

## PMC for 400 MLD SWRO Desalination Plant at Perur, Chennai

### Consortium Partners

SMEC International Pty. Ltd. (ACN-065440619/FCRN-F01483)

NJS Engineers India Pvt Ltd, India (CIN - U74210PN2007PTC129798)

Tata Consulting Engineers Limited, India (CIN- U74210MH1999PLC123010)

SMEC (India) Pvt. Ltd. (CIN: U93000DL1997PTC088574)



Ref: SSNT PMC 400 MLD / CMWSSB / 5061185/387

Date: 23<sup>rd</sup> July 2021

To,  
**The Superintending Engineer (Desalination)**  
Chennai Metropolitan Water Supply and Sewerage Board,  
Urban Administrative Building, 2<sup>nd</sup> Floor,  
No.75, Santhome High Road,  
Raja Annamalaipuram,  
Chennai 600 028  
Tamil Nadu, India

**Sub:** JICA Assisted "Project for Construction of 400 MLD Capacity Seawater Reverse Osmosis Desalination Plant at Perur and allied works (JICA Loan ID-P267)"  
**Submission of Experience certificate and other credentials of Mr. Deb Kumar Kar, Mechanical Engineer B3 (Non-Key/Local Expert) – Reg.**

- Ref**
1. Your Letter no. CMWSSB/SE(Desal)/400 MLD Plant/PMC-46/2021 dated 20.07.2021
  2. Our Letter no. Ref: SSNT PMC 400 MLD / CMWSSB / 5061185/357, dated 18.06.2021
  3. Your Letter no. CMWSSB/SE(Desal)/400 MLD Plant/PMC-035/2021 dated 12.03.2021
  4. Our Letter no. Ref: SSNT PMC 400 MLD / CMWSSB / 5061185/297, dated 04.03.2021
  5. Your Letter no. CMWSSB/SE(Desal)/400 MLD Plant / PMC-018/2020, dated 10.09.2020
  6. Our Letter no. Ref: SMEC/ CMWSSB / 5061185/118, dated 20.07.2020
  7. Your Letter no. CMWSSB/SE(Desal)/400 MLD Plant / PMC/2020, dated 13.01.2020
  8. Our Contract Agreement with CMWSSB, dated 09.01.2020

Dear Sir,

This is reference to your letter cited no.1, kindly find the Experience Certificate and other credentials of Mr. Deb Kumar Kar, Non-Key/Local Expert, Mechanical Engineer B3 for the subject project.

This is for your kind information and approval.

Thanking you assuring our services at all times.

Yours truly,

For **Consortium of SMEC International Pty Ltd-TCE Ltd.-NJS Engineers India Pvt. Ltd.-SMEC (India) Pvt. Ltd.**

**S.Srinivasarao**  
Project Coordinator

Encl: Experience Certificate and other Credentials



### PMC Chennai Office Address:

13th Floor, Purva Primus, No 236, Okhiyampettai, Old Mahabalipuram  
Road, Thoraipakkam, Chennai, Tamil Nadu 600097

+91 044 66973300 | indiabd@smec.com | www.smec.com





**PRIVATE & CONFIDENTIAL**

**Mr Deb Kumar Kar**  
Nabanir, 14/2, Naskarpara Lane,  
D Block, 2nd Floor,  
Howrah - 711103, West Bengal.  
Contact No: 9432647640

TCE/247 Park/HR/AO/8000/14-15/135  
20-08-2014

Dear Mr Kar,

**Sub: Appointment Order**

Please refer to the interview you had with us. We have pleasure in offering you employment in our organisation as per terms and conditions given below:

**1. Designation and Grade**

You will be designated as Deputy General Manager-Mechanical in E6 Grade.

**2. Location**

On the date of your joining, you are required to report to at the following address:

**TATA CONSULTING ENGINEERS LIMITED**  
C/o Gujarat Water Supply and Sewerage Board,  
Opposite Airforce Station, Sector 10-A, Chh. Road,  
Gandhinagar - 382010.

Please carry the documents as per Annexure 2 for completing the joining formalities.

**3. Date of Appointment**

Your appointment will be effective from the date you join the organization which will not be later than 24-11-2014.

**4. Emoluments and other Entitlements**

You will be eligible for basic salary, allowances and other benefits as outlined in Annexure 1 to this Appointment Order.

**5. Probation**

You will be on probation for a period of six (6) months.

Based on your performance during the probationary period, your services will be confirmed in writing. In case of non-communication of confirmation order, the probationary period will automatically stand extended.

JK

contd... P/2

Deb Kumar Kar

**TATA CONSULTING ENGINEERS LIMITED**

14th Floor, Tower A, 247 Park, LBS Marg, VIKRANT, West, Mumbai 400 081

Tel: 011 22 6114 5181 Fax: 011 22 6114 5282 E-mail: hr@tce.com website: www.tce.com CIN 02710MH000000013010

Registered Office: Multi-Div Centre A, 489 Nanpari Road, Multi-Div Centre A, West Bengal, Howrah - 711103



6. **Medical Fitness**

While in service you will be expected to maintain yourself in a state of medical fitness certified by our Company's Medical Authority, as laid down from time to time.

7. **Leave**

Leave entitled will be as per Company's rules.

8. **Transfer**

Your services are liable to be assigned/ transferred to any of the Offices/ Divisions/ Work Sites of the Company or of its Associate Companies, anywhere in India or abroad without any additional remuneration.

9. **Notice Period**

During the probation period either party can terminate the service by giving thirty (30) days notice in writing to the other without assigning any reasons.

On confirmation of services, either party can terminate the service by giving ninety (90) days notice in writing to the other without assigning any reasons. While giving ninety (90) days notice is mandatory, the Company at its sole discretion may relax the notice period depending upon circumstances warranting of the same by settling the full / partial shortfall against the dues.

10. **Rules and Regulations**

You will be governed by Company's Rules and Regulations, which are in force, or as will be in force from time to time in respect of service conditions.

You will abide by the Dress Code Policy (TCE.M9-HR-PA-25), a copy of which will be made available to you on joining.

11. **Tata Code of Conduct**

You will abide by the Tata Code of Conduct, a copy of which will be made available to you at the time of your joining the Company.

12. **Bar on Double Employment**

You are required under the Company's rule not to undertake any other employment elsewhere either on full or part-time basis, during your employment with the Company.

13. **Secrecy and Confidentiality**

You will keep 'Secret' and 'Confidential' any and all drawings, specifications, instructions, reports, documents and process information or any other data relating to Projects/ Proposal, which you may have knowledge of/access to/acquire during the tenure of service.

At the time of joining, you will be required to sign a 'Secrecy Agreement' in the presence of a representative of our Human Resources Department.

We request you to keep this Appointment Order **confidential**.

*Handwritten signature/initials*

*Handwritten initials*



14. Termination of Employment

Your services could be terminated without notice in the event of:

- a) Refusal to accept transfers (refer clause 8) as required by the Company.
- b) Failure to abide by the rules, regulations and policies of the Company (refer clause 10).
- c) Absenting without authorization/intimation for 15 days or more.
- d) Non-compliance to the Tata Code of Conduct (refer clause 11).
- e) Double employment (refer clause 12).
- f) Contravention of the Secrecy Agreement (refer clause 13).
- g) Any act of indiscipline, if the Company is convinced that continuance of your employment would be detrimental or subversive to the interests of the Company or its image.

15. Validity

The offer is valid for a period of two (2) weeks from the date of issue of this Appointment Order. If you are agreeable to the above mentioned terms and conditions, please send duly signed copy of the Appointment Order (sign on each page of the copy of the Appointment Order and Annexure 1) to us at the address given below, as a token of your acceptance.

D H Savarkar, Sr. Vice President – Human Resources  
**TATA CONSULTING ENGINEERS LIMITED**  
4<sup>th</sup> Floor, A Wing 247 Park,  
LBS Marg,  
Vikhroli (W)  
Mumbai - 400083.  
Phone No: 022 61148181

We look forward to your joining us and contributing to the development of TCE.

Yours faithfully,  
For **TATA CONSULTING ENGINEERS LIMITED**

D. H. Savarkar

**D H Savarkar**  
Sr. Vice President – Human Resources

*DK*  
I have read and fully understood the contents of the Appointment Order and agree to abide by the same. I shall join for duty on \_\_\_\_\_ at 0930 hours

Deb Kumar  
Signature

Encl: As above





**Jacobs Engineering India Private Limited**

Jacobs House,  
Ramkrishna Mandir Road,  
Kondivita, Andheri (E), Mumbai - 400 059 India.  
Tel. 91.22.2681.2000 Fax 91.22.2820.8295

REF : Ir/rm

DATE : 3<sup>rd</sup> September, 2012

SSI / NNM /  
Mr. Deb Kumar Kar  
(Emp. No. 853794)  
Jacobs Engineering India Pvt Ltd.  
Kolkata - Mechanical

Dear Sir,

We are pleased to inform you that with effect from 01<sup>st</sup> August, 2012, you are confirmed as a permanent employee in our organization.

We would like to take this opportunity to wish you a very satisfying and successful career with us.

We sincerely trust that you will continue to make your utmost contribution to the ever-growing organisation of which you are an integral part.

Yours faithfully,  
JACOBS ENGINEERING INDIA PRIVATE LIMITED  
per

  
C P GOPINATH  
SR. GENERAL MANAGER - PERSONNEL & ADMN.







## Jacobs Engineering India Private Limited

Jacobs House  
Ramkrishna Mandir Road  
Kondivita, Andheri (E), Mumbai 400 059, India  
Tel. 91.22.2681.2000 Fax 91.22.820.8295.

### EMPLOYEE CONFIDENTIALITY AGREEMENT

EMPLOYEE'S NAME: KAR DEB KUMAR  
LAST FIRST MIDDLE INITIAL

In this Agreement the following shall have the meanings shown:

1. COMPANY means Jacobs Engineering India Pvt Ltd., its associates subsidiaries and affiliates and any firm or corporation controlled by or under common control of the foregoing.
2. CLIENT shall mean any person or entity for whom the COMPANY performs services and/or from whom the COMPANY obtains information or from whom I obtain information as a result of my employment by the COMPANY.
3. CONFIDENTIAL MATERIAL means any product or information, written or not written and whether physical, electronic or intellectual, not generally known, about the COMPANY's, and/or any of its CLIENT's, processes, trade secrets, products and development programs, including but not limited to both technical information and business information relating to actual and anticipated research, development, manufacture, procurement, accounting, engineering, construction and design.

While I was employed by the company, I may have received / contributed confidential material, I, therefore, agree that :

- A. With respect to CONFIDENTIAL MATERIAL and/or other material (property or information) that I learnt or developed in the course of my employment with the COMPANY that concerns any other subject within the exclusive control of the COMPANY, I agree to the following:
1. I will hold it in strict confidence and not disclose it to others nor make use thereof, except for the purposes of the COMPANY, directly or indirectly, at any time thereafter; and
  2. It shall be the exclusive property of the COMPANY and shall remain in possession of the COMPANY and on the premises of the COMPANY; and
  3. All files, letters, memos, reports, sketches, drawings, or other written material containing it, which are now or will come into my custody or possession, either directly or indirectly, shall be and are the exclusive property of the COMPANY to be used by me only in the performance of COMPANY duties, and all such records and copies thereof in my custody or possession shall be delivered to the COMPANY upon termination of my employment; and
- B. I represent that my performance of all of the terms of this Agreement and as an employee of the COMPANY does not and will not breach any agreement to keep in confidence

material (property or information) acquired by me in confidence or in trust prior to my employment by the COMPANY, and that I will not disclose to the COMPANY, or induce the COMPANY to use, any CONFIDENTIAL MATERIAL or proprietary information or material belonging to any previous employer or others, and I agree not to enter into any agreements, either written or oral, in conflict herewith.

- C. The COMPANY may notify anyone employing me or evidencing an intention to employ me as to the existence and provisions of this Agreement.
- D. I represent, stipulate and agree that any inquiry or damage that the COMPANY may sustain by reason of any breach, violation or evasion of this agreement by me would be irreparable and the exact amount of which will be impossible to ascertain or estimate and that the loss to the COMPANY for such a breach, violation or evasion cannot be reasonably or adequately compensated in damages in an action at law. Accordingly, I agree that any breach, violation or evasion of this agreement by me will entitle the COMPANY, as a matter of right, to an injunction and other equitable relief out of any court of any competent jurisdiction, to prevent such breach, violation or evasion and restraining any further breach, violation or evasion of this agreement by me, as well as all other legal or equitable remedies to which the COMPANY may be entitled hereunder, such right to injunction to be cumulative and in addition to what other remedies the COMPANY may have.
- E. I acknowledge receipt of a copy of this Agreement and agree that, with respect to the subject matter thereof, this Agreement is my entire Agreement with the COMPANY, superseding any previous oral or written agreements with the COMPANY or any officer or representative thereof. This Agreement shall inure to the benefit of the successors and assigns of the COMPANY and shall be binding upon my heirs, assigns, administrators and representatives.
- F. To the extent that any of the provisions set forth herein, or any word, phrase, clause, or sentence thereof shall be found to be illegal or unenforceable for any reason, such provision, word, clause, phrase, or sentence shall be modified or deleted in such a manner as to make this Agreement, as modified, legal and enforceable under the applicable law, and the balance of the Agreement or parts thereof shall not be affected thereby, the balance being construed as severable.
- G. This Agreement shall be governed by the Indian law and State Of Maharashtra shall have jurisdiction of the subject matter of the Agreement. The Agreement may not be changed, modified, released, discharged, abandoned, or otherwise amended, in whole or in part, except by a document in writing signed by me and the COMPANY.

Dated this 13<sup>th</sup> day of October, 2014, at  
Jacob Engineering Infra Ltd, Kolkata -700091, WB.

Signed, Sealed and Delivered

By

DEB KUNAR KAR  
EMPLOYEE NAME

Deb Kumar Kar  
EMPLOYEE SIGNATURE

In The Presence Of

✓ GAUTAM CHATTERJEE

WITNESS NAME (GROUP HEAD)

[Signature]  
WITNESS

**JACOBS**

CC : Account Information Technology

From DEBKUMAR KAR Emp No 853794 Dept/Group MEG (KOLKATA)

To : Personnel Department

Date of Resignation : 27/08/2014 Relieving Date: 31/10/2014 (31st October 2014)Personal E-mail id : debkumarkar@gmail.com, debkumar\_kar@yahoo.co.in

Sr. No.	Details to be submitted	Amount (Rs)	Remarks
1	Bal. In Exp Advance Account	NIL	
2	Loan (Balance to be returned)	NIL	
3	Welfare Trust	NIL	
4	Housing	NIL	
5	Credit Society	NIL	
6	Advance Against Hospitalisation	NIL	
7	LTA Claim		LTA for 2014 claimed & returned.
8	Medical Claim	NIL	
9	Travel (Balance to be returned)	NIL	
10	Indian Currency	NIL	
11	Foreign Currency	NIL	
12	Any other outstanding	NIL	

All documents submitted for Income Tax Relief

✓ YES / NO

All Codes, Standards, Document and Library books are returned

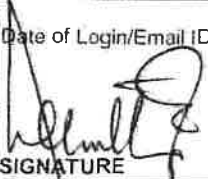
✓ YES / NO

Do you Hold any type of Visa

YES / NO ✓

Signature Of Employee

Deb Kumar KarDate : 13/10/2014

HEAD OF THE DEPARTMENT	ADMIN	IT
Date of Login/Email ID to be Deleted <u>31.10.2014</u>	Balance Earned Leave : _____ Balance Casual Leave : _____	IT Acceptance
 SIGNATURE DATE <u>13.10.2014</u>	SIGNATURE : _____ DATE _____	SIGNATURE : _____ DATE _____



**Kar, Deb**

---

**From:** Marathe, Madhavi  
**Sent:** Saturday, October 11, 2014 2:00 PM  
**To:** Kar, Deb  
**Cc:** Iyer Venkat - Mumbai; Patil, Santosh - (Mumbai Accounts); Serrao, Violet; Syed, Roohi; Thakur, Amalaksha  
**Subject:** Relieving Formalities  
**Attachments:** Settlement Form.xls; Employee Confidentiality Agreement.doc

You have resigned on 27<sup>th</sup> August, 2014 and your last day of working will be 31<sup>st</sup> October, 2014.

Settlement form attached. You need to fill the details & submit the Original form to HR & 1 copy each to Accounts & IT dept.

You need to take your Group Head's signature on Employee Confidentiality Agreement and submit it to us.

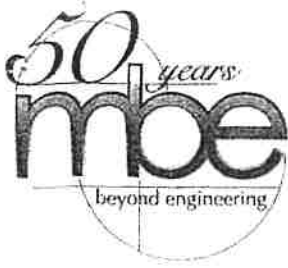
You will have to complete an online Exit interview, the link for which would be sent to you.

We will be able to send the relieving letter only on the receipt of the shortfall of notice period amount, attached documents and completion of exit interview.

Regards,

***Madhavi Marathe | Jacobs India | Human Resource | Office: 91-22-26812388 |***





## McNally Bharat Engineering Company Limited

Ecospace Campus 2B 11F/12 (Old Plot No. AA II/Blk 3)  
New Town Rajarhat North 24 Parganas Kolkata 700156  
T +91 33 66281111 30141111 F +91 33 66282277 30142277  
E mbe.corp@mbecl.co.in W www.mcnallybharat.com

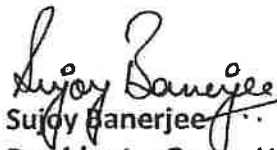
1<sup>st</sup> November, 2011

### TO WHOM IT MAY CONCERN

This is to certify that **Mr. Deb Kumar Kar** joined our organization as '**Assistant General Manager - Estimation**' on **13<sup>th</sup> December, 2010**. Mr. Kar has resigned from the services of the company on his own accord and was released with effect from the close of office hours of **1<sup>st</sup> November, 2011**. At the time of leaving, his designation is '**Assistant General Manager – Estimation**'.

We wish him all success in his future endeavours.

**For McNally Bharat Engineering Co. Ltd.**

  
Sujoy Banerjee

President – Group HR & OD





**M. N. DASTUR & COMPANY (P) LTD**  
**CONSULTING ENGINEERS**  
P-17, MISSION ROW EXTENSION  
KOLKATA - 700013

PHONE : 2225-5420 & 2225-0500  
FAX : 2225-1422 DCO CAL  
E-Mail : [hrd@dasturco.in](mailto:hrd@dasturco.in)

9th December 2010

**TO WHOM IT MAY CONCERN**

This is to certify that Mr Deb Kumar Kar was in the employment of our company from 19<sup>th</sup> May 2008 to 9<sup>th</sup> December 2010. He joined as Deputy Chief Engineer – Mechanical and was holding the same position at the time of his resignation from the services of the company.

During his tenure with us, some of the important projects in which he was involved are listed below:

- Rashtriya Ispat Nigam Ltd., Visakhapatnam Steel Plant (6.3 MTPA Expansion Project), Visakhapatnam
- Tata Steel: 3.0 MTPA Expansion Project, Jamshedpur
- Orissa Mining Corporation Ltd., Orissa

He has always discharged his duties diligently and his performance was satisfactory. He has left our organization of his own accord.

We wish him all success in his future endeavours.

M.N. DASTUR & COMPANY (P) LTD



C.R. Venkatraman  
Director

CRV:sas





India

June 8, 2006

Mr. Deb Kumar Kar  
14/2 Naskar Para Lane,  
'D' Block, 2<sup>nd</sup> Floor  
Howrah, PIN – 711 103  
Tel. #: 033-2668 0560

**YOUR APPOINTMENT IN ALSTOM PROJECTS INDIA LIMITED**

Dear Sir,

With reference to your application and subsequent interviews you had with us, we are pleased to appoint you in ALSTOM Projects India Limited as Project Engineer with E.C.S. Business.

You will be posted at our Salt Lake Office, Kolkata with the following terms and conditions:

1. Your appointment will be subject to your medical fitness and satisfactory reports from your previous employers and references.
2. You will be on probation for six months from the date you join us.
3. You will receive a monthly basic salary of Rs. 12000/- (Rupees Twelve thousand only).

All other allowances and benefits as applicable to you are detailed in the annexure. Also enclosed are the detailed terms and conditions of the service pertaining to your employment with us.

4. You are required to join us as early as possible but not later than 1<sup>st</sup> September 2006.
5. You will furnish to us true copies of all the relevant certificates including relieving certificate from your present employer at the time of joining.

ALSTOM Projects India Limited  
3rd & 4th Floor, Superintendence Building  
Plot - Y 23, Block - 'EP', Sector - V  
Salt Lake City, Kolkata - 700 091  
West Bengal, India  
Phone : 91 33 2357-5400 (16 Lines)  
Fax : 91 33 2357-5258 / 5259  
www.alstom.co.in

Regd. Office :  
ALSTOM Projects India Limited  
The International, V Floor  
16, Marine Lines Cross Road No. 1  
Off. Maharshi Karve Road,  
Church Gate, Mumbai - 400 020 (India)



You will also submit to us 5 copies of your recent passport size colour photograph at the time of joining.

6. You will confirm in writing immediately but not later than 18<sup>th</sup> June 2006 your acceptance of this offer.
7. Kindly note that you will be governed by the enclosed general terms and conditions of service for Management Cadre staff.
8. Please sign a duplicate copy of this letter as an acknowledgement of your acceptance of the enclosed offer.

Meanwhile we take this opportunity to thank you very much for the interest you have shown in our organisation and would look forward to welcome you in our midst.

Yours faithfully,  
for **ALSTOM Projects India Ltd.**

  
**Jawaid Ashraf**  
**Executive Director - Human Resources**

Encl.: as above

I will join duties by	:	_____
Name	:	Mr. Deb Kumar Kar
Signature	:	_____

# ALSTOM

India

Date: May 13, 2008

To,  
Mr Deb Kumar Kar

Sub: Resignation

With reference to your resignation dated 22<sup>nd</sup> April 2008, you will be released on 13<sup>th</sup> May, 2008 after office hours.

Wish you most successful & prosperous life.

Thanking You,  
Yours faithfully,  
For Alstom Projects India Ltd,

  
S Mukherjee  
Head -HR

ALSTOM Projects India Limited  
Millennium City IT Park  
Tower - II, 10th & 11th Floor  
Plot No.-62, Block-DN, Sector-V  
Salt Lake City, Kolkata-700 091  
West Bengal, India  
Phone : 91 33 4411 3000 (4 Lines)  
Fax : 91 33 4411 3004 / 3005 / 3006  
www.alstom.co.in

Regd. Office :  
ALSTOM Projects India Limited  
The International, V Floor  
16, Marine Lines Cross Road No. 1  
Off. Maharshi Karve Road,  
Church Gate, Mumbai - 400 020 (India)





 **Jyoti Ltd.**

Industrial Area,  
Vadodara - 390 003. (India)  
Phones : 380633, 380627  
Fax : ++ 91-265-381871-380671  
E. Mail : cmd.jyoti@sm3.sprintpg.  
ems.vsnl.net.in  
Website : <http://www.jyoti.com>

**APPOINTMENT LETTER**

17/05/2000

PD:APNT:DBK:58:2000

Mr Deb Kumar Kar  
101, Ambagan (Nr Pump House)  
PO: Sheoraphuli  
Dist: Hooghly  
Pin Code: 712 223  
West Bengal

Dear Sir,

With reference to your application for employment and subsequent interview you had with us, we are happy to offer you employment in our organization as Asstt Manager(Pumps Mktg). Presently you are posted at Calcutta Office on following terms and conditions:

1. You will draw a Basic Salary of Rs.4095/- per month in the grade of 3000-175-3525-EB-190-5045.
2. In addition to basic salary, you will be entitled to perquisites and other allowances as per the rules of the Company in force from time to time.
3. You will join the services of the company on or before 26.06.2000.
4. Your appointment is subject to (a) your furnishing relieving/service certificate from all your past and present employer if any (b) your furnishing all certificates and documents in original with the attested true copies in support of the claims made in your job application (c) your furnishing two passport size and one colour identity size photographs and (d) your being found medically fit by the company's doctor, or any doctor the company may appoint in this regard.
5. Initially, you will be on probation for a period of six months, after the expiry of which, you will be confirmed in writing in the services of the Company, subject to your satisfactory performance. However, the company will have the right to extend the period of probation for such further period as may be found necessary by the company.
6. If you are desirous of leaving the services of the company after confirmation, you will be allowed to do so only after giving two month's notice or two month's salary in lieu of notice.





:: 2 ::

7. If the Company desires to terminate your services after your confirmation, you will be served with a notice of two month's or two month's salary in lieu of notice.
8. You will retire from the services of the company on completing the age of 60 years.
9. You will be entitled to benefits of Leave, Provident Fund, Gratuity, Perquisites, Superannuation and PLI as per the rules of the Company in force from time to time.
10. You are required to obey the lawful and reasonable orders of your superiors and discharge your duties entrusted to you loyally, honestly and diligently. You are expected to co-operate with the other employees of the Company so as to achieve co-ordinated and efficient work flow. Any act of insubordination, misconduct, dishonesty or inefficiency on your part will entitle us to terminate your services without notice or salary in lieu of notice.
11. You will not during the course of your employment in our organization or at any time thereafter disclose to any person, firm or Company any information confidential or otherwise, concerning the affairs of the Company. During the course of employment, you will also not undertake or carry on any business, trade or profession either alone or in partnership either as principal or agent or otherwise, without prior approval of the Company. Any such act on your part will entitle us to terminate your services without notice or salary in lieu of notice.
12. You are liable to be transferred to any department or any office of the Company in India or abroad.
13. You will be required to work in any of the three shifts as and when required.
14. Your employment is subject to the service rules of the Company in so far they are not inconsistent with any of the above. The specific clause of the appointment letter shall prevail over those of the service rules in case of dispute. The service rules are subject to change from time to time as may be decided by the Company.





15. In case of any dispute arising out of this, the court at Vadodara alone shall have jurisdiction in the matter.
16. Please confirm your acceptance of our offer as per this letter of appointment and communicate to us the date of your joining the services of the Company by endorsing the same on the duplicate copy immediately failing which our offer stands cancelled without making any further reference to you.

Thanking you,

Yours faithfully,  
for JYOTI LIMITED

  
(H L Vyas)

Asst Gen Manager (P&IR)

Encl: 1 copy of appointment letter

I accept the above terms and conditions and the offer of employment.

I will join your services on \_\_\_\_\_.

If I fail to join the services of the company on the date mentioned above, or do not get permission in writing from the company to join on such other extended date or if I fail to furnish the documents in original as listed in clause no. 4 above, then my appointment may be cancelled for which I am agreed.

Place :

Date :

\_\_\_\_\_  
(Sign. of the Candidate)





 **Jyoti Ltd.**

Industrial Area,  
Vadodara - 390 003. (India)  
Phones : 380633, 380627  
Fax : ++ 91-265-381871-380671  
E. Mail : [cmd.jyoti@am3.sprintnpq.ams.vsnl.net.in](mailto:cmd.jyoti@am3.sprintnpq.ams.vsnl.net.in)  
Website : <http://www.jyoti.com>

PD/PRF/DKK/2006

June 15, 2006

Mr. Deb Kumar Kar

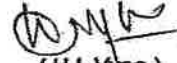
Manager (Pumps & Projects) ,

Calcutta Office

Dear Sir,

This has reference to your resignation letter dated 2<sup>nd</sup> May 2006, we would like to inform you that your resignation has been accepted and you will be released on 15<sup>th</sup> June 2006.

Yours faithfully,  
for JYOTI LIMITED

  
( H L Vyas )

Asst Gen Manager (P&R)



RWTVV



PRIVATE & CONFIDENTIAL

February 25, 1994

Worthington Pump India Ltd.  
22, Ferry Fund Road  
Panihati-743 176  
24 Parganas (N) W.B.  
Phone : 553-3345, 553-3034  
Cable : JAYPUMPS, Panihati  
Telex : 021-5351 JPIL IN  
Fax : 91-33-5531276

Mr D K Kar  
C/o Sri Dulal Ranjan Kar  
101, Ambagan  
P O Sheoraphuli  
Dist Hooghly  
Pin 712 223.

Dear Sir:

A P P O I N T M E N T

With reference to your application and the subsequent interview you had with us, we have pleasure in offering you an appointment in our Management Grade I subject to the terms and conditions as stipulated in the attached sheets, in duplicate, a copy of which may please be signed and returned to us immediately as token of your acceptance.

We hope you will have a long and successful career with us.

Yours faithfully,  
For WORTHINGTON PUMP INDIA LTD.



G TRIPATHY  
GENERAL MANAGER (HRD)

Encl: As Stated above





## WPIL Limited

(Formerly : Worthington Pump India Limited)

8, A.J.C. Bose Road, 3rd Floor, Calcutta-700 017

Phone : 247-4538/4521/1793/1804, 280-2410/1490/1492, Cable : JAYPUMPS

Telex : 021-6379 WPIL IN

Fax : 91- (33) 247 3171 & 247 8691

E-Mail 1 : wpilcal@gnctel.globeinl.com, vsn1.net.in

E-Mail 2 : wpil@gnctel01.vsn1.net.in

Web Site : <http://www.wpil.com>

Date: May 15, 2000

Mr D.K.Kar,

Calcutta

### SUB: Release

As per your resignation letter dated 2<sup>nd</sup> April, 2000, you have been released on 15<sup>th</sup> June, 2000 after office hours.

Wish you bright & prosperous career in future.

Yours faithfully,  
WPIL Limited

*B. C. DAS*  
EXECUTIVE VICE PRESIDENT (FIN & ADMN) &  
SECRETARY







**FRICK INDIA LIMITED**21.5 Km., Main Mathura Road,  
FARIDABAD-121003 (Haryana)

REF.: FIL/PD/423/C-147/92

Phone : 82-55891 (5 Lines)  
Cable : Humitamp  
Telex : 343-355

DATE : 10.01.1992.

beb Kumar Kar,  
S/O. Sri Dulal Ranjan Kar,  
101, Ambagan,  
P.O. Sheoraphuli,  
Dist- Hooghly, W.B.Subject : APPOINTMENT

Dear Sir,

With reference to your application dated 31.10.1991 and the surety Bond executed by you to serve the Company for a period of FOUR (4) years i.e. TWO(2) years of training + TWO(2) years of regular service in the company with effect from 04.11.1991 the management is pleased to appoint you as "SALES ENGINEER TRAINEE" in our organisation on the following terms and conditions.

1. STIPEND : You will be paid a monthly stipend of Rs. 1601/- (Rs. One Thousand Six Hundred One only) and Rs. 1800/- (Rs. One Thousand Eight Hundred only) per month for the first and second year of training period respectively.
2. EFFECTIVE DATE : 4TH NOVEMBER' 1991.
3. PERIODICAL PROGRESS : You will receive your working instructions from the Departmental Head under whose guidance your training will be organised.

During the period of training your performance will remain under keen observations throughout your stay and you would be required to appear before an interview Panel Board after Three (3) months.

CONTD.....2.....





Sl. No. 150

**JALPAIGURI GOVERNMENT ENGINEERING COLLEGE**  
**JALPAIGURI**

No.....

Dated The 14th Oct. 1991

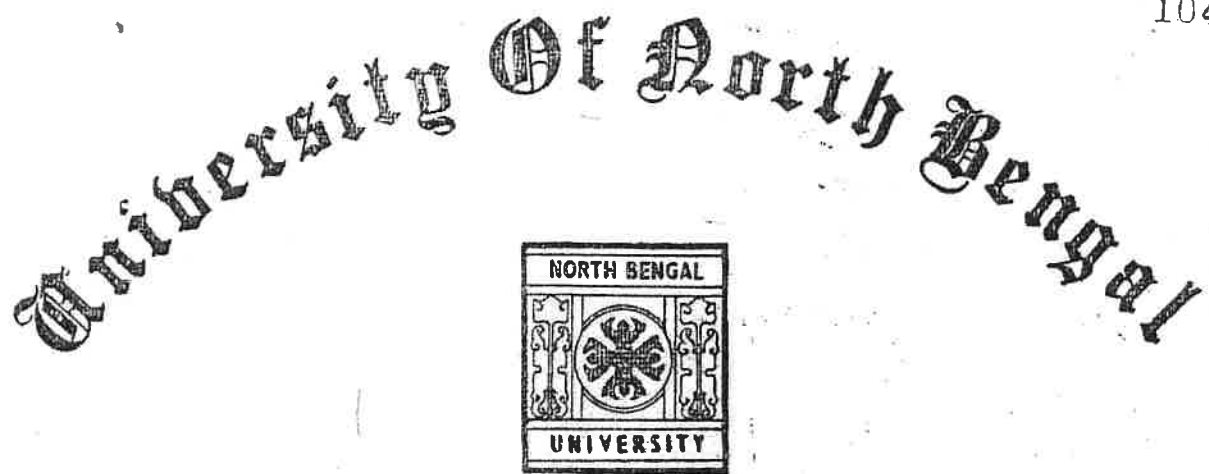
This is to certify that Sri. Deb Kumar Kar ...  
... was a student of this College. He passed the  
B. E. Final Examination of the North Bengal University in  
the Mechanical Engineering Branch held in May 1991 and  
was placed in the I class.

While at this College, his conduct has been good.

To the best of my knowledge and belief he bears a good  
moral character.

Principal

**Jal. Govt. Engg. College**  
**Jalpaiguri.**



This is to certify that

*Debkumar Bar*

*obtained the degree of Bachelor of Engineering  
in this University at the Examination of  
1991, held in the month of May,*

*1991 the special branch in which he/she was  
examined having been Mechanical and that  
he/she was placed in the First Class.*