

Date: 2<sup>nd</sup> October 2020

To,

The Chairman,  
Coal India Limited,  
Premise No-04 MAR, Plot No. – AF-III,  
Action Area - 1A, New Town,  
Rajarhat, Kolkata-7100156  
Email: [chairman.cil@coalindia.in](mailto:chairman.cil@coalindia.in)

**Subject:** "Request to file a case with CBI, CAG, SEBI and CVC against Massive Corruption, Criminal & Corporate Conspiracy, Misuse of power of delegation, Misuse of Government properties and buildings, Damage to the Government buildings, Cyber Crimes, Violation of Human Rights and Fundamental Rights, Violation of laws, Acts, Coal India Limited Rules & regulation, manuals, SOP, guidelines, policies, Misuse of Information to the public, Systematic theft to withdrawing HRA/TA & DA/PRP and Violation of all existing guidelines, manuals, act of Vigilance etc., and so forth."

**"The time is always right to do what is right."**

\_\_\_\_\_ Martin Luther King Jr. (15 January 1929 - 4 April 1968).

### Draft-I, Part-I

The undersigned joined the COAL INDIA LIMITED on 3<sup>rd</sup> August 2011 and got his first posting at CMPDIL, RI-I, Asansol-713304, West Bengal. On 22.06.2013 Quarter No.- 22/B ('C' Type) was allotted to him by Competent Authority, RD, RI-1, Asansol after the undersigned had a major road accident and subsequent returned from his home after complete recovery.

On the very first day, when the undersigned got the possession and key of the said quarter i.e., 22/B ('C' Type) and opened the door first time, he observed that there was no major maintenance or repairing work carried out by the **Civil Department**

*প্রতিক্রিয়া দিব্যাঙ্গ*  
02/10/2020

and there was seepage from the floor in every single room which is still continued to this day. Although, one thing, they really did was that the nails were taken off by the previous occupant was painted in patches which is still visible as on date.

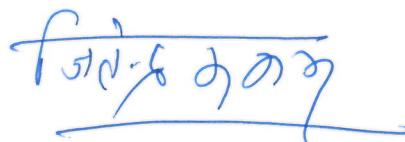
On returned from his deputation from Coal India Africana Limitada (CIAL), Tete, Mozambique around December 2015. The undersigned tried over the years after repeatedly pleading in public forum such as CMOAI annual meetings, **personally complaining & requesting to HoD (Civil) a number of times** but nothing was ever happened or done. Meanwhile, the undersigned continuously suffered & faced a lot of serious Health Hazards. Only thing in all those years they did once when the roof of one of the bathroom seems like raining overhead due to the maintenance work at first floor, they repaired and changed a bathroom door having a whole of 6''\*6" over the year (**in last seven year to be precise**) in quarter no. - 22/B.

When undersigned faded trying to do everything possible **to convince the Civil Department**, he applied for change of quarter on **10.08.2018 ref. e-office Letter no.-E-204119** addressing to **HoD (P & A), CMPDI, RI-1** and hoped that he might see the sun light once again.

His hope was shattered, bound deepened and his rights was denied **even on health ground**. When, he received information regarding the allotment of residential quarter for which he given reference himself as many other eligible applicants might did. According to the document published on **12/10/2018 e-office ref. Ltr. No.-E-224457** by **HoD (P & A)**. The document contains of minutes of meeting held at Mini Conference hall of RI-I, Asansol on 03/10/2018 between members of House Allotment Committee (HAC) and representatives of P & A Department. The committee chaired by **Shri A. K. Bal, General Manager (Mining)/Chairman HAC**.

The list of both P & A Dept. representative and members of HAC committee is given in **Point No. -1** of said documents, which was as following:

- A. Shri Arun Kumar Bal, General Manager (Mining)/Chairman RI-I HA Committee
- B. Shri Subrata Kundu, Sr. Manager (Mining).

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- C. Shri T.K. Mitra HoD (Fin).
- D. Shri V. Madhukar SM (Mining)/HoD (P & A).
- E. Shri Paramjeet Singh, Asst. Manager (Civil)/ in place of Shri A. K. Singh HoD (Civil).

**In Point No. - 3 of this documents:** HoD (P & A) appraised that Qtr no. 7/B ('C'-Type) had been vacate by Shri Rajan Verma on 07/09/2018.

**In Point No. - 4:** HoD (P & A) also appraised that three nos. (03) of application have been received regarding change of "C" Type quarter against above mentioned quarter by the following applicants for the first time in Residential Complex of RI-I, Asansol.

Sl. No.	Applicant Name	Designation	Application Date	Present Occupied Qtr.
1	Jitendra Kumar	Dy. Manager (Geology)	10-09-2018	22/B (C-TYPE)
2	Sujit Kumar	Asst. Manager (E & M)	11-09-2018	10/B (C-TYPE)
3	Himanshu Pandey	Dy. Manager (Mining)	17-09-2018	04/D (C-TYPE)

**In Point No. - 5:** (Which is very critical point made by HoD (P & A) to look at): **In the absence of any express rules under such circumstances, the committee recommended following for RI-I, CMPDI, Asansol.**

**Sub-para. 2:** The committee recommended that a proper procedure may be formulated that the following weightage system may be adopted in future for deciding the allotment: -

- a. Firstly, weightage for different executive grade may as follows:-

E-1 Grade: 1 Point

E-2 Grade: 2 Point

E-3 Grade: 3 Point

E-4 Grade: 4 Point

.....

- b. Secondly, Weightage for length of staying in 'C' type Quarter may be given one point for every year. In case of fraction of a year, more than 06 months will be treated as one-year service and less than 06 months not be counted.
- c. Thirdly, **weightage for the employees staying in the ground floor may be given one (01) additional point irrespective of length of stay for reasons of heavy seepage and other inconveniences.**
- d. In case tie after the above weightage process, date of appointment of CIL or any of its subsidiaries may be taken for deciding seniority.

This document was signed by members of HAC, HoD (P & A), Chairman HAC and approved by **Competent Authority RD, RI-1, Shri Manwendra Kumar** on 09.10.2018.

After that, based on the recommendation of HAC and **approval given by RD, RI-I** a document was prepared by HOD (P & A) and attached & published on **12/10/2018 e-Office ref. Letter No.-E-224457** with minutes of meeting. This attached document prepared under the heading "**SENIORTIY LIST FOR CHANGE OF 'C' TYPE QURTER (AS PER APPROVED CHANGE OF QTR RULES FOR EXECUTIVES), CMPDI, RI-I, Asansol**" given cut off date 09-10-2018 and signed by Shri V. Madhukar, SM (Mining)/HoD (P & A) himself on 12-10-2018.

This document also had a very interesting remark and which undersigned would like to quote "**Executives concerned may please go through it and discrepancy, if any observed in the calculation of points may be brought to the notice of the Chairman, RI-I, Asansol, HAC or undersigned latest by 23-10-2018**". Copy of this document distributed to:

- 1) All HoDs, RI-I
- 2) Notice Board, RI-I
- 3) HAC Members, RI-I, Asansol
- 4) Person Concerned

Finally, the said Q. No. - 7/B (C-Type) allotted to Shri Himanshu Pandey, Dy. Manager (Mining) based on the recommendation made by HAC and subsequent weightage calculation carried out by HoD (P & A).

Prior to writing a **ref. e-Office Letter no. - E-227424** dated **25<sup>th</sup> October 2018** and deadline of reporting of discrepancy **ended on 23-10-2020**, the undersigned went to the chamber of **Shri A.K. Bal, GM (Mining)/Chairman HAC** and tried to convince him the discrepancy, non-transparency, biasedness, deliberate decisions taken by all of them in favor of Shri Himanshu Panday, Dy. Manager (Mining) etc., but nothing was happened. Even though, Shri AK Bal intentionally or otherwise tried to convince the undersigned that the recommendations made by HAC are **fair and transparent** which was not the case or true either.

Now if, one can precisely look at the **recommendations made by HAC and approved by Competent Authority, RD, RI-I, Asansol** can easily observed one common thing that all these recommendations made by HAC and subsequent weightage calculated by HOD (P & A) is based on document published by **CMPDI (HQ)** दिनांकित: **10.08.2011** संदर्भ पत्र संख्या: सीएमपीडीआई/मुख्या./आवास/11/200 under the heading “आवास आवंटन के नई नियम के संमंध में”

**Clause 3.1: Norm for drawing seniority for allotment of Quarters to Executives:-**

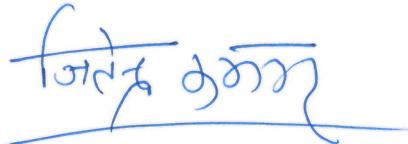
Sub-clause 3.1.1

Sub-clause 3.1.2

Sub-clause 3.1.3

Sub-clause 3.1.4 are the **same what the recommendations made by HAC in their published Minutes of Meeting, Sub-clause-ii (a-d) of Point No. - 5.**

What was purposely hided to favor Sri H. Pandey was the **Clause 21.0** of this document, which undersigned would like to quote here “**On the recommendation of the House Allotment Committee or his own discretion the competent authority will have the right to make of out of turn allotment to any employees either in**



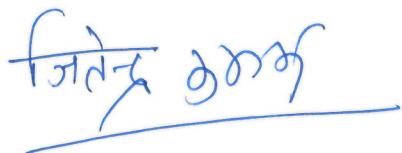
**Company's interest or on grounds of serious illness of the employee or a member of his/her family or on other compassionate ground"**

Now, one can easily wondered why they did that because in the application of undersigned it was clearly mentioned that "**due to poor living conditions and no sunshine penetration in entire apartment from any direction, it is very much unhealthy to live in the quarter and I am suffering frequently from breathing issues, frequent cold & cough as well as dust allergy**" and which is true indeed to the depth and they are aware of that fact.

Without hiding the **Clause 21.0**, it was not possible for them to give big grand favour to Shri H. Pandey. Furthermore, someone might think why for such a small favour everyone of them gone **against the law, violated Coal India Limited CDA Rules, 1978 & The House Allotment Rules' 2011 itself**, which were duly approved by competent authority on 09.06.2011 & 25.07.2011.

For that, the reason is very simple, **the competent authority RD, RI-I, Chairman of HAC, HoD (P & A) and Shri Himanshu Pandey** all belongs to same cadre i.e., **Mining or even same department. Not only that probably at that time Shri H. Pandey was also working under supervision of Shri A.K. Bal, General Manager (Mining)** and the other two applicant inculding undersigned are not belonged to the very same department.

Once again, one can understand why not a single members of HAC committtee were objected and stopped from happening such a misconduct and blatant violation of the law which lead to this day. The answer for that is pretty simple because **Sri T. K. Mitra, Sr. Manager/HoD (Finance) and Shri Subrata Kudu, Sr. Manager (Mining)** resided in 'C' Type quarters from the day they both promoted to Sr. Manager. They, themself knew that they are principal violators of **Clause 9** under the heading "**Eligibility for Residential Accoumodation**" & **Sub Cluse 9.1- 9.5 of Coal India Executives House Rent Allowance Rules, 2010.** In **Sub-clause-9.1**, it was clearly stated that "**Applicable licence fee based on plinth area shall be recovered from the**



salary for the residential accomodation, provided by the company whether owned or leased."

"The license fees based on the plinth area shall be calculated on the basis of rates of license fee as circulated by Ministry of Urban Development, Directorate of Estates, and Goverment in respect of residential accomodation for Central Goverment from time to time. The latest OM is placed at Annexure-C (No. 18011/1/2006-Pol.III), Goverment of India, Ministry of Urban Development, Directorate of Estate, Nirman Bhawan, New delhi dated the Sepember 20, 2007."

Some of the interesting facts from this whole episode taken place, which are as follows:-

1. The clause **21.0** hided purposefully and delivertaly.
2. Cut of date was given 09-10-2018, one day prior to the undersigned submitted his application on 10.10.2018 for change of quarter **22/B**. Eventough, the date of publication of this document was 12.10.2018.
3. In point no iii-weightage to the employee staying in ground floor may be given one (01) additional point irrespective of length of stay for reasons of heavy seepage and other inconveniences. (No matter wheather the employee live or die, but they are very much geniune and honest to least give one point).
4. The meeting was called on 03.10.2018, HAC members and Chairman signed on 08.10.2018 & 09.10.2018, respectively and Comptent Authority approved on 09.10.2018.
5. Copy of the weightage sheet prepared by HoD (P & A) was not given to RD, RI-I. (**Reason is unknown to the undersigned**).
6. They are ready to adressed your grievances latest by 23.10.2018. (**They were listened with deaf ears**, it meant to be).
7. The new rules drafted & approved by competent autority supressing the rules are already in existance and the power only bestowed upon the directors of the company and the Chairman of Coal India Limited himself and with whom he shared his power of delegations.

Allthough, the undersigned in his application made it clear and when requested to the HoD (P & A) and here he would like to qoute "**In case if there is a number of applicants applied for quarter no.-7B. I am kindly requesting to you to send a team to inspect all the applicant's quarter before coming to any conclusion and the person having worst living condition will be fairly allotted the said qurter.**"

That humble requested is also denied to undersigned and till date there is **not a inspection whatsoever is carried by HAC or HOD (P & A) or Hod (Civil) or all together.**

**Even as per the Role Profile of unique position in CIL and its subsidiaries published by Policy Cell, Coal India Limited on 30.03.2020 latest, ref. Letter No. CIL/C5A (PC)/Role Profile/406 dated 30.03.2020 under the subject "Executive Role Profile of Unique Position" page no 101-103:**

<b>Job Role:</b>	GM/HoD (Civil)
<b>Department</b>	Civil
<b>Orginational Relationship</b>	The incumbent would report to Board Level Functional Director/ CGM(Civil)/
<b>Primary Purpose</b>	To enhance the capability of the company by providing state of art infrastructure and support in achieving target and <b>improving Quality of life of employees and community.</b>
<b>Job Location</b>	CIL HQ/Subsidiary HQ
<b>Decision Making</b>	Would have to take decisions on resource planning, budgeting, designing of ciciil infrastructure, <b>adopting best practices</b> , introducing latest technology for better fuctioning, regarding cost control etc.
<b>Key Tasks</b>	
8. Monitoring perodic maintenance of building roads water supply and other civil anemities & Infrstructure.	
9. Implementing Environment protection measures and ensuring compilance of guidelinces.	

<b>10.</b> Taking new initiatives with respect to technological upgradation so that the dept. can address future challenges and meet the <b>modern &amp; smart Infrastructure</b> needs.	
<b>11.</b> Achieving standards in service delivery.	
<b>12.</b> Ensuring compliance to <b>safety guidelines</b> .	
<b>13.</b> Developing best practices in the company and setting a benchmark in the field.	
<b>Key performance indicators</b>	
3. Timely completion of periodic maintenance of civil infrastructure.	
5. No. of new initiatives implemented for <b>improving Quality of Life</b> .	
6. Level of conformance to quality standard & specification.	
<b>Job Specification</b>	
<b>Knowledge Domain</b>	<b>Managerial &amp; Behavioral Competencies</b>
Technical knowledge & skill	1. Strategic Orientation, 2. Business Acumen, 3.
Organizational knowledge	People Development, 4. Communication Skill, 5.
Business knowledge	Decision Making, 6. Change Orientation, 7. Innovation & 8. Customer/ service orientation

The undersigned is one hundred percent sure without a sense of doubt that the various names mentioned in this letter or anywhere in CMPDIL/CIL these guidelines are not followed. In RI-I, it is not even one percent of such guidelines followed in a decade or so. The undersigned wondered everyday then how all these **HoDs** are always getting **Excellent PRIDE Rating** from their superiors and **where all this maintenance money is going?**

*[The undersigned firmly believe and deeply felt that the sub headings under the heading **Job Specification** giving in above mentioned table is not even followed at the time of promotion and selection for such a post alike, neither for HoD of any departments nor Functional Directors in whole CMPDI/CIL accept in few exceptional exceptional cases. This letter is very much self explanatory for such a great problems in the promotion procedures. Without improving these severe issues Coal India Limited is not going anywhere in near future apart from the largest coal producer in the world even we have greater responsibilities to supply the coal for the ever]*

*growing demand of enery and to continuly rotate the wheel of growth and development of **this great nation**. The undersigned is of the view that if, we will improve this area of concern alone and we have potential to do so, only thing missing is lack of willpower & determination to do it, then we might became the **Global Giant** like **Rio Tinto, BHP Billiton and Vale** in exploration and mining, Internationally. This small improvement can even one day lead us to carriedout **mining activities** on moon in near future.]*

For example, under the Leadership of previous RD, RI-I Shri Gopal Prasad and committee constituted for such a purpose the **Lawn Tennis Court** locating in residential area was converted to **dumpyard**. The cost of this decision is unreparable and beared by Residents of Residential Complex, CMPDI, RI-I.

Big question is that **what is about the quality of life and well being of employees and their families**. Snakes are roaming here and there everyday and because of such a poor maintenance the said premises became a jungle and breeding ground of snakes and other dangers insects such as mosquitoes over the years. **Not only the undersigned but many similar employees of CIL like him including both executives and non-executives are continuously suffering the impact of such catastrophic decisions taken by the top management over the years.**

This example is one of them. Nobody much cares about the workforce in CMPDIL/CIL, specially top management even when you are posted in field or exploration site or underground mines and are working as hard as front line troops of Indian Army fighting their enemies on our boarders because the top management always think that everyone of us getting good salaries, perks etc., and they do't have any other responsibilities like health, human well being, moral and ethics upgradation, motivation, awareness about the policy and acts of CMPDI/CIL etc.

A latestest document e-office ref. Letter No.- E-526970 dated 04.07.2020 published on notice board by P & A Department featuring the prominent name of **Shri Subrata Kundu & two other executives** from the same Mining Deapartment showed that all

of them are residing from last 13 years in 'C' type quarters (**First Floor which is considered to be best of best**) or probably paying the same license fee over the years too. Whereas, the junior level of executives are paying the cost for the countinous occupy of their senior most executives in lower level of quarters from last 13 years in that case.

for 2000

(Table. 1)

According to this document under the title "Seniority List For Allotment of 'D' Type Quarters"

S. No.	Name & Designation	Grade (Old)	Point	Coal India Limited	CMPDL, ASANSOL	Eligible for D Type	Total	Remarks
			DoJ	Point	DoJ	Point	Date	Point
1	Shri S Kundu, CM (M)	E-7	10	05-Aug-86	34	28-Aug-90	01-Jul-07	13
2	Shri P. Mandal, CM(M)	E-6	5	12-Aug-87	33	28-Nov-02	01-Jul-07	13
3	Shri A. Sengupta, CM (Geo)	E-7	10	28-Mar-90	30	02-May-13	7	47
4	Shri S. Dutta, SM (M)	E-6	5	13-Aug-90	30	02-Apr-16	03-Jul-08	12
5	Shri P. Jha, SM (M)	E-6	5	15-Jul-90	23	07-Dec-16	1	29

Same remark also mentioned in this document "Executives concerned may please go through it and discrepancy, if any observed in the calculation of points may be brought to the notice of the Chairman, RI-I, Asansol, HAC or undersigned latest by 07-07-2020" duly signed by Shri Jitendra Prasad Singh, Chief Manager(E & M)/HoD (P & A) and Shri Rakesh Kumar, Asst. Manager (P & A).

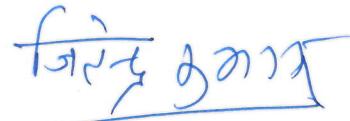
The House Allotment Rules' 2011, clause 9.0

Undersigned in his e-Office, ref. Letter No. - E-227424 dated: 25<sup>th</sup> October 2018 under the subject: "**Concern and request for justice against biased ruling of House Allotment Committee (HAC) against undersigned**" addressed to Regional Director, CMPDI, RI-1, Asansol-713304 raised his concerns in nos. of point from 1-10. In point no.- 6 quote "**Why from more than last 2 years quarter 6/D (probably 7B or 7B) was vacant neither this quarter was allotted to eligible executives nor any renovation activity was undertaken by Civil Department. If, any letter was written in last 2 year by Civil department and P & A department to HAC showcasing the actual cause of this mishap. If not so, that directly meant some of the Senior Executives claimed HRA in past and looting this organization by doing so and taken prejudice otherwise. The undersigned request to higher authority to conduct a transparent departmental inquiry in this regard.**"

This quarter in question was supposed to allot to Shri Anjani Kumar, Chief Manager/HoD (Civil). Instead, he was rented a one room apartment somewhere in Asansol and continued to withdrawal HRA for approximate 2 years or the period till he retired from date of joining in RI-I after getting transfer from his last place of posting. This was only possible when the competent authority **RD, RI-I, Shri Gopal Prasad** willingly ignored to allocated the said quarter to Shri A. kumar or anyone else who was residing in lower level of company accommodation from more than a decade.

Shri Gopal Prasad and Shri Anjani Kumar both violated the power of delegation and also misused the government buildings for their own benefits. Besides, Shri Gopal Prasad was willingly favored the later to withdrawal the HRA from the company i.e., **theft or loot whatever you might call it.** It is also crime under **119 of IPC.**

**119 of IPC** is clearly stated and undersigned would like to quote "**Public servant concealing design to commit offence which it is his duty to prevent.—Whoever being a public servant, intending to facilitate or knowing it to be likely that he will thereby facilitate the commission of an offence which is his duty as such public servant to prevent;**"

A handwritten signature in blue ink, appearing to read "F. S. D. 2018".

When the Audit team found out they raised the question and Shri Mohanlal Santra, Chief Manager (E & M) forced by management to rush to the said quarter over night. He and his family was at that time residing in quarter no. **29/C ('C' Type)**. Sometime later, someone from executive cadre informed the CVO, CMPDIL (HQ), Ranchi and Shri Gopal Prasad transferred to CMPDIL (HQ), Ranchi and this way he saved by top management because under the **CDA Rules, 1978 transfer is not even mentioned anywhere** thereafter and **currently holding the post HoD (PD), CMPDIL, Ranchi**. This is how the entire system working and how each other **saved by their superiors sitting in top management**. If, it will continue in similar fashion then **the entire CMPDIL is at the verge of collapsing without a doubt**.

The last para written by undersigned in his complain letter and here he would like to quote "**The undersigned request to higher authority to look in to the matter and resolve this serious grievance as soon as possible by taking an impartial and fair approach otherwise it became clear to undesigned that the stand of HAC. If, the justice not delivered then the undersigned will bound to approach further appropriate authority**" .....which lead to this day to be true.

The note-sheet forwarded **through proper channel** and in subsequent comment written by RD, RI-I, Shri Manwendra Kumar i.e, '**Plz draft a reply**' before sending to P & A department. The reply was never drafted by HoD (P & A) and the said note-sheet still pending in the e-office of Shri Rakesh Kumar, Asst. Manager (P & A) Department from **31.10.2018**.

The big question is **why the reply never drafted by HoD(P&A) and Departmental Inquiry was never intiated by RD, RI-I, Asonsol-713304 untill today?** Why it happend to be with undersigned?

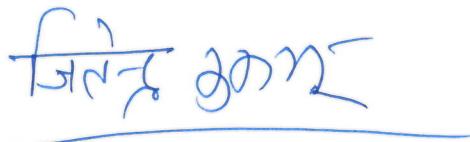
Answer can be found in following ref. Letter no. **CMPDI/HQ/IR/Dicipilinay Procedding/E-7778 Dated: 04.03.2016** addressed to **The Regional Director, CMPDI, RI-I/II/III/IV/V/VI/VII** under Sub: "**Timely completion of Disiplinary Procedding/Departmental Inquiry Proceding-improving vigilance adminstration.**"

This letter have a copy of circular no. 02.01.2016 received from Central Vigilance Commission, New Delhi vide their letter No. 000-VGL-18/305053 dated 18.01.2016 on the above mentioned subject.

The following line from this circular undersigned would like to quote here "**The time limit for completion of departmental inquiry is six month from the date of appointment of the IO. Thus, it appears that this time limit is not being adhered to by a majority of Departments/Organizations. Such long delays not only are unjust to official who may be ultimately acquitted, but help the guilty evade punitive action for long periods. Further, they have an adverse impact on others who believe that 'nothing will happen'.**"

**Conclusion:** Shri Himanshu Pandey enjoying the favour given to him by his superiors and Competent Authority, RD, RI-I. Shri Rakesh Kumar is enjoying the excellent **PRIDE Rating** given by reporting authority HoD (P&A) and approved by approving authority RD, RI-I, over the years. Shri S. Kundu is continuously occupying the lower level of accommodation. Shri T.K. Mitra and Shri Anjani Kumar ultimately were acquitted without punitive punishment and also with **Medal of Honor** for the service they gave to CMPDIL/COAL INDIA LIMITED and public at large and both are enjoying full post retirement benefits given by the company. Shri Manwendra Kumar, RD, RI-I, Shri V. Madhukar, Shri A.K. Bal General Manager (Mining) are sitting in "**Nothing Will Happen**" mode.

**Shri A.K. Bal General Manager (Mining)** became **Regional Director, CMPDI, RI-II, Dhanbad** and in later years transferred to **CMPDIL (HQ), Ranchi, Jharkhand** (Once the undersigned went to deliver a complete weather mantle soil profile samples from Bhalukasba Surni-II Block, Rajmahal Coalfield as per requested by Shri A.K. Bal, RD, RI-II, Dhanbad for physico-mechanical & other related tests then only the undersigned realised and came to know that how much genuine person he is and also having a lot of technically knowledge. The undersigned requested him to share the physio-mechanical study results (even though he never shared) so that the

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undersigned and his department also enhance their knowledge in this field. It was the time when Shri AK Bal was preparing the combined conceptual PR note on Dhulia North and Bhalukasba Surni- I & II Blocks, Rajmahal Coalfield which were allocated to BCCL by MOC and undersigned monitoring the outsourced drilling in these said blocks). But till today, the doubt is remain unclear to undersigned that how a person like him taken such a biased & unlawful decision when he was the Chairman of HAC, at CMPDI, RI-1 and he might became CMD, CMPDIL, Ranchi too, some day, who knows?

**"No one, literally no one has right to take the rights of undersigned or any law abiding citizen of this great nation provide and guaranteed by Constitution of India."**

On other hand, the undersigned is all alone fighting corruption, suffering torture, public humiliation, defamation, slavery, sacrificing his health, mind & soul to get Justice done.

Vigilance Manual, Volume-I, page-10-11, para 1.6.2 under heading WHAT IS A VIGILANCE ANGLE? And undersigned here like to quote "There are, however, other irregularities where circumstances will have to be weighed carefully to take a view whether the officer's integrity is in doubt. Gross or willful negligence; recklessness in decision making; blatant violation of system and procedures; exercise of discretion in excess, where no ostensible public interest is evident, failure to keep the controlling authority/superior informed in time—these are some of the irregularities where the disciplinary authority with the help of the CVO should carefully study the case and weigh the circumstances to come to a conclusion whether there is reasonable ground to doubt the integrity of the officer concerned"

One more document so called Whistle Blower Policy 2011 of CMPDIL/CIL, 2011 established under Clause-49 of the Listing Agreement between listed Companies and the Stock Exchanges has been emended and is effective from November 4th, 2010.



**1. Objective and Purpose:-**

**1.1** This policy is formulated to provide an opportunity to employees to report the management instances of unethical behaviour, actual or suspected, fraud or violation of the company's code of conduct.

**1.2**

**1.3** It is to provide necessary safeguards for protection of employees from reprisals of victimization.

However, a disciplinary action against the Whistle Blower which occurs on accounts of poor job performance or misconduct by the Whistle Blower and which is independent of any disclosure made by the Whistle blower shall not be protected under this policy.

**Under para 4. Guiding Principles:-**

**4.6 says:** The Whistle blower should bring attention of the competent authority at the earliest any improper activity or practice. Although they are not required to provide proof they must have sufficient cause of concern.

**4.8 says:** The Whistle Blower Policy does not tantamount in any manner to dilution of dilution of the Vigilance mechanism in CMPDI. Rather, over and above the existing vigilance Mechanism, any protected disclosure made by an employee under this policy, if perceived to have a vigilance angel, shall be referred to the Chief Vigilance Officer, CMPDI, as per the existing Practices.

(However, the undersigned firmly with assurance can say that it never followed in CMPDI until unless you will directly send a complain to CVO CMPDIL/CIL)

**Para 6. PROCEDURES-ESSENTIAL AND HANDLING OF PROTECTED DISCLOSURE:-**

**6.5** Investigation into any Improper Activity which is the subject matter of an inquiry or order under the Public Servant Inquiries Act, 1850 or under the Commission of Inquiry Act, 1952 will not under the purview of this policy.

**Para 11. ANNUAL AFFIRMATION:-**

The Company shall annually affirm that it has not denied any employee access to the Audit Committee and that it has provided protection to the Whistle Blower from adverse action. The affirmation shall form part of Corporate Governance report as attached to the Annual Report of the company.

(The undersigned **denied access to the Audit Committee by CMD, CMPDIL, Shri Shekhar Saran** after the undersigned handed over a sealed disclosure to his secretary on 23<sup>rd</sup> April, 2016 and also **by Shri Bhola Nath Shukla, CMD, MCL, Sambalpur, Odisha**. The undersigned not only briefed Mr. Shukla but also handed over a confidential sealed envelope containing all the evidence he had at time on the same day. Only difference in both the envelope the concerned raised by undersigned was different in both the letters addressed to both Mr. Saran and Mr. Shukla, respectively).

.....The undersigned working on a 2<sup>nd</sup> draft if, he will alive and survive till then.

Not once, twice and thrice but the undersigned blow so many whistles that he can't remember himself now but his voices/whistles were never heard by CMD, Directors, Senior Management to various HoDs/RDs and as a return gift the top to bottom management tortured him like hell day after day, year after years but he never give up until the last drop of blood flowing in his veins drained out or he knew that he have last breath to breath in this universe.

"What is a life without any purpose and now the undersigned has one for which he might born, who know the truth?" **This fight will continue until the soul find the light or the light find the soul.**

*'This mission is dedicated to Mahatma Gandhi on his 150<sup>th</sup> birth anniversary.'*

## **Part-2:-**

When no maintenance work was carried out, change of quarter was also denied and the quarter no. - 22/B conditions is worsened more and more each passing day. Neither HAC, Competent Authority, RD, RI-I, HoD (P&A) or the Civil Department did anything.

According to the Coal India Limited, **Civil Manual published on December, 2007** under heading **3. "Budgetary Control & Monitoring"**, sub-heading **3.02.2 'Frequency of Different Maintenance Work'** (page no.14-18)

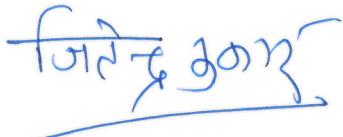
- i. Special Repair works like **painting/policing of doors and window, floor repairing etc. of all the above items shall be done once in every four year.** General Repair and maintenance work of Welfare Bldgs. like Hospital, Dispensary, school shall be done once a year. **General repair works like white washing & colour washing of Residential and Non-Residential Bldgs. shall be done once in every two years.**
- ii. For every **change of occupation of quarter, General Repair work like White Washing/tempering, Colour Washing & other minor repairing work etc.** shall be done for which a separate provision upto 18% of prevalent capital cost of Residential Bldgs. shall be kept in the revenue budget.

### **3.03 Manpower Budget.**

While formulating project report, manpower requirement for execution and maintenance of the project shall be clearly spelt out.

#### **3.03.1 In this regard following will be considered for Civil Engineering personnel.**

CGM(C)/CE(C)/Dy.CE(C){SO(C)}/SE(C) will be the Engineer-in-Charge of all construction and maintenance work in area & HQ Level. the definition of Engineer-in-Charge will be as per Clause 5.02.1. The EIC is to be designated by the Competent Authority of the company.



### **3.04 Monitoring and Quality Assurance**

#### **3.04.2 Monitoring & 3.04.2 Quality Assurance (page no. 17-18)**

**Modified Manual for Civil Engineering Works**, published on **February, 2015** by **Civil Engineering Department**, Coal India Limited, 10 N.S. Road, Kolkata-700001. Under the sub heading 3.02.2 'Frequency of Different Maintenance Work' of heading 3. "Budgetary Control & Monitoring."

i. Special Repair works like **painting/policing of doors and window, floor repairing etc.** of all the above items shall be done once in every four year. General Repair and maintenance work of Welfare Bldgs. like Hospital, Dispensary, school shall be done once a year.

**General repair works like white washing & colour washing of Residential and Non-Residential Bldgs. shall be done as be under:-**

S. No.	Particulars	Residential Buildings	Non-Res. Building
1	White Washing/Colour Washing/ dry distemper	1 year	1 year
2	Polishing wooden doors/windows, Painting with plaster paint, oil bound distemper, acrylic paint, acrylic distemper	3 years	3 years
3	Painting external surface with water proofing cement paint.	3 years	3 years
4	Cleaning and disinfecting of water storage/ distribution tanks.	6 month	6 month
5	Tax mat or poly mat based equivalent synthetic silicon based exterior paint.	5 years	5years

In case of undersigned both the manual published in 2007 & modification made in 2015 were not followed by Civil department where as there was neither they have budgetary problem nor the shortage of manpower.

The multi million dollar question is, **what was the reason that maintenance work never carried out in last 7 years** in quarter no. 22/B and what about the **company is deducting maintenance charge from the salary of undersigned as well as HRA in full from last seven year?** Where is the lacs of rupees allocated to RI-I by CMPDI, HQ, Ranchi is going from last 10 years? How much damaged done to the government/CIL/CMPDI residential buildings in last one decades? If, the undersigned remember correctly the outside residential walls were never even painted from when he joined CMPDI, RI-I in August, 2011. **What about the MOC Guidelines** published before implementation of 3rd, PRC 2015 regarding the maintenance of Residential Buildings in CMPDIL/CIL.

**Without a single percent of improvement in living standard** CMPDIL/CIL deducted full HRA, HRR and the undersigned is also paying Perquisites Tax, suffering health hazards from **last 7 years and forced to continuously reside in quarter no. 22/B**. Who is accountable for this tragedy? Who will answer this question?? What is/was top management doing? **Is't there any responsibilities of top management** to monitor such things.

In one simple word it is **slavery** and not only the undersigned but lacs of people like him are facing similar challenge in one way or other around in CMPDIL/CIL. The terms used in manuals like **state of art facility, setting benchmark, improving quality of life of employees and communities, well being, ethics and integrity etc.,** seems only exists on paper not on ground reality.

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Once again, on **03.01.2020** ref. Letter. no. **E-423614** written to **HoD (P & A)**, through proper channel under subject "**Request of change of quarter no. 22/B**"

On 17.02.2020 undersigned received confirmation of his new allotment ref. letter no. **CMPDI/RI-I/House Allot./C/D/E-448115** Dated: **17-02-2020**. Again, one more new rule was formulated by the P & A Department to harass the undersigned in more dangerous way which can further deteriorate his health and give emmence pleasure to the management and satifaction to cause the undersigned more and more suffering and pain.

This time the undersigned and one another executive were conditioned to new normal, new practices which is undersigned here would lke to qoute “कार्यालय आदेश कि निर्गत तिथि से 7 दिन के अन्दर आवास अधिग्रहित करें प्रचलन के अनुसार उक्त आवासों में किसी भी प्रकार कि श्वेत धुलाई, पेंटिंग और इलेक्ट्रिकल आदि कार्य नहीं कराया जाना चाहिए।”

Now, following questions certainly will arises to anybody's mind which undersigned like to ask, which are as following:-

1. निर्गत तिथि से 7 दिन के अन्दर आवास अधिग्रहित करें।
2. प्रचलन के अनुसार।
3. उक्त आवासों में किसी भी प्रकार कि श्वेत धुलाई, पेंटिंग और इलेक्ट्रिकल आदि कार्य नहीं कराया जाना चाहिए।

From where, all these rules came or derived? What were the intensions of HoD (P & A) to interfare in the fuctionality and responsibilties of **Civil Department & E & M Department, respectively?** What was their intensions where delibarately or not to do this?

As per the practice of P & A Dept., they always write “वे सभी कंपनी के आवास आवंटन नियम का पालन करेंगे, जिसकी प्रति कार्मिक एवं प्रशासन में देखी जा सकती है।” They themselves **formulated and forcefully applied these rules in the name of the company** i.e., **CMPDIL** and happy to say that they had a copy of these rules with them anyone like to see them your most welcome.

Immediately, after receiving aforesaid letter and meanwhile the undersigned also got the key from Civil Dept., visited the newly allotted Quarter No. 7A which he got

in exchange of 22/B, took some photographs and send them to Shri V. Madhukar, Sr. Manager (Mining)/HoD (P&A), Shri Rakesh Kumar, Assistant Manager (P&A), and Shri Paramjeet Singh, Assistant Manager (Civil) on February 21, 2020. Prior to the undersigned also wrote a **ref. letter no. E-448703** dated **18.02.2020** under the subject “आवास आवंटन समिति के द्वारा बदलाब में मिले आवास संख्या 07/A में पेंटिंग सिविल और इलेक्ट्रिकल कार्य ना कराने के प्रचलन के सम्बन्ध में जवाब देही कार्यवाही हेतु”

The reply to this letter was only received by undersigned on his e-office where a single comment is given by Assistant Manager (P & A), which undersigned would like to quote “**reply to civil department may kindly seen which is as per Civil Dept., this is done as per prevailing practice in RI-I.**” The undersigned in his **ref. letter no. E-448703** dated **18.02.2020 objected** and requested for clarification which proof to any such **prevailing practices** and received the above mentioned comments.

Till that time, it was clear to undersigned that they are determined not do anything about the condition of the quarter in which the undersigned is currently living or the quarter 7/A he got in exchange. The undersigned also pretty well understood that they do not care about his health or wellbeing. More surprisingly to the fact that “वे सभी कंपनी के आवास आवंटन नियम का पालन करेंगे, जिसकी प्रति कार्मिक एवं प्रशासन में देखी जा सकती है”, ref. letter no. CMPDI/RI-I/House Allot./C/D/E-448115 Dated: 17-02-2020 then why do't they just showed **these prevelling practices** to undersigned because **they never even existed on paper**.

Again, the undersigned intiated a note-sheet ref. no E-283345 dated 27.06.2020 and written “The undersigned want to draw the attention of competent authority regarding the **ref. Letter no. E-448703** dated **18.02.2020 written to P & A Dept., subjected to:** “आवास आवंटन समिति के द्वारा बदलाब में मिले आवास संख्या 07/A में पेंटिंग सिविल और इलेक्ट्रिकल कार्य ना कराने के प्रचलन के सम्बन्ध में जवाब देही कार्यवाही हेतु” and the subsequent reply to this letter by P & A department, RI-I, Asansol.

Not only that this note-sheet all contains the pictures of quarter no 07/A taken by the undersigned and sent on February 21, 2020 to the concerned authorities. The answer to this note-sheet was never received and it is still pending in the e-Office of Shri Rakesh Kumar, AM (P & A) from **04.07.2020**.

In this note-sheet undersigned again raised concerned about maintenance work undertook by Civil Dept., in both 22/B & 7A ('C' Type) in **Pont No.-4** and here would like to quote "**What is the story of civil work undertook by Civil Department in both 22/B & 7A such as wall painting, seepage and damp prevention, leakage of roof water especially in 7A in raining season in last 7-8 years.**" The maintenance record registers or any such document was never produced by Civil Dept. till today.

In this note-sheet it is also mentioned by undersigned and here he like to quote "**Finally, undersigned deeply hoped that such prevailing conditions will be quashed by competent authority and justice will prevail. The undersigned ready to occupy the said quarter no. 7A. If, P & A, Civil Dept., and HAC will be certified that the physical condition of the said quarter is good, livable and ready to occupy. Who will take responsibility of health hazards and accident of the undersigned due to the present condition of Quarter?"**

The answer is simple to understand why the reply of this note-sheet was also never received because neither they {RD, RI-I, HoD (P & A), Chairman HAC, HoD (Civil)} want to take any responsibility nor they {HoD (Civil)} want to do any even basic maintenance work. They (Civil dept.) don't have any maintenance record because they never did any maintenance in 22/B till 22.06.2013 from the day, when the said quarter first time allotted to the undersigned. If, there were any kind of record exists then it was way hard for them to prove it.

**Therefore, above all they are feared that they all are at the verge of biggest exposure & misconducts, unlawful activities and massive corruption, fraud, loot of company's money of their lives that they all are running over the years in systematic and planned way.**

Finally, to avoid any kind of trails of theirs crimes committed over the years and they finally nailed the last nail in their own coffins and addressing to the undersigned & sent the ref. letter no. सीएमपीडीआई/क्षे.सं.-।/आवास आवंटन/C & D/E-542344 दिनांक 27-07-2020 which reads:

Dear Sir,

This is to inform you that quarter number 07/A (C-Type) was allotted to you vide office no: CMPDI/RI-I/House Allot./C&D/E-448115 dated 17-02-2020. In this connection a letter had been received to this office and put up before HAC subsequently. The committee decided to ask you once again whether you are interested to take the possession of the company quarter 07/A (C-Type) at the earliest/ 30 days after the receipt of this letter.

Accordingly, you are advised to take the possession of the quarter 07/A (C-Type) within 30 days after the receipt of this letter or if you fail to do so, the Office Order dated 17-02.2020 regarding your change of quarter will automatically be treated as cancelled.

This letter was duly signed by Shri Jitendra Prasad Singh, CM (E&M)/ HoD (P&A) and Shri Rakesh kumar, AM (P&A). This letter have a lot of prima facie which raises a series of serious doubtful questions and undersigned would like to give a depth view of that in following points which are as follows:

1. a letter has been received to this office (no reference what so ever)
2. The Committee decided (This committee was headed by Shri Irshad Ahmad, GM/HoD (Mining), no approved minutes of meeting, date, attendees list, subject, nothing was disclosed, whether the minutes of meeting dully singed by the Chairman of HAC and approved by Competent Authority, Shri Manwendra Kumar are questionable.

3. If you failed to do so (maximum pressure/force was applied on the undersigned to do what they want to see him do, probably they were running out of patience).
4. Neither the Chairman of HAC nor the HoD (P&A) have power to either cancel or allot the company quarter to any executive they desired. This power (allotment/cancellation of company accommodation rest with competent authority RD, CMPDI, RI-I, Asansol). Then, why RD, RI-I not himself signed this document.
5. Where is approval of competent authority to do so?
6. Similar to the previous Letter/Orders released by HoD (P & A), copy of this letter also not given to competent authority RD, RI-I, till date.
7. If they really like to cancel the allotment of said quarter than why were they waited so long. Even, the competent authority RD, RI-I has right to cancel the allotment at the beginning.

**The House Allotment Rules' 2011:-**

**Clause 13.0** 'The competent Authority may cancel any existing allotment to an employee on administrative ground.'

**Clause 17.0** 'Unless otherwise permitted by the Management, any employee who takes to take possession and shift to the quarter allotted to him shall be debarred for allotment quarter from the date of refusal or 30 days after the date of allotment, whichever earlier, for a period of atleast one calender year. After the expiry of the same the employee will have to apply again for allotment of the quarter.'

**House allotment Rules reccommended by HAC, Aproved by Competent Authority, Forcefully aplied by HoD (P & A)** on different occasions are violation of **The House Allotment Rules' 2011, CMPDIL**.

**Clause 25.0 says** "The company reserve the right to amend, modify, or cancel any or all the above rules without ascribing any reason therefor."

Jitendra Kumar

Some miraculous even happened throughout the journey and undersigned would like to share them, which are as follows:-

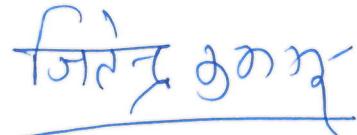
- a. On 26.10.2018 the undersigned applied to work in Vigilance Office, CIL Kolkata **ref. letter no. E-228290** when there was notification published by CIL, ref letter no. CIL/C5A(ii)52036 dated 09.10.2018. This application was systematically denied. One more fact related to even was that one day prior to applied for the post in VIGILANCE OFFICE the undersigned written a letter to RD, RI-I **ref. e-office Letter no. - E-227424 dated 25<sup>th</sup> October 2018 for which reply is never received.**

(Firstly, if, they the undersigned was so much good asset to them then why did they not do anything about his sufferings or his residential quarter and Secondly, If, the undersigned was not worth then why did they not allow him to join Vigilance Department, CIL, Kolkata)

- b. 10 days prior to the cancellation order **vide office no: CMPDI/RI-I/House Allot./C&D/E-448115 dated 17-02-2020 in case of undersigned.** One more Office Order dated **14.07.2020 in case of Shri N. M. Agrawal, AM (Finance)** ref. letter no. **CMPDI/RI-I/House Allot./C&D issued by the HoD (P&A)** which was also subjected Change of Quarter not a single prevailing practices were applied with two other new allotters. Why the HAC was not made any similar recommendations as they were made in case of undersigned from time to time.

(This letter is proof of that every decision making/competent person named in this document acting against the law and the undersigned including the top management. They only not broken the all-possible laws of land but also violated the basic fundamental rights of the undersigned as well as Human Rights.)

- c. A ref. Office Ordered dated 30.12.2019 published by HoD (P&A), Shri V. Madhukar Sr. Manager (Mining) HoD (P&A) under the heading "In exercising



the power delegated to the Committee which was constituted to resolve the issue related to HRA and inspection of civil and electrical work in the allotted company quarter, submitted the report **vide E-421189** to the Competent Authority i.e, Regional Director, RI-I, CMPDI, Asansol. The committee after detailed deliberation came to following conclusion:-

1. After allotment to the quarter to the employees, allottes have to furnish the list of civil and electrical jobs to be required. If any required, Allotes have to hand over the repairment list to HoD (Civil) & HoD (Electrical) for civil & electrical repairing job respectively.
2. After the competition of necessary civil & electrical jobs in company quarters, the allottes have to occupy the quarters within 15 days' time from the issue of letter. If they failed to do so, **their HRA will be stopped w.e.f. the end of 07 days from the issue of letter.**
3. After letter issued by P&A department for occupation and completion of stipulated time provided, no HRA will be paid in any condition.
4. The keys of vacant quarters will be remain with the Civil department and allottes have to collect keys of the respective quarter from the Civil department.

This issues with the approval of Competent Authority."

This new recommendation given by committee and based on which the rules made HoD (P&A) are in violation of COAL INDIA EXECUTIVES HOUSE RENT ALLOWANCE RULES, 2010 & NEW HOUSE ALLOTMENT RULE, 2010 OF CMPDIL. The **HoD (P&A)**, **itself acting as law** and telling the employees to carry out the basic job of Civil & Electrical department should do by them. It is not the duty of allottes to furnished the job required list before occupation of the company quarter, it is principal job of aforesaid departments to inspect, repair and make ready to take possession of the company quarter by an employee as per civil and electrical manuals and as per SOP published time to by CIL/CMPDIL (HQ).

**Conclusion:** This gang (including the very top management) operating beneath the carpet of **prevailing practices/practices in CMPDIL** did what they available to

do best in every possible direction to punish and victimized the undersigned, just like a cold blooded murder and on the other hand the undersigned fighting for the justice at the cost of his life and death and trying to stop corruption in every best possible way if, he have a chance to do so.

List of corruption, criminal conspiracy, misconduct, unlawful activities and so forth are given below:

1. RD, CMPDI, RI-I, Shri Gopal Prasad before he was transferred to CMPDI (HQ), Ranchi:-
  - a. He allowed Shri Anjani Kumar, Chief Manager (Civil) to theft the company's money in form of HRA by not making allotment of 'D' type quarter where there was availability for least more than a year or two.
  - b. The decision to convert **Lawn Tennis Court to dump yard** taken in his time and that seriously causing dangerous problems to residents of CMPDI, RI-I, Residential Complex, GT Road, West End, Asansol-713304, West Bengal.
  - c. When he was functional director at RI-I, a high-tech drilling machine (brand new) standing for least more than 2-3 month without deployment in field.
  - d. He also violated **Clause-49 of the Listing Agreement between listed Companies and the Stock Exchange has been emended and effective from November 4<sup>th</sup>, 2010** under which the **Whistle Blower Policy of CIL/CMPDI, 2011** was formed. When the undersigned had **serious life threats** and written a letter to him on **5<sup>th</sup> April, 2016**, he did not only order a fake enquiry but also **helped the culprits including himself to evade punitive actions and buried those file under his deck in April 2016** when a massive WhatsApp conversation file with other attachments discovered from the department of exploration. The draft for that is not ready yet and the undersigned is working on it.

**2. RD, CMPDI, RI-I, Shri Manwendra Kumar (Present): -**

- a. Like his predecessors, he also approved rules and directed the P & A Department, HAC and Civil Department to forcefully apply these rules/prevailing practices against undersigned from time to time, he violated all the possible law of the land.
- b. At the time of renovation of RD Bungalow around 20-25lacs were spent by the Civil Department in two year of time. Alteration was also carried out and a 150-200 feet long 5 feet tall brick wall separated RD residency from 2 D-Type company quarters unnecessarily erected whereas the RD Bungalow and two D-type residential quarters, already separated by main campus.

(Whether written permission was taken or not for alteration, erection of wall approved by competent authority, and is he comes in any special provision of CIL/CMPDI, which is not applicable for undersigned or any other executive like him in case of renovation and maintenance of company quarter)

- c. He also stayed more than six month in company Guest House and probably claimed the HRA for the same period.

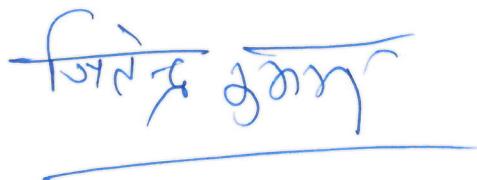
(It is also questionable where he deposited the Rs. 10-20 simply monthly charge of guest house, whether or not he took written permission for over staying in guest house, and what kind of renovation work carried by Civil Department which took year to complete in RD bungalow).

- d. The Dispensary, which is active from this years, D-type residential building is used for such purpose.

(From the transfer of this quarter's previous occupant Shri A. K. Gorai to the opening of dispensary this quarter was vacant more than two years neither any renovation work carried out by the Civil department nor this quarter was allotted to the executive eligible for D-type residential & continuously occupying from last 13years in lower level of residential accommodation was made to move in. Similar to in case like Shri Anjani Kumar somebody else theft the company's money in the form HRA & it was facilitated by Shri Manwendra Kumar, RD, RI-I)

- e. One brand new office car **Mahindra Marazzo** is used by Mrs. RD from the day the new contractor provided vehicles and prior to that **Toyota Innova** for personal use and one brand new **Renault Duster** used by RD, RI-I, both vehicle register maintained and manage by office people.  
(Shri Manwendra Kumar, RD, RI-I personally have one old Hyundai Santro. The question is if, a person like him can scarifies so much for his family than he can also scarifies a little for his company and nation as whole to set a good example for his junior level of executives. But this is not the case here, how many other directors of RIs use Renault Duster as their official cars in even in CMPDI, HQ, and Ranchi. If, the sourced to be believed Shri Manwendra kumar, RD, RI-I and the contractor who supplied these vehicles have business dealing/interest and this whole thing is a setup)
- f. **One executive of Civil Department** himself told undersigned and others on two separate occasions that RD is making furniture from the money allotted for renovation/interior for the office building)  
(If, the executive is to be believed it is also act of one massive corruption)
- g. RD, RI-I is continuously withdrawing a huge sum of money in each month in the form of TA & DA even after the declaration of Pandemic (Covid-19).  
**(Between March, 2018 to March 2020, company spend around Rs. 7 Lacs.** Therefore, It is doubtful whether his various filed visit and so on beneficial for company or just to get DA or for his personal deeds)
- h. One water tank is standing right at the main gate inside the campus from month.  
(Why it is taking too long to competent authority to deploy the truck in field).

3. HoD (P&A) and their Subordinate, and Chairman of HAC and the members of the House Allotment Committee CMPDI, RI-I, Asansol:-



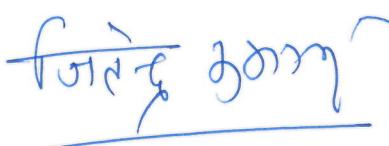
They all works like operators/field agents instructed by their handlers and their mission was/is to cover up the entire scandal from needle to an airplane.

#### **4. HoD (Civil Department) & its workforce (mostly executives):-**

Throughout, the almost 9 years of service, the undersigned never seen any of the Engineer-in-charge or HoD (Civil) on the site where the repair/maintenance or even fresh construction work is ongoing. They are very much good at doing thing at paper rather than ground.

They will never take **feedback** from the company quarters occupant if any kind of service provided by them. **Which is why most of the massive corruption taken place in this department.** For, instance a new quarter allotted to a new comer by competent authority and the maintenance work carried out by Civil Dept. after that they will never even bothered to ask you to fill a feedback form or just report verbally, neither they have any such mechanism in existence. So that, nobody know, how much bill was processed for the work done by contractor in your quarter, whether you are satisfied or not etc.? This is what happening **here from last one decade.** They never published the data (work carried out by the in a FY) on notice board or anywhere so that nobody able to acquire the knowledge or the truth. They will certified the quarter **Ok** for living and after few days of occupancy **employee start complaining.**

Ref. No. /Ref. No.CIL:VIG:SECY:MK-7/1192 dated: 23/24.08.2016 addressed to The Chairman-cum-Managing Director, ECL/BCCL/CCL/WCL/SECL/NCL/MCL/CMPDIL under sub: Ethical Governance in CIL under title Action Plan to enhance ethical standards in the organization point no-9. Strong Feedback Mechanism: 'strong feedback system is extermely critical to identify shortcoming and take corrective steps. For this purpose online system can be used. Social



media like Facebook, twitter, telegram and WhatsApp can also be used for this purpose.'

(Nothing of any such kind feedback mechanism used at CMPDIL, RI-I, Asansol713304).

Then, HoD (Civil) will tell you "अब आपके लिये नया घर बनाके के तो नहीं देंगे" Who himself having his own flats outside campus and was/is never even bothered to have a look around Residential Complex not even one, two or three years or 5 years.

From last 5 years or so, the undersigned complaining about his living condition but not a single time official or unofficially inspection was carried out by **HoD (Civil), Shri A.K. Singh, Chief Manager (Civil)** till date. Same was the condition when Shri Anjani Kumar headed the department of Civil Engineering.

They even never looked their own work manuals published in **December, 2007 and February, 2015** by **Coal India Limited, Kolkata**. The even did not even fear to violate the **MOC Guidelines**.

According to **modified manual published in 2015, Painting external surface** with water proofing cement should be done in **3 years** but these wall were not even painted in **last 9-10 years or so of entire Residential Complex**. Without proper maintenance how these building going to survived in near future is questionable?? They also published fake data on the <https://www.cmpdi.co.in/Hindi/> which also the violation of **Public Information Act**. The undersigned would like to put some light on the data available in public domain:-

The data compile by **CMPDI (HQ)** under heading **CMPDI-COLONY-WISE QUARTER REPAIR STATUS TILL JANUARY 2018**, had the following information , given in table below:-

## (Table 283)

Unit	Colony Name	Colony_Id	Total No. of Qtrs.	Qtrs. Repaired upto March 17	Qtrs. On cond. (As on March 17)	Qtr. Ident. For repair	Qtrs. Repaired from April 17 to January 18	Balance Qtrs. To be repaired	Remarks
Cmpdi HQ	CMPDI Hq Residential	16	459	243	15	201	119	10	Repair work expected to complete by March, 2018
RI-I	RI-I Residential	17	158	26	95	37	37	0	
RI-II									
RI-III									
RI-IV									
RI-V									
RI-VI									
RI-VII									

No maintenance work was whatsoever carried by civil Department in 22/B for the period mention in above table. Between year 2016-17 in which a separate document provided having a list of Residential quarters at RI-I is also not featuring 22/B. On other hand for the same period renovation/maintenance worked carried out by **CMPDI, RI-IV Colony:-**

	Quarter No. (ID no.)	Type of repair	Date of completion
RI-IV Colony:-	B1-B15	External painting of B, C, D Type	April'16
Durgapur Camp	Type-I Qtrs (20 Nos)		May'16
	Type-II Qtrs (35 Nos)	Tile in Kitchen Oitta & Bathroom	
	Type-III Qtrs (4 Nos)		
Murpar camp	Hutment/Qtrs (56 Nos)	Renovation of water supply & miscellaneous repair work	Sep'16

Also similar work carried CMPDI, RI-IV, Bilaspur and CMPDI, RI-VI, Singrauli for the said period.

संरक्षण दिवस

Why not any such renovation/repair work carried out by **Civil Department** till date at RI-I, Asansol or **they spend entire money on RD bungalow in last 2 years?** What about the rest of the executives? Who is accountable for that?? Are the top management sleeping too?? What is the responsibility of **Top Management**, are not they equally accountable for all of this??

Other data for the period of 26<sup>th</sup> July, 2019 to 10th August, 2019; March 2018, January 2018 are also available.

This year only the children park is renovated by the Civil department that is appreciable but giving priority to the children park over their residential home where they and their mothers spent 24\*7hrs time what about their health and wellbeing who will answer that question or this is something which allowed Civil Department to take home deliveries?? Some of the quarters on ground floor is in human living conditioned still these quarters forcefully allotted to junior level of executive and even certified by Civil Department executive "**fit for living**"

One notable point is about the current HoD (Civil), Shri A.K. Singh is that **he was also the Chairman of fake enquiry committee constituted by Sri Gopal Prasad, RD, RI-I, Asansol in April, 2016** when the undersigned having enormous life thread. Not only that if, rumors/sources to be believed Shri A.K. Singh, HoD (Civil) has various real estate properties in Asansol, Ranchi & New Delhi, mostly flats & apartments.

If, at that time, April 2016 a proper department enquiry might insititated by **CMD, Shri Shekhar Saran, CMPDI (HQ), Ranchi** or by **Shri B. N. Shukla, CMD, MECL** (he was technical director at that time and was posted at CMPDI (HQ), Ranchi) or **Shri Gopal Prasad, General Manager/Hod (PD), CMPDI ( HQ), Ranchi** (He was RD, RI-I, Asansol at that time) involving hundreds of cores theft and bribery could be averted.

**Conclusion:** All are interlinked and helped each other to evade their past and present misconducts, corruption, criminal & corporate conspiracy, theft, bribery etc., and those who raised their voices against these **Powerful Figures**

of CMPDI/CIL was crushed to the ground but **Hope** is the best part of struggle and life and until unless they will not brought to the court for what they did “**justice will never prevailed**”.

According to **Code of Business Conduct and Ethics, COAL INDIA LIMITED, 2010**

### **1. Scope of the Code**

The company is committed to conducting business in accordance with the highest standards of business ethics and complying with applicable laws, rules and regulations. The company believe that good corporate governance structure and code of business ethics would not only encourage value creation but also provide accountability and control systems which are commensurate with the risk involved.

The Code of Business conducts ('**Code**') applies to all directors, and Senior Management Personnel (SMP) (collectively referred to as "**Covered Parties**") of the [Coal India Limited (CIL)] AND ITS Wholly-Owned Indian subsidiaries. Use of the term “the Company” through this document refer collectively [CIL] and its Indian subsidiaries. The company operations and the Covered Parties are subjected to the wide range of business practices, procedures, standards, laws in the territories to which the operation of the company extended. This Code should be adhered to in letter and spirit by Covered Parties.

This Code for SMP has been framed specifically in compliance with the provision of **Clause-49** of the **Listing Agreements with the Stock Exchanges** and as per the **Corporate Governance guidelines issued by the DPE** vide No. **18(8)2005-GM** dated **22nd June, 2007**.

### **2. PURPOSE**

This code is intended to (a) focus on areas of ethical risk; (b) set forth basic standard of ethical and legal behavior, (c) to provide guidance to Directors & SMP to help them recognize and deal with ethical issues; (d) provide reporting mechanism for known or suspected unethical conduct and/or legal violations; (e) help foster a culture of honesty and accountability.

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All of the Covered Parties must comply with the language and spirit of the Code and conduct themselves accordingly and seek to avoid improper behavior. Given the variety and complexity of the ethical questions that may arise in the Company's course of business, this code serves only a rough guide.

The undersigned firmly believe that this code not followed by anywhere neither at CMPDI, RI-I nor by Top/Senior Management at CMPDIL, HQ, Ranchi. Clause-19 of this document under heading "**Reporting Violation**" which says '**All covered Parties must promptly report any known or suspected violations of this Code or any unethical behavior as per the procedure laid down under the Company's Vigil Mechanism/Whistle Blower Policy as posted on company's website.**'

The ground reality as per the own experience of undersigned is just work in each and every opposite direction. If, you will report suspected violation, fraud, unethical behaviors, corruption, even criminal conspiracy to your reporting authority, he will start questioning your dignity/integrity at first. If, you are little bit brave and given in writing a letter than he will start scolding you to the point where you will collapse and even if, anyway you are brave enough and you will write to CMD, CMPDIL, HQ, Ranchi **through proper channel** then it will reach the destination on day when you will die. If, you send a direct email/e-Office to the top management they will not go to entertain your complain not even in a billion year. **That is what happening and happened with undersigned because here the prevailing practices/practices are the laws nothing else work here quite well.**

The undersigned kept under great work load by **Shri T. K. Roy (Retired), Dr. Prabir Sanyal (Retired) and present HoD, Shri D. Ghosh** over the years because his nature to raise/concern voice against wastage of millions of dollar of public money. The simple problem is that the chain of command comes directly from CMD, CMPDIL, Shri Shekhar Saran and followed by lower management as told and undersigned swear god to take them all at once surprisingly so that so called **prevailing practices**

in CMPDIL/CIL could end forever and those are responsible for wasting/looting public money should be brought to justice under the law.

For example, the estimated drilling meterage both coring and for non-coring drilling was estimated by Shri D. Ghosh, Chief Manager (Geology) then, prior to tendering. When the outsourced party submitted the scheme for first phase and second phase of drilling to RD/HOD, RI-I before March 2016 after receiving work order. The undersigned and one his superior executive found out that they planned a lot infilling boreholes and not followed the **UNFC/ISP guidelines** adopted by MOC and **CMPDIL/CIL, itself**. The undersigned told the outsourced party representatives that please remove all those boreholes; we do not need unnecessary boreholes and resubmitted the exploration scheme again.

After few days, the undersigned got information that his suggestion made by both them was quashed and bypassing him exploration scheme as it submitted earlier was send for approval to CMPDI (HQ) by HoD (Geo.), Shri T.K. Roy and the same scheme also got approval from CMPDI (HQ), very surprisingly.

It is now not surprised to undersigned and he can without a doubt claimed that even if only these three blocks, Bhalukasba Surni-I & II, and Dhulia North, Rajmahal Coalfield, Jharkhand should take in to consideration **for loss of public money** than by simple calculation it will come not less that 2.0-3.0 crores.

Suppose, 12000m extra meterage approved which is not required as detail exploration in 400\*400m grid system by taken 200m borehole influence radius as defined **G1 of UNFC/ISP Guidelines** which also required more than 50% chemical analysis coverage and other related tests **to reach high confidence level** when calculation for **Proved Coal Reserve** carried out. Even GSI also follow that standard and only difference they drill in G3/G4 level.

Again suppose, average outsourced drilling cost including GST/IGST for 1m drilling comes around Rs. 2000/meter both for coring and non-coring boreholes on an average.

Then,

$12000 * 2000 = \text{Rs. } 2,40,00,000/-$  now, one can imagination big picture if we will calculate all the loss for last 5-7 years at CMPDI, RI-I, Asansol only. Although, **CMPDIL has seven RIs**, operating at present and what about the internal drilling received by CMPDIL from MOC annually??

**\*Remark:** this calculation is not including manpower and resources deployed by CMPDIL/CIL to monitor the outsourced drilling/bill processing/scrutiny of final reports and so on and a simple rough estimation. The next draft will be answers to the question like why it happened, how it happened, what the purpose & who the ultimate beneficiaries are.

Apart from, all the explanation and briefing is given in above text two more critical areas where theft of company's money still continues. One area is **HRA** and the other one is **medical bills**. Some executives withdrawing the HRA even they are in **blatant violation of Coal India Executive House Rent Allowance Rules, 2010**. One more system tool used to theft of Company's money is **PRIDE RATING**, each one of them giving & getting excellent, outstanding PRIDE Rating and withdrawing huge sum of money on the other hand the honest peoples are only getting good or very good rating and getting average price money as a reward each year.

**Conclusion:** Whole system is mess and a well-placed setup used for personal benefits, not only by bottom management but top management as well including CMD, CMPDIL, Ranchi by promoting incompetent and corrupt executives for the post HODs/RDs and so forth.

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निम्नलिखित पत्रों, मुख्यरूप से (1,2, 7-11) को अभी तक अध्यक्ष-सह-प्रबंध निदेशक, मीएमपीडीआईएल (मुख्यालय), गोडवाना प्लेस, कॉके रोड, रॉची-834031, (झारखण्ड) को भेजा जा चुका है, लेकिन ना तो कोई ठोस कार्यवाही वाही हुई है और नाहीं अधो हस्ताक्षर कर्ता को कोई उम्मीद बच्ची है। भेजे गये पत्रों को सूचीबद्ध तरीके से नीचे रखा गया है:-

*जिल्हा दूष्प्रभाव*

- |                                   |  |
|-----------------------------------|--|
| 1. संदर्भ पत्र संख्या: ई-543088   | दिनांकित: 28.07.2020 ~ (अग्रिम प्रति)              |
| 2. संदर्भ पत्र संख्या: ई -543056  | दिनांकित: 28.07.2020 ~ (उचित प्रणाली के माध्यम से) |
| 3. संदर्भ पत्र संख्या: ई -545954  | दिनांकित: 01.08.2020                               |
| 4. संदर्भ पत्र संख्या: ई -547215  | दिनांकित: 04.08.2020                               |
| 5. संदर्भ पत्र संख्या: ई -548329  | दिनांकित: 05.08.2020                               |
| 6. संदर्भ पत्र संख्या: ई -533288  | दिनांकित: 11.08.2020                               |
| 7. संदर्भ पत्र संख्या: ई -578213  | दिनांकित: 14.09.2020 ~ (उचित प्रणाली के माध्यम से) |
| 8. संदर्भ पत्र संख्या: ई -579322  | दिनांकित: 15.09.2020 ~ (उचित प्रणाली के माध्यम से) |
| 9. संदर्भ पत्र संख्या: ई -580962  | दिनांकित: 17.09.2020 ~ (उचित प्रणाली के माध्यम से) |
| 10. संदर्भ पत्र संख्या: ई -581722 | दिनांकित: 18.09.2020 ~ (उचित प्रणाली के माध्यम से) |
| 11. संदर्भ पत्र संख्या: ई -582619 | दिनांकित: 19.09.2020 ~ (उचित प्रणाली के माध्यम से) |

आज तक एक भी पत्र का जवाब नहीं दिया गया है शीर्ष प्रबंधन की तरफ से।

*"The greatest glory in living lies not in never falling, but in rising every time we fall."*

\_\_\_\_\_ Nelson Mandela.

*"Right to life includes protection of health and strength is a minimum requirement to enable a person to live with human dignity. The right to human dignity, development of personality, social protection, right to rest and leisure are fundamental human right to a workman assured by the chapter of human rights in the preamble and Article 38 & 39 of Constitution."*

Under THE PREVENTION OF CORRUPTION ACT, 1988, ACT NO. 49 OF 1988 [9<sup>th</sup> September, 1988.], CHAPTER 1, PRIMILINARY 2. Definition.—In this Act, unless the context otherwise requires, -- (c) "public servants means—

जिम्मेदार व्यक्ति

**(iii) any person in the service or pay of a corporation established by or under Central, Provincial or State Act, or an authority or a body owned or controlled or aided by the Government or Government company as defined in section 617 of the Companies Act, 1956 (1 of 1956);**

(The undersigned understand the value of his duty and consequences of his actions, under this act.)

On 21.09.2020, the undersigned called by his Reporting Authority **Shri Debasish Ghosh** to meet him after 5:00 PM in his office, when undersigned went to his office he was not there then undersigned return to his quarter. Again undersigned received a call from one of his office colleague and he told him that Mr. D. Ghosh, HoD (Geology) was looking for him. The undersigned immediately went again to office to the chamber of Shri D. Ghosh, GM/HoD (Geology). He informed the undersigned that tomorrow 22.09.2020 there will be VC including three people **CMD, CMPDIL, Shri Shekhar Saran, Shri Manwendra Kumar, RD, RI-I, Asansol and himself.** So, he wants to get briefed whatever letters written to CMD, CMPDIL & the other competent authority by undersigned.

The discussion took almost an hour between Shri D. Ghosh and undersigned Shri A. Pandit, General Manager (Geophysics) was also present in the room but he left after 15-20 minutes. Meanwhile, two more executives visited the chamber of HoD (Geology) and left after they complete their job related task and talk stopped for that period.

After that undersigned left HoD (Geology) office and return to his quarter/home. Between 8:30 – 9:00PM, he went to LIC to buy some essential and he observed that one car parked in front of dispensary inside campus moving forward suddenly. The undersigned unable to identify the car and the person(s) was driving the car. This car followed undersigned up to LIC moving ahead and then quickly moved toward the Bhagat Singh More.

Jitendra Kumar

The undersigned want to take the picture of the number plate of the car but did not want to alert people(s) inside the car. So much thought was running in the mind of undersigned at that moment and he was not quick enough to see or remember whole number plate no. **It might be mere a coincidence but the way it was happened is means something.** Otherwise, inside campus undersigned can identified any car or most of the car probably because all the people residing inside campus and work in office know each other.

Again, when **on 23.09.2020** the undersigned went to sign in attendance register to HoD chamber and subsequently after signing asked HoD (Geo.), Shri D. Ghosh about the videoconference (VC), he replied that VC was cancelled and there was no discussion regarding the undersigned.

On **25.09.2020** from his trusted sources the undersigned got the information that on way to Ranchi, CMD, CMPDIL Shri S. Saran from Kolkata halted in some ECL guest House and a secret meeting was taken place including Sri Manwendra Kumar, RD, RI-I, Shri Irshad Ahmad, HoD (Mining) and Shri D. Ghosh HoD (Geology).

**Finally,** on 26.09.2020 when HoD, Shri. D. Ghosh asked by undersigned 'सर आपका मीटिंग कैसा रहा सीएमडी के साथ' to which he replied 'अच्छा रहा' when asked 'सर आपने बताया नहीं जबकि, आपने ऑफिसियल रूप से मेरे से संज्ञान लिया था' to which he replied 'तुम्हारे बारे में नहीं था' & when undersigned told him 'कि मैं लिखूँगा इसके बारे में' then he replied 'तुमको जो लिखना है लिखो'; Shri S.R. Pandit, General Manager (Geo.) and Shri S. Sengupta, Chief Manager(Geo.) were also present at that movement in HoD Office.

Therefore, it is **clear to undersigned** after that a **full-fledged corporate conspiracy is underway against him** leading by CMD, CMPDIL, Ranchi, **Shri Shekhar Saran, himself.**

The undersigned also requested to the competent authority to forward this letter to **Comptroller and Auditor General of India (CAG), New Delhi** so that they can carry

out auditing of the account of CMPDI, RI-I, Asansol-713304 for at least 7-10 years to find out **how much damage was done to the company CMPDIL/CIL by these executives including top management.**

“पहले वो तुम्हारी उपेक्षा करेंगे, फिर वो तुम पर हसेंगे, फिर वो तुमसे लड़ाई करेंगे, मगर अंत में जीत तुम्हारी ही होगी।”

“सर्वभूतस्थमात्मन् सर्व भूतानि चात्मनि”

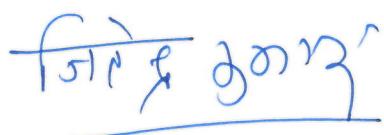
“महात्मा गाँधी”

After writing this letter, the undersigned has enormous risk to his personal life and service to the company/nation and he is no more feel safe and secure, anything can happen any time. The people involved here are very powerful, having strong linked to both political parties as well as outside world such as big contractors and suppliers. Therefore, the undersigned like to request to the Chairman, Coal India Limited/Ministry of Coal/Ministry of Home Affairs to provide him safety and protection under the “Whistle Blower Policy framework of SEBI under clause-49, Government of India” with immediate effect or if, they think necessary to do so.

One more request to the Chairman, Coal India Limited and the Requested Agencies, the situation is swelling day by day and before it became complete mess, please response quickly otherwise, there are high chances **they will destroyed the evidence or can tempered them in meantime.** The undersigned also request that the secrecy of this document is very important and it should be protected at any cost.

एक जिम्मेदार भारतीय नागरिक और प्रजा का सच्चा सेवक होने के नाते अधो हस्ताक्षर कर्ता को पूर्ण उम्मीद और विश्वास है कि, उसे न्याय मिलेगा एवं उसके द्वारा चलाये जारहे “भ्रष्टाचार मुक्त सीएमपीडीआईएल/कोल इण्डिया लिमिटेड आन्डोलन” को सफलता प्राप्त होगी और भारत सरकार उसके इस सपने को साकार करने में पूरी सहायता करेगी।

धन्यवाद।



आपका विश्वासपात्र

“सत्यमेव जयते”

“जय हिन्द, जय भारत”

जितेन्द्र कुमार  
(जितेन्द्र कुमार) 02.10.20

उप प्रबंधक (गवेषण)

ई.आई.एस.संख्या-90268251

ई.मेल: [jitendrakumar@coalindia.in](mailto:jitendrakumar@coalindia.in)

प्रतिलिप ( संज्ञान हेतु ):-

1. Dr. P. K. Mishra, Principal Secretary to PM, PMO, New Delhi.

(Through e-Office of Coal India Limited)

2. Shri Anil Kumar Jain, Secretary, Minister of Coal, GOI, New Delhi.

E-mail: [secy.moc@nic.in](mailto:secy.moc@nic.in)

3. Office of the Principal Accountant General (A & E), West Bengal.

E-mail: [agauwestbengal1@cag.gov.in](mailto:agauwestbengal1@cag.gov.in)

4. Shri Sarat Chaturvedi, IA & AS (PAG), Head of the Department, Kolkata – 700 001.

E-mail: [chaturvedis@cag.gov.in](mailto:chaturvedis@cag.gov.in)

5. Shri Jaideep Govind, IAS, Secretary General Chief Executive Officer of the Commission, NHRC, New Delhi.

E-mail: [sgnhrc@nic.in](mailto:sgnhrc@nic.in)

6. Shri Ajay Tyagi, Chairman of the Securities and Exchange Board of India (Sebi), Mumbai.

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7. Shri Sanjay Kothari, CVC, New Delhi.

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8. Shri S. K. Sadangi, CVO, CIL, Kolkata-700156

E-mail: [cvo@coalindia.in](mailto:cvo@coalindia.in)

9. CBI, Kolkata & Ranchi Zonal Offices, respectively:-

E-mail: [hozkol@cbi.gov.in](mailto:hozkol@cbi.gov.in)

E-mail: [hobacrnc@cbi.gov.in](mailto:hobacrnc@cbi.gov.in)

10. Ms. Saheli Ghosh Roy, Joint Secretary ((C&IC), North Block, New Delhi.

Email: [jscpg-mha@nic.in](mailto:jscpg-mha@nic.in)