



Strictly Confidential

Date: 18-Nov-16

Ms. Umesh Sahu

H.No. 560, Ward No. 26,

Mudapar SECL (Nawdha Chowk), Korba,

Dear Umesh Sahu,

Congratulations and Welcome to the Vedanta family!

With reference to your application and subsequent interview you had with us, we are pleased to extend you an Offer of employment ("Offer") with **Bharat Aluminium Company Limited ("Company")**, for the position of **GRADUATE TRAINEE**. We are excited at the prospect of your working with us and look forward to your joining us on or before **18-Nov-16** at the following address:

Bharat Aluminium Co. Ltd, Balconagar, Korba (Chhattisgarh) – 495684.

The terms and conditions contained herein ("**Terms of Employment**") must be read as part of the overall policies of the Company. Your employment with the Company is subject to satisfactory completion of **Medical Examination (Annexure B)**, **Background Verification** and will be based on the below Terms of Employment:

**1. Salary and Benefits**

Your **Total Remuneration** during the training period is **INR 2,05,200/-** (Rupees Two lakhs five thousand two hundred) per annum, which will be revised upon successful completion of training and probation. Details of your compensation during training period are attached as **Annexure A**.

**2. Training and Probation**

You will be on training for a period of 12 months from the date of joining. The Company may, at its discretion, on the basis of performance evaluation, extend the training by such period, as it may deem appropriate.

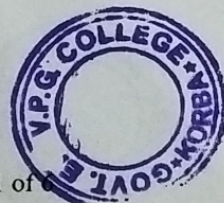
Post completion of the training, you will be on probation for a period of 6 (six) months. Your confirmation in the service of the company shall be subject to your performance being satisfactory during the training and the probation period. The Company may, at its discretion, extend the probation by such period, as it may deem appropriate.

At the end of probation period, the company will issue you a formal written confirmation letter.

**3. Responsibilities:**

3.1. You agree that you will perform your duties with due diligence, devotion and permitted discretion. You will perform, observe and conform to such duties, directions and instructions, assigned or communicated to you by the Company or on its behalf from time to time.

3.2. While in the employment of the Company, you shall not (without Company's prior written consent) directly or indirectly own, manage, control, participate in, consult with, render services to or engage in the business of any other business entity or other organizations (whether as an owner, employee, officer, director, agent, partner, consultant or otherwise) for any consideration, in cash or in kind or otherwise.



**PRINCIPAL,**  
**GOVT. ENGINEER VISHWESARRAIYA**  
**P. G. COLLEGE, KORBA (C. G.)**