Atul Projects, Chakala, Andheri (East), Mumbai - 400093, Maharashtra, India | T +91 22 6643 4500 | F +91 22 6643 4530

Sensitivity: Confidential (C2)

CIN: L13209MH1965PLC291394


Annexure 1: Compensation Breakup

Set forth below is an outline of the management compensation terms and conditions by which the undersigned parties agree to abide. The existence, nature, terms and conditions of this agreement are strictly confidential and shall not be disclosed by candidate in any manner or form, directly or indirectly, to any person or entity without the company's consent.

Date: 24.05.2022

Name	Mihir Ranjan Srivastava
Company / Business Unit	ESL Steel Limited
Position / Title	Graduate Trainee
Training Period	12 Months
Probation Period	6 Months (M9) (Graduate Trainee)
Confirmation	Post 18 months

Compensation Scheme
I. Total Target Remuneration from Date of Joining

Fixed Pay			
#	Particulars	Amount (INR) Per Annum	Notes
I	Basic	1,29,996	Basic is paid on a monthly basis. Retirals are linked to this. Subject to tax.
II	House Rent Allowance ("HRA")	51,998	House Rent Allowance is paid on a monthly basis. HRA is provided to meet the cost of accommodation. HRA is calculated at 40% of the Basic pay. HRA is an allowance and is subject to income tax. The exemption on HRA is covered under Section 10 (13A) of the Income Tax Act and Rule 2A of the Income Tax Rules.
III	Personal Allowance	72,321	Personal Allowance is paid on a monthly basis. This element has no linkage to any component of compensation / retirals. Subject to tax.
IV	Statutory Bonus	25,999	Bonus is paid on a monthly basis and calculated at 20% of the Basic pay, subject to Income tax.
V	Uniform Allowance	12,000	Uniform Allowance is paid on a monthly basis. It is granted to meet the expenditure incurred on purchase or maintenance of uniform to wear during the performance of the duties of an office. It is taxable.
#	Particulars	Amount (INR) per annum	Remarks
VIII	Leave Travel Allowance ("LTA")	10,833	Leave Travel Allowance is a reimbursement for travel within India. It is governed by IT Act where one can claim tax exemptions twice in a block of four years and should be on Privilege leave for a minimum period of 5 days and this can be clubbed with weekly off or a paid holiday. The Leave Travel Allowance (LTA) will be paid to you post tax deduction in the first year. You will be able to claim tax benefit on LTA post your confirmation.

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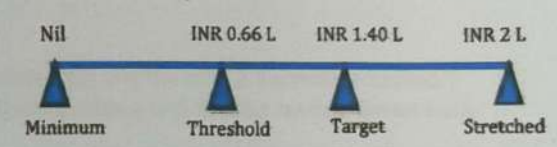
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Sensitivity: Confidential (C2)

CIN: L13209MH1965PLC291394



26

IX	Provident Fund ("PF")	15,600	As per employee provident fund Act 1952, an employer is required to contribute minimum 12% of the Basic Salary to EPF. And equal amount will be deducted as employee contribution from monthly payroll.
X	Gratuity	6,253	The employer will contribute 15 days basic for every completed year of service. This will be payable when the employee leaves / superannuates. The eligibility condition is minimum 5 years of service as per the payment of Gratuity Act 1972.
Fixed Pay		3,25,000	Sum of all above
Performance Pay Scheme (As currently applicable and subject to change as per company rules from time to time)			
	Target Annual Performance Pay	1,40,000	<p>The objective of Performance Pay Scheme is to incentivize employees to achieve specific Group/Business and/or financial and strategic predetermined goals, within the Group's/Business risk appetite. The evaluation on the performance measures will be done on completion of the financial year (April – March). The plan and payout is linked to achievement of business and individual targets. First year payout will be pro-rated basis date of joining. This policy is subject to management discretion and can be revised from time to time, payout is subject to tax.</p>  <p>The diagram shows a horizontal line with four points marked by triangles: Nil (Minimum), INR 0.66 L (Threshold), INR 1.40 L (Target), and INR 2 L (Stretched).</p>
Total Target Remuneration		4,65,000	

The above Compensation and Benefits are subject to taxes, to be borne by the incumbent as per prevailing tax laws.

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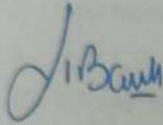
CIN: L3209MH1965PLC291394

Sensitivity: Confidential (C2)

Other terms & conditions

1. 100% compliance of company's rules, regulations, code of conduct and Group Values
2. Production Incentive: You will be eligible for Production Incentive from Training Period onwards (in Business / Unit locations only) as per the Scheme in Vogue (subject to Company Policy) up to a maximum of INR 50,000. This is not applicable in Corporate and Non Unit Locations..
3. Leave: As per Company policy.
4. You will be eligible for increment upon confirmation as per company policy.

For ESL Steel Limited



Khirood Kumar Barik
Dy. Chief Human Resource Officer, ESL

The provisions of this offer of employment have been read, are understood, and the offer is herewith accepted. I understand that my employment is contingent upon of fulfilling eligibility criteria and clearing medical fitness tests.

[NAME]

[SIGNATURE]

[DATE]

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CIN: L13209MH1965PLC291394

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Annexure B : Medical Fitness Test

As part of the Pre-employment medical examination, you are required to undergo following medical fitness tests from a certified medical practitioner of your choice and submit a report to us at the time of reporting:

1. Physical Examination, vision, eye (colour blindness test), dental check up
2. HB, WBC total & Diff Count
3. ESR
4. Blood Sugar AC & PC
5. Fasting Lipid Profile
6. Ser. Creatinine
7. LFT
8. Urine Routine Examination
9. Chest X-ray PA View
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11. Audiometry & Spirometry

- In case you undergo Medical Fitness tests by a certified Medical Practitioner of your choice, your submitted reports will be considered valid only once verified by our Company CMO / MO
- You may also be required to undergo medical examination from our referred hospital at the time of joining
- The decision of our Company CMO/MO will be considered as Final.
- The medical charges for above will be reimbursed to you as per the Company Policy at the time of your joining on production of original bills. If declared medically unfit, the original bills can be sent to us for reimbursement.

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CIN: L13209MH1965PLC291394

Sensitivity: Confidential (C2)

Date: 24/05/2022

Dear Mr/Ms: Sabiha Naaz

LETTER OF INTENT

We refer to the recent discussions we had regarding career opportunities in the Vedanta Group. We are pleased to extend you a letter of intent for the position of **Graduate Trainee (GT)**. Your **Total Target Remuneration** is **INR 4,65,000/-** (Rupees Four Lacs Sixty-Five Thousand only) per annum, which comprises of a fixed component of **INR 3,25,000/-** (Rupees Three Lacs Twenty-Five Thousand only) per annum and Annual Target Bonus upto **INR 1,40,000/-** (Rupees One Lac Forty Thousand only). (Refer Annexure 1 for details).

A detailed Offer cum Appointment Letter will be issued to you on joining the company and completion of all required formalities. The place of posting and onboarding date will be communicated to you separately.

This offer is subject to you being found medically fit at the time of joining (as per the medical test attached in the Annexure 2), Background Checks & fulfilling the following eligibility criteria:

- 60% throughout in 10th, 12th and Graduation without any backlogs at the time of selection and joining
- Not more than 1 year of gap between 12th & Graduation. No other gap in regular course of studies is allowed.
- Regular full time BCom/BSc degree

You are required to submit the following documents at the time of joining:

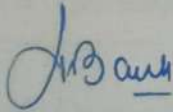
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- PAN Card & Cancelled Cheque

Please sign the duplicate copy of this letter as a token of your acceptance and return the same to us.

We welcome you to the Vedanta family and wish you a rewarding and successful career ahead.

With Best Wishes,

Yours sincerely,



Khirod Kumar Barik
Dy. Chief Human Resource Officer, ESL

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Annexure 1: Compensation Breakup

Set forth below is an outline of the management compensation terms and conditions by which parties agree to abide. The existence, nature, terms and conditions of this agreement are strictly confidential and shall not be disclosed by candidate in any manner or form, directly or indirectly, to any person or entity without the company's consent.

Date: 24.05.2022

Name	Sabiha Naaz
Company / Business Unit	ESL Steel Limited
Position / Title	Graduate Trainee
Training Period	12 Months
Probation Period	6 Months (M9) (Graduate Trainee)
Confirmation	Post 18 months

Compensation Scheme
I. Total Target Remuneration from Date of Joining

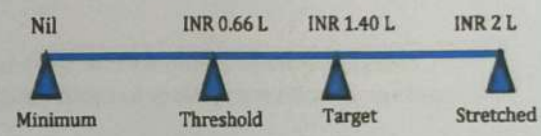
Fixed Pay			
#	Particulars	Amount (INR) Per Annum	Notes
I	Basic	1,29,996	Basic is paid on a monthly basis. Retirals are linked to this. Subject to tax.
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VIII	Leave Travel Allowance ("LTA")	10,833	Leave Travel Allowance is a reimbursement for travel within India. It is governed by IT Act where one can claim tax exemptions twice in a block of four years and should be on Privilege leave for a minimum period of 5 days and this can be clubbed with weekly off or a paid holiday. The Leave Travel Allowance (LTA) will be paid to you post tax deduction in the first year. You will be able to claim tax benefit on LTA post your confirmation.

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IX	Provident Fund ("PF")	15,600	As per employee provident fund Act 1952, an employer is required to contribute minimum 12% of the Basic Salary to EPF. And equal amount will be deducted as employee contribution from monthly payroll.
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Fixed Pay		3,25,000	Sum of all above
Performance Pay Scheme (As currently applicable and subject to change as per company rules from time to time)			
	Target Annual Performance Pay	1,40,000	<p>The objective of Performance Pay Scheme is to incentivize employees to achieve specific Group/Business and/or financial and strategic predetermined goals, within the Group's/Business risk appetite. The evaluation on the performance measures will be done on completion of the financial year (April – March). The plan and payout is linked to achievement of business and individual targets. First year payout will be pro-rated basis date of joining. This policy is subject to management discretion and can be revised from time to time, payout is subject to tax.</p> 
Total Target Remuneration		4,65,000	

The above Compensation and Benefits are subject to taxes, to be borne by the incumbent as per prevailing tax laws.

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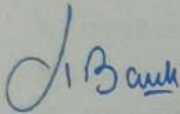
Sensitivity: Confidential (C2)

CIN: L13209MH1965PLC291394

Other terms & conditions

1. 100% compliance of company's rules, regulations, code of conduct and Group Values
2. Production Incentive: You will be eligible for Production Incentive from Training Period onwards (in Business / Unit locations only) as per the Scheme in Vogue (subject to Company Policy) up to a maximum of INR 50,000. This is not applicable in Corporate and Non Unit Locations..
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4. You will be eligible for increment upon confirmation as per company policy.

For ESL Steel Limited



Khirod Kumar Barik
Dy. Chief Human Resource Officer, ESL

The provisions of this offer of employment have been read, are understood, and the offer is herewith accepted. I understand that my employment is contingent upon of fulfilling eligibility criteria and clearing medical fitness tests.

[NAME]

[SIGNATURE]

[DATE]

VEDANTA LIMITED

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CIN: L13209MH1985PLC291394

Sensitivity: Confidential (C2)



Annexure B : Medical Fitness Test

As part of the Pre-employment medical examination, you are required to undergo following medical fitness tests from a certified medical practitioner of your choice and submit a report to us at the time of reporting:

1. Physical Examination, vision, eye (colour blindness test), dental check up
2. HB, WBC total & Diff Count
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5. Fasting Lipid Profile
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7. LFT
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- In case you undergo Medical Fitness tests by a certified Medical Practitioner of your choice, your submitted reports will be considered valid only once verified by our Company CMO / MO
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CIN: L13209MH1965PLC291394

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Date: 24/05/2022

Dear Mr/Ms: Shalendra Kumar

LETTER OF INTENT

We refer to the recent discussions we had regarding career opportunities in the Vedanta Group. We are pleased to extend you a letter of intent for the position of **Graduate Trainee (GT)**. Your **Total Target Remuneration is INR 4,65,000/-** (Rupees Four Lacs Sixty-Five Thousand only) per annum, which comprises of a fixed component of **INR 3,25,000/-** (Rupees Three Lacs Twenty-Five Thousand only) per annum and **Annual Target Bonus upto INR 1,40,000/-** (Rupees One Lac Forty Thousand only). (Refer Annexure 1 for details).

A detailed Offer cum Appointment Letter will be Issued to you on joining the company and completion of all required formalities. The place of posting and onboarding date will be communicated to you separately.

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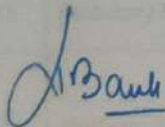
- Originals & Photocopies of all educational Certificates – X, XII, UG, additional qualifications (If any)
- Proof of your Date of Birth (preferably Aadhar Card)
- 5 Passport size photographs
- PAN Card & Cancelled Cheque

Please sign the duplicate copy of this letter as a token of your acceptance and return the same to us.

We welcome you to the Vedanta family and wish you a rewarding and successful career ahead.

With Best Wishes,

Yours sincerely,



Khirod Kumar Barik
Dy. Chief Human Resource Officer, ESL

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Set forth below is an outline of the management compensation terms and conditions by which the undersigned parties agree to abide. The existence, nature, terms and conditions of this agreement are strictly confidential and shall not be disclosed by candidate in any manner or form, directly or indirectly, to any person or entity without the company's consent.

Date: 24.05.2022

Name	Shailendra Kumar
Company / Business Unit	ESL Steel Limited
Position / Title	Graduate Trainee
Training Period	12 Months
Probation Period	6 Months (M9) (Graduate Trainee)
Confirmation	Post 18 months

Compensation Scheme

I. Total Target Remuneration from Date of Joining

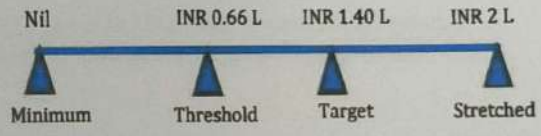
Fixed Pay			
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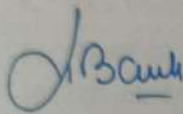
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Total Target Remuneration		4,65,000	

The above Compensation and Benefits are subject to taxes, to be borne by the incumbent as per prevailing tax laws.

Other terms & conditions

1. 100% compliance of company's rules, regulations, code of conduct and Group Values
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For ESL Steel Limited



Khirod Kumar Barik
Dy. Chief Human Resource Officer, ESL

The provisions of this offer of employment have been read, are understood, and the offer is herewith accepted. I understand that my employment is contingent upon of fulfilling eligibility criteria and clearing medical fitness tests.

[NAME]

[SIGNATURE]

[DATE]

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CIN: L13209MH1965PLC291394

Sensitivity: Confidential (C2)



Date: 24/05/2022

Dear Mr/Ms: Shahbaz Alam

LETTER OF INTENT

We refer to the recent discussions we had regarding career opportunities in the Vedanta Group. We are pleased to extend you a letter of intent for the position of **Graduate Trainee (GT)**. Your **Total Target Remuneration** is **INR 4,65,000/-** (Rupees Four Lacs Sixty-Five Thousand only) per annum, which comprises of a fixed component of **INR 3,25,000/-** (Rupees Three Lacs Twenty-Five Thousand only) per annum and Annual Target Bonus upto **INR 1,40,000/-** (Rupees One Lac Forty Thousand only). (Refer Annexure 1 for details).

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You are required to submit the following documents at the time of joining:

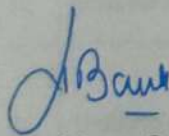
- Originals & Photocopies of all educational Certificates – X, XII, UG, additional qualifications (if any)
- Proof of your Date of Birth (preferably Aadhar Card)
- 5 Passport size photographs
- PAN Card & Cancelled Cheque

Please sign the duplicate copy of this letter as a token of your acceptance and return the same to us.

We welcome you to the Vedanta family and wish you a rewarding and successful career ahead.

With Best Wishes,

Yours sincerely,



Khirod Kumar Barik
Dy. Chief Human Resource Officer, ESL

(25)

Annexure 1: Compensation Breakup

Set forth below is an outline of the management compensation terms and conditions by which the undersigned parties agree to abide. The existence, nature, terms and conditions of this agreement are strictly confidential and shall not be disclosed by candidate in any manner or form, directly or indirectly, to any person or entity without the company's consent.

Date: 24.05.2022

Name	Shahbaz Alam
Company / Business Unit	ESL Steel Limited
Position / Title	Graduate Trainee
Training Period	12 Months
Probation Period	6 Months (M9) (Graduate Trainee)
Confirmation	Post 18 months

Compensation Scheme
I. Total Target Remuneration from Date of Joining

Fixed Pay			
#	Particulars	Amount (INR) Per Annum	Notes
I	Basic	1,29,996	Basic is paid on a monthly basis. Retirals are linked to this. Subject to tax.
II	House Rent Allowance ("HRA")	51,998	House Rent Allowance is paid on a monthly basis. HRA is provided to meet the cost of accommodation. HRA is calculated at 40% of the Basic pay. HRA is an allowance and is subject to income tax. The exemption on HRA is covered under Section 10 (13A) of the Income Tax Act and Rule 2A of the Income Tax Rules.
III	Personal Allowance	72,321	Personal Allowance is paid on a monthly basis. This element has no linkage to any component of compensation / retirals. Subject to tax.
IV	Statutory Bonus	25,999	Bonus is paid on a monthly basis and calculated at 20% of the Basic pay, subject to Income tax.
V	Uniform Allowance	12,000	Uniform Allowance is paid on a monthly basis. It is granted to meet the expenditure incurred on purchase or maintenance of uniform to wear during the performance of the duties of an office. It is taxable.
#	Particulars	Amount (INR) per annum	Remarks
VIII	Leave Travel Allowance ("LTA")	10,833	Leave Travel Allowance is a reimbursement for travel within India. It is governed by IT Act where one can claim tax exemptions twice in a block of four years and should be on Privilege leave for a minimum period of 5 days and this can be clubbed with weekly off or a paid holiday. The Leave Travel Allowance (LTA) will be paid to you post tax deduction in the first year. You will be able to claim tax benefit on LTA post your confirmation.

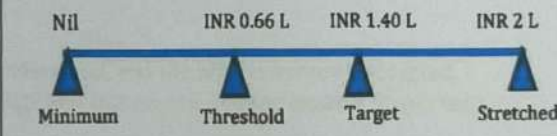
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CIN: L13209MH1965PLC291394

Sensitivity: Confidential (C2)



IX	Provident Fund ("PF")	15,600	As per employee provident fund Act 1952, an employer is required to contribute minimum 12% of the Basic Salary to EPF. And equal amount will be deducted as employee contribution from monthly payroll.
X	Gratuity	6,253	The employer will contribute 15 days basic for every completed year of service. This will be payable when the employee leaves / superannuates. The eligibility condition is minimum 5 years of service as per the payment of Gratuity Act 1972.
Fixed Pay		3,25,000	Sum of all above
Performance Pay Scheme (As currently applicable and subject to change as per company rules from time to time)			
	Target Annual Performance Pay	1,40,000	<p>The objective of Performance Pay Scheme is to incentivize employees to achieve specific Group/Business and/or financial and strategic predetermined goals, within the Group's/Business risk appetite. The evaluation on the performance measures will be done on completion of the financial year (April – March). The plan and payout is linked to achievement of business and individual targets. First year payout will be pro-rated basis date of joining. This policy is subject to management discretion and can be revised from time to time, payout is subject to tax.</p> 
Total Target Remuneration		4,65,000	

The above Compensation and Benefits are subject to taxes, to be borne by the incumbent as per prevailing tax laws.

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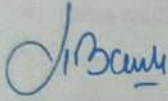
Sensitivity: Confidential (C2)

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Other terms & conditions

1. 100% compliance of company's rules, regulations, code of conduct and Group Values
2. Production Incentive: You will be eligible for Production Incentive from Training Period onwards (in Business / Unit locations only) as per the Scheme in Vogue (subject to Company Policy) up to a maximum of INR 50,000. This is not applicable in Corporate and Non Unit Locations..
3. Leave: As per Company policy.
4. You will be eligible for increment upon confirmation as per company policy.

For ESL Steel Limited



Khirode Kumar Barik
Dy. Chief Human Resource Officer, ESL

The provisions of this offer of employment have been read, are understood, and the offer is herewith accepted. I understand that my employment is contingent upon of fulfilling eligibility criteria and clearing medical fitness tests.

[NAME]

[SIGNATURE]

[DATE]

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CIN: L13209MH1965PLC291394

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Annexure B : Medical Fitness Test

As part of the Pre-employment medical examination, you are required to undergo following medical fitness tests from a certified medical practitioner of your choice and submit a report to us at the time of reporting:

1. Physical Examination, vision, eye (colour blindness test), dental check up
2. HB, WBC total & Diff Count
3. ESR
4. Blood Sugar AC & PC
5. Fasting Lipid Profile
6. Ser. Creatinine
7. LFT
8. Urine Routine Examination
9. Chest X-ray PA View
10. ECG and TMT
11. Audiometry & Spirometry

- In case you undergo Medical Fitness tests by a certified Medical Practitioner of your choice, your submitted reports will be considered valid only once verified by our Company CMO / MO
- You may also be required to undergo medical examination from our referred hospital at the time of joining
- The decision of our Company CMO/MO will be considered as Final.
- The medical charges for above will be reimbursed to you as per the Company Policy at the time of your joining on production of original bills. If declared medically unfit, the original bills can be sent to us for reimbursement.

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Date: 24/05/2022

Dear Mr/Ms: Soumyakanti Gorain

LETTER OF INTENT

We refer to the recent discussions we had regarding career opportunities in the Vedanta Group. We are pleased to extend you a letter of intent for the position of **Graduate Trainee (GT)**. Your **Total Target Remuneration** is **INR 4,65,000/-** (Rupees Four Lacs Sixty-Five Thousand only) per annum, which comprises of a fixed component of **INR 3,25,000/-** (Rupees Three Lacs Twenty-Five Thousand only) per annum and **Annual Target Bonus** upto **INR 1,40,000/-** (Rupees One Lac Forty Thousand only). (Refer Annexure 1 for details).

A detailed Offer cum Appointment Letter will be issued to you on joining the company and completion of all required formalities. The place of posting and onboarding date will be communicated to you separately.

This offer is subject to you being found medically fit at the time of joining (as per the medical test attached in the Annexure 2), Background Checks & fulfilling the following eligibility criteria:

- 60% throughout in 10th, 12th and Graduation without any backlogs at the time of selection and joining
- Not more than 1 year of gap between 12th & Graduation. No other gap in regular course of studies is allowed.
- Regular full time BCom/BSc degree

You are required to submit the following documents at the time of joining:

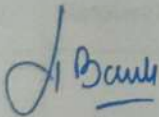
- Originals & Photocopies of all educational Certificates – X, XII, UG, additional qualifications (If any)
- Proof of your Date of Birth (preferably Aadhar Card)
- 5 Passport size photographs
- PAN Card & Cancelled Cheque

Please sign the duplicate copy of this letter as a token of your acceptance and return the same to us.

We welcome you to the Vedanta family and wish you a rewarding and successful career ahead.

With Best Wishes,

Yours sincerely,



Khirod Kumar Barik
Dy. Chief Human Resource Officer, ESL

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Annexure 1: Compensation Breakup

Set forth below is an outline of the management compensation terms and conditions by which the undersigned parties agree to abide. The existence, nature, terms and conditions of this agreement are strictly confidential and shall not be disclosed by candidate in any manner or form, directly or indirectly, to any person or entity without the company's consent.

Date: 24.05.2022

Name	Soumyakanti Gorain
Company / Business Unit	ESL Steel Limited
Position / Title	Graduate Trainee
Training Period	12 Months
Probation Period	6 Months (M9) (Graduate Trainee)
Confirmation	Post 18 months

Compensation Scheme
I. Total Target Remuneration from Date of Joining

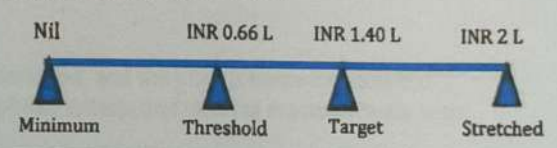
Fixed Pay			
#	Particulars	Amount (INR) Per Annum	Notes
I	Basic	1,29,996	Basic is paid on a monthly basis. Retirals are linked to this. Subject to tax.
II	House Rent Allowance ("HRA")	51,998	House Rent Allowance is paid on a monthly basis. HRA is provided to meet the cost of accommodation. HRA is calculated at 40% of the Basic pay. HRA is an allowance and is subject to income tax. The exemption on HRA is covered under Section 10 (13A) of the Income Tax Act and Rule 2A of the Income Tax Rules.
III	Personal Allowance	72,321	Personal Allowance is paid on a monthly basis. This element has no linkage to any component of compensation / retirals. Subject to tax.
IV	Statutory Bonus	25,999	Bonus is paid on a monthly basis and calculated at 20% of the Basic pay, subject to Income tax.
V	Uniform Allowance	12,000	Uniform Allowance is paid on a monthly basis. It is granted to meet the expenditure incurred on purchase or maintenance of uniform to wear during the performance of the duties of an office. It is taxable.
#	Particulars	Amount (INR) per annum	Remarks
VIII	Leave Travel Allowance ("LTA")	10,833	Leave Travel Allowance is a reimbursement for travel within India. It is governed by IT Act where one can claim tax exemptions twice in a block of four years and should be on Privilege leave for a minimum period of 5 days and this can be clubbed with weekly off or a paid holiday. The Leave Travel Allowance (LTA) will be paid to you post tax deduction in the first year. You will be able to claim tax benefit on LTA post your confirmation.

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IX	Provident Fund ("PF")	15,600	As per employee provident fund Act 1952, an employer is required to contribute minimum 12% of the Basic Salary to EPF. And equal amount will be deducted as employee contribution from monthly payroll.
X	Gratuity	6,253	The employer will contribute 15 days basic for every completed year of service. This will be payable when the employee leaves / superannuates. The eligibility condition is minimum 5 years of service as per the payment of Gratuity Act 1972.
Fixed Pay		3,25,000	Sum of all above
Performance Pay Scheme (As currently applicable and subject to change as per company rules from time to time)			
	Target Annual Performance Pay	1,40,000	<p>The objective of Performance Pay Scheme is to incentivize employees to achieve specific Group/Business and/or financial and strategic predetermined goals, within the Group's/Business risk appetite. The evaluation on the performance measures will be done on completion of the financial year (April – March). The plan and payout is linked to achievement of business and individual targets. First year payout will be pro-rated basis date of joining. This policy is subject to management discretion and can be revised from time to time, payout is subject to tax.</p>  <p>The diagram shows a horizontal line with four points marked by triangles: Nil (Minimum), INR 0.66 L (Threshold), INR 1.40 L (Target), and INR 2 L (Stretched).</p>
Total Target Remuneration		4,65,000	

The above Compensation and Benefits are subject to taxes, to be borne by the incumbent as per prevailing tax laws.

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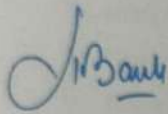
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Other terms & conditions

1. 100% compliance of company's rules, regulations, code of conduct and Group Values
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3. Leave: As per Company policy.
4. You will be eligible for increment upon confirmation as per company policy.

For ESL Steel Limited



Khirode Kumar Barik
Dy. Chief Human Resource Officer, ESL

The provisions of this offer of employment have been read, are understood, and the offer is herewith accepted. I understand that my employment is contingent upon of fulfilling eligibility criteria and clearing medical fitness tests.

[NAME]

[SIGNATURE]

[DATE]

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Annexure B : Medical Fitness Test

As part of the Pre-employment medical examination, you are required to undergo following medical fitness tests from a certified medical practitioner of your choice and submit a report to us at the time of reporting:

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6. Ser. Creatinine
7. LFT
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9. Chest X-ray PA View
10. ECG and TMT
11. Audiometry & Spirometry

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Annexure 1: Compensation Breakup

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Date: 24.05.2022

Name	Jaweria Mazhar
Company / Business Unit	ESL Steel Limited
Position / Title	Graduate Trainee
Training Period	12 Months
Probation Period	6 Months (M9) (Graduate Trainee)
Confirmation	Post 18 months

Compensation Scheme
I. Total Target Remuneration from Date of Joining

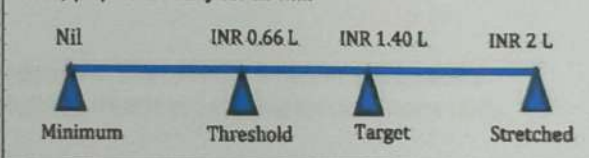
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Total Target Remuneration		4,65,000	

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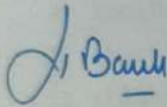
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Other terms & conditions

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For ESL Steel Limited



Khirod Kumar Barik
Dy. Chief Human Resource Officer, ESL

The provisions of this offer of employment have been read, are understood, and the offer is herewith accepted. I understand that my employment is contingent upon of fulfilling eligibility criteria and clearing medical fitness tests.

[NAME]

[SIGNATURE]

[DATE]

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