



एनर्जी एफिशिएंसी सर्विसेज लिमिटेड
विद्युत मंत्रालय के सार्वजनिक क्षेत्र के उपक्रमों की संयुक्त उद्यम कंपनी
ENERGY EFFICIENCY SERVICES LIMITED
A JV of PSUs under the Ministry of Power

Ref. No. EESL/0320/११५

Date: 11.07.2023

To,

Mr. Brijesh Kumar
Senior Manager(Technical)
Emp Id- 20000153
Energy Efficiency Services Ltd.

Subject: Revised Monthly pay package for Fixed Tenure employees

Dear Mr. Brijesh,

Subsequent to emails issued dtd 30.11.2021 and 19.12.2022, the following benefits shall be applicable w.e.f. 20.12.2021-

| Basic Pay | Professional Updation | Health Insurance for FT | Transport Allow for FTs | Mobile Data Card FT | HRA for FTs | ER contribution to PF @ 13% (Incl of PF Admn and PF EDLI charges) | Special Pay Component | Total Monthly CTC |
|-----------|-----------------------|-------------------------|-------------------------|---------------------|-------------|--|-----------------------|-------------------|
| 61,453 | 2,251 | 1,115 | 6,753 | 6,275 | 26,337 | 7,989 | 12,828 | 1,25,000 |

1. Overall increase of 25% in initial monthly pay package (inclusive of increments already paid). This enhanced salary shall be paid as a Special pay component.
2. In addition to above, an 3% annual increment on Basic salary shall also be given subject to satisfactory performance.
3. Employees to be covered under the gratuity scheme as per applicable act.
4. EESL shall provide the Medical Insurance Policy of Rs. 6 Lakhs per Family to Employee+spouse+2 dependent children. The expenditure on Annual premium shall be borne by the EESL.
5. GPA Policy with Rs. 10 lakhs coverage to employee, shall be borne by the EESL.
6. The other standard terms and conditions of your initial offer of appointment shall be applicable.

Please provide the token of its acceptance and return the same for our record.

Looking forward to your continued contribution to EESL.

For, Energy Efficiency Services Limited

(Harleen Sachdeva)

हरलीन सचदेवा / Harleen Sachdeva
महाप्रबंधक (मानव संसाधन) / General Manager (HR)
एनर्जी एफिशिएंसी सर्विसेज लिमिटेड
ENERGY EFFICIENCY SERVICES LIMITED

REGISTERED OFFICE: (A Joint Venture of PSUs under Ministry of Power, Govt. of India)
Core - III, SCOPE Complex, Lodhi Road, New Delhi - 110003
Tel.: +91 (011) 45801260, Fax: +91 (011) 45801265
Website: www.eeslindia.org

पंजीकृत कार्यालय: एन. एफ. एल. बिल्डिंग, पाँचवा और छठा तल,
कोर - 3, स्कोप कॉम्प्लेक्स, लोधी रोड, नई दिल्ली - 110003
दूरभाष: +91 (011) 45801260, फैक्स: +91 (011) 45801265
वेबसाईट: www.eeslindia.org



एनर्जी एफिशिएंसी सर्विसेज लिमिटेड
विद्युत मंत्रालय के सार्वजनिक क्षेत्र के उपक्रमों की संयुक्त उद्यम कंपनी
ENERGY EFFICIENCY SERVICES LIMITED
A JV of PSUs under the Ministry of Power

Ref: EESL/23-24/Salary Certificate

Date – 10.08.2023

To Whom So Ever It May Concern

This is to certify that Sh. Brijesh Kumar (Emp. Code – 20000153) is employed in our organization since 20 June-2017 and he is at the position of Sr. Manager (Tech)/State Head – Gujarat.

Detail of his Salary is given below:

| Description | Earning |
|-------------------------------|-----------|
| Basic | 61,453 |
| Professional Updation | 2,251 |
| Health Insurance For FT | 1,115 |
| Transport Allowance For FTS | 6,753 |
| Mobile Data Card FTS | 6,275 |
| HRA FOR FTs/Regular | 26,337 |
| PF | 7,989 |
| Cafetria Allowance | 12,828 |
| Special Pay Component | |
| Fuel | |
| Additional Emoluments (Bonus) | 10,416 |
| Cab Facility Allowance | 45,000 |
| Super Annuation | |
| Medical reimbursement | |
| Total (Monthly) | 1,80,417 |
| Annual | 21,65,004 |

The above certificate is being issued on his request. EESL wish him good luck for his future. We focus on the betterment of individual and try to accommodate our employee in every suitable case.

We look forward to your sincerest cooperation in this regard.

Thanking You,

For, Energy Efficiency Services Limited

(Harleen Sachdeva)
Head – HR
EESL
150 Park Road, Lodhi Road, New Delhi - 110003

पंजीकृत कार्यालय: एन. एफ. एल. बिल्डिंग, पॉषवा और छठा तल,
कोर - 3, स्कोप कॉम्प्लेक्स, लोधी रोड, नई दिल्ली - 110003
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Tel.: +91 (011) 45801260, Fax: +91 (011) 45801265
Website: www.eeslindia.org

| | | | | | | | | | | |
|--|--------------|---------|------------|---|---|------------|---|------------|---|---------------|
| Emp. Name: BRIJESH KUMAR Emp. ID: 20000153 Pay Period: 01.10.2023 - 31.10.2023 | | | | Organization: EESL Department: STREET LIGHT Designation: SENIOR MANAGER (TECHNICAL) | | | UAN Number: PAN Number: AWDPK1733B Bank A/C: 113201505839 | | | |
| Hiring Date | Master Basic | DA Rate | Next Incr. | Earnings | - | Deductions | + | Adjustment | = | Take Home Pay |
| 20.06.2017 | 61,452.78 | 43.80 | 00.00.0000 | 117,011.14 | - | 49,007.00 | + | 0.00 | = | 68,004.14 |

| Earnings | | Deductions | |
|-------------------------|-------------------|---------------------|------------------|
| Basic Pay | 61,452.78 | Ee PF contribution | 7,374.00 |
| Spl Allow for FT | 12,827.68 | Ee VPF contribution | 20,000.00 |
| Professional Updation | 2,251.01 | Income Tax | 21,633.00 |
| Health Insurance for FT | 1,115.00 | | |
| Transport Allow for FTs | 6,753.05 | | |
| Mobile Data Card FT | 6,274.72 | | |
| HRA for FTs | 26,336.90 | | |
| Total | 117,011.14 | Total | 49,007.00 |

| Leave Quota | |
|-------------|--|
| | |
| | |

| Working Days/Approved Absences | |
|--------------------------------|-------|
| Calendar Days | 31.00 |
| Work Days | 22.00 |
| Absence Payout | 0.00 |
| LoP | 0.00 |
| Earned Leave | 0.00 |
| Casual Leave | 0.00 |
| HPL | 0.00 |
| RH | 0.00 |
| Paternity Leave | 0.00 |
| CCL | 0.00 |
| Study Leave | 0.00 |
| HD CL (Pre-Lunch) | 0.00 |
| HD CL (Post-Lunch) | 0.00 |
| Leaves (Only for FT) | 1.00 |

| Perks Details | Any other Income/Sec-10 ns | Form-16 Summary |
|---------------|-----------------------------|---|
| | Agg of Chapter VI 150000.00 | Gross Salary 1,537,376.48 Balance 1,537,376.00 Std Deduction 50,000.00 Aggrg Deduction 50,000.00 Incm under Hd Salary 1,487,376.00 Gross Tot Income 1,487,376.00 Agg of Chapter VI 150,000.00 Total Income 1,337,380.00 Tax on total Income 213,714.00 Tax payable and surcharge 222,263.00 Tax deducted so far 92,467.00 Income Tax 21,633.00 |

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| | | | | | | | | | | |
|--|--------------|---------|------------|---|---|------------|---|------------|---|---------------|
| Emp. Name: BRIJESH KUMAR Emp. ID: 20000153 Pay Period: 10.11.2023 - 10.11.2023 | | | | Organization: EESL Department: STREET LIGHT Designation: SENIOR MANAGER (TECHNICAL) | | | UAN Number: PAN Number: AWDPK1733B Bank A/C: 113201505839 | | | |
| Hiring Date | Master Basic | DA Rate | Next Incr. | Earnings | - | Deductions | + | Adjustment | = | Take Home Pay |
| 20.06.2017 | | 43.80 | 00.00.0000 | 125,000.00 | - | 39,000.00 | + | 0.00 | = | 86,000.00 |

| Earnings | | Deductions | |
|----------|------------|------------|-----------------|
| Bonus | 125,000.00 | Income Tax | 39,000.00 |
| Total | | 125,000.00 | Total 39,000.00 |

| Leave Quota | |
|-------------|--|
| | |

| Working Days/Approved Absences | |
|--------------------------------|------|
| Calendar Days | 1.00 |
| Work Days | 1.00 |
| Absence Payout | 0.00 |
| LoP | 0.00 |
| Earned Leave | 0.00 |
| Casual Leave | 0.00 |
| HPL | 0.00 |
| RH | 0.00 |
| Paternity Leave | 0.00 |
| CCL | 0.00 |
| Study Leave | 0.00 |
| HD CL (Pre-Lunch) | 0.00 |
| HD CL (Post-Lunch) | 0.00 |
| Leaves (Only for FT) | 0.00 |

| Perks Details | Any Other Income/Exemptions | Form-16 Summary |
|---------------|-----------------------------|----------------------|
| | | Income Tax 39,000.00 |

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| | | | | | | | | | | |
|--|--------------|---------|------------|---|---|------------|---|------------|---|---------------|
| Emp. Name: BRIJESH KUMAR Emp. ID: 20000153 Pay Period: 01.11.2023 - 30.11.2023 | | | | Organization: EESL Department: STREET LIGHT Designation: SENIOR MANAGER (TECHNICAL) | | | UAN Number: PAN Number: AWDPK1733B Bank A/C: 113201505839 | | | |
| Hiring Date | Master Basic | DA Rate | Next Incr. | Earnings | - | Deductions | + | Adjustment | = | Take Home Pay |
| 20.06.2017 | 61,452.78 | 43.80 | 00.00.0000 | 117,011.14 | - | 49,807.00 | + | 0.00 | = | 67,204.14 |

| Earnings | | Deductions | |
|-------------------------|-------------------|---------------------|------------------|
| Basic Pay | 61,452.78 | Ee PF contribution | 7,374.00 |
| Spl Allow for FT | 12,827.68 | Ee VPF contribution | 20,000.00 |
| Professional Updation | 2,251.01 | Income Tax | 22,433.00 |
| Health Insurance for FT | 1,115.00 | | |
| Transport Allow for FTs | 6,753.05 | | |
| Mobile Data Card FT | 6,274.72 | | |
| HRA for FTs | 26,336.90 | | |
| Total | 117,011.14 | Total | 49,807.00 |

| Leave Quota | |
|-------------|--|
| | |
| | |

| Working Days/Approved Absences | |
|--------------------------------|-------|
| Calendar Days | 30.00 |
| Work Days | 22.00 |
| Absence Payout | 0.00 |
| LoP | 0.00 |
| Earned Leave | 0.00 |
| Casual Leave | 0.00 |
| HPL | 0.00 |
| RH | 0.00 |
| Paternity Leave | 0.00 |
| CCL | 0.00 |
| Study Leave | 0.00 |
| HD CL (Pre-Lunch) | 0.00 |
| HD CL (Post-Lunch) | 0.00 |
| Leaves (Only for FT) | 0.00 |

| Perks Details | Any other Income/Sec-10 ns | Form-16 Summary |
|---------------|-----------------------------|--|
| | Agg of Chapter VI 150000.00 | Gross Salary 1,675,204.16 Balance 1,675,204.00 Std Deduction 50,000.00 Aggrg Deduction 50,000.00 Incm under Hd Salary 1,625,204.00 Gross Tot Income 1,625,204.00 Agg of Chapter VI 150,000.00 Total Income 1,475,204.00 Tax on total Income 255,061.20 Tax payable and surcharge 265,264.00 Tax deducted so far 153,100.00 Income Tax 22,433.00 |

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| | | | | | | | | | | |
|--|--------------|---------|------------|---|---|------------|---|------------|---|---------------|
| Emp. Name: BRIJESH KUMAR Emp. ID: 20000153 Pay Period: 01.12.2023 - 31.12.2023 | | | | Organization: EESL Department: STREET LIGHT Designation: SENIOR MANAGER (TECHNICAL) | | | UAN Number: PAN Number: AWDPK1733B Bank A/C: 113201505839 | | | |
| Hiring Date | Master Basic | DA Rate | Next Incr. | Earnings | - | Deductions | + | Adjustment | = | Take Home Pay |
| 20.06.2017 | 61,452.78 | 43.80 | 00.00.0000 | 117,011.14 | - | 50,807.00 | + | 0.00 | = | 66,204.14 |

| Earnings | | Deductions | |
|-------------------------|-------------------|---------------------|------------------|
| Basic Pay | 61,452.78 | Ee PF contribution | 7,374.00 |
| Spl Allow for FT | 12,827.68 | Ee VPF contribution | 20,000.00 |
| Professional Updation | 2,251.01 | Income Tax | 23,433.00 |
| Health Insurance for FT | 1,115.00 | | |
| Transport Allow for FTs | 6,753.05 | | |
| Mobile Data Card FT | 6,274.72 | | |
| HRA for FTs | 26,336.90 | | |
| Total | 117,011.14 | Total | 50,807.00 |

| Leave Quota | |
|-------------|--|
| | |
| | |

| Working Days/Approved Absences | |
|--------------------------------|-------|
| Calendar Days | 31.00 |
| Work Days | 21.00 |
| Absence Payout | 0.00 |
| LoP | 0.00 |
| Earned Leave | 0.00 |
| Casual Leave | 0.00 |
| HPL | 0.00 |
| RH | 0.00 |
| Paternity Leave | 0.00 |
| CCL | 0.00 |
| Study Leave | 0.00 |
| HD CL (Pre-Lunch) | 0.00 |
| HD CL (Post-Lunch) | 0.00 |
| Leaves (Only for FT) | 1.00 |

| Perks Details | Any other Income/Sec-10 ns | Form-16 Summary |
|---------------|-----------------------------|--|
| | Agg of Chapter VI 150000.00 | Gross Salary 1,688,031.84 Balance 1,688,032.00 Std Deduction 50,000.00 Aggrg Deduction 50,000.00 Incm under Hd Salary 1,638,032.00 Gross Tot Income 1,638,032.00 Agg of Chapter VI 150,000.00 Total Income 1,488,032.00 Tax on total Income 258,909.60 Tax payable and surcharge 269,266.00 Tax deducted so far 175,533.00 Income Tax 23,433.00 |

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एनर्जी एफिशिएंसी सर्विसेज लिमिटेड
(भारत सरकार, विद्युत मंत्रालय के सार्वजनिक क्षेत्र के उपक्रमों का संयुक्त उद्यम)
ENERGY EFFICIENCY SERVICES LIMITED
(A JV of PSUs under the Ministry of Power, Govt. of India)
CIN : U40200DL2009PLC196789

Ref. No.: EESL/0320/ 1347

SPEED POST

Date: 11/05/2017

To,
Mr. Brijesh Kumar
E-306, Swati Residency-4, I.O.C. Road, Chandkheda
Ahmedabad
Gujarat- 382424
Mob: 9374933498

Sub: Offer of appointment for Sr. Manager (Technical) (UR) on Fixed Tenure Basis

Sir,

With reference to the interview held on 28/03/2017, we are pleased to offer you engagement as Senior Manager (Technical) at Energy Efficiency Services Limited on fixed tenure basis. The terms and conditions of your engagement at EESL are enumerated below:

1. Your engagement at EESL is on fixed tenure initially for the period of 4.5 years commencing on the date of your assumption of duties at EESL.
2. Your CTC shall be 1, 00,000 per month/- during the period of your engagement at EESL as per details enclosed at Annexure-I.
3. You shall be covered under the Contributory Provident Fund with effect from the date of your joining this organization which is part of your CTC.
4. No other pay, allowance or benefit, except those specified above, will be admissible to you.
5. The engagement can be terminated by giving a notice of one month in writing on either side or payment in lieu thereof. However, in case of serious lapses in conduct / performance, the EESL management may terminate your services without any notice.
6. You will be assigned the responsibility of execution of projects undertaken by EESL at different sites anywhere in India. The nature of your job may require you to be deputed at project site for long durations. The job may require travelling on your part. You will be eligible for TA/DA at E5 Level as per EESL Rules.
7. In addition to the above, you will be required to perform all such duties which will be assigned to you by the Competent Authority from time to time.
8. You will be granted total 02 (two) days of leave every month during the tenure of each year of your engagement, which will be credited to you biannually. The leaves will not be carried forward in the next calendar year. For part of the year, proportionate leave will be credited.

कॉर्पोरेट ऑफिस / Corporate Office

चौथा एवं पांचवा तल, आई.डब्ल्यू.ए.आई. भवन,
ए-13, सेक्टर - 1, नोएडा - 201301, (उत्तर प्रदेश)
4th & 5th Floor, IWAI Building,
A-13, Sector - 1, Noida - 201301, (UP)
दूरभाष / Phone: 91-120-4908000 फ़ैक्स / Fax: 91-120-4908099

रजिस्टर्ड ऑफिस / Registered Office

चौथा तल, सेवा भवन,
आर0 के0 पुरम, नई दिल्ली-110066
4th Floor, Sewa Bhawan,
R. K. Puram, New Delhi - 110066
वेबसाइट / Website : www.eeslindia.org





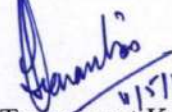
एनर्जी एफिशिएंसी सर्विसेज लिमिटेड
(भारत सरकार, विद्युत मंत्रालय के सार्वजनिक क्षेत्र के उपक्रमों का संयुक्त उद्यम)
ENERGY EFFICIENCY SERVICES LIMITED
(A JV of PSUs under the Ministry of Power, Govt. of India)
CIN : U40200DL2009PLC196789

9. You may note that your engagement at EESL is on fixed tenure basis and you will not have any claim whatsoever for regularization / absorption in the regular roles of EESL.
10. If any information furnished by you is found incorrect at any point of time during your tenure, your engagement is liable to be terminated forthwith.

It may please be noted that this offer of appointment is subject to your medical fitness. A Performa of Medical Fitness Certificate is enclosed. You are requested to get yourself medically examined and obtain a Medical Certificate in the enclosed format from a Registered Medical Practitioner not below the rank of MBBS and submit the same on your joining.

You are required to report at this office for joining duty on any working day within 30 days, failing which this offer letter will be treated as withdrawn. You shall bring photocopies of the certificates in support of your qualification and experience and submit the same at the time of joining duty. You are also required to submit a declaration and also the details of two references in the enclosed format.

Yours faithfully,


(Taranpreet Kaur)
Manager (HR)

Enclose.

1. Performa of Medical Fitness Certificate
2. Format of Declaration
3. Acceptance of offer
4. Two References

कॉरपोरेट ऑफिस / Corporate Office

चौथा एवं पांचवा तल, आई.डब्ल्यू.ए.आई. भवन,
ए-13, सेक्टर - 1, नोएडा - 201301, (उत्तर प्रदेश)
4th & 5th Floor, IWAI Building,
A-13, Sector - 1, Noida - 201301, (UP)
दूरभाष / Phone: 91-120-4908000 फ़ैक्स / Fax: 91-120-4908099

रजिस्टर्ड ऑफिस / Registered Office

चौथा तल, सेवा भवन,
आर0 के0 पुरम, नई दिल्ली-110066
4th Floor, Sewa Bhawan,
R. K. Puram, New Delhi - 110066
वेबसाइट / Website : www.eeslindia.org



Annexure-I

Salary Components

| Post | Basic | HRA | Conveyance Allowance | Mobile & Data Card Allowance (*) | Professional Development Allowance | Total in Rs.(Per Month) | PF (Employer Contribution) | Health & Accidental Insurance | CTC |
|-------------------|-------|-------|----------------------|----------------------------------|------------------------------------|-------------------------|----------------------------|-------------------------------|--------|
| Sr. Manager(Tech) | 54600 | 23400 | 6000 | 5575 | 2000 | 91575 | 7018 | 1407 | 100000 |

*Mobile Handsets and Data Cards to be procured and maintained by the Executives themselves at their cost.

ENERGY EFFICIENCY SERVICES LIMITED
A-13, IWAI Building, 4th & 5th Floor, Sec-1, Noida-201301.

Ref No.: EESL/0338/4478

Date: 12/07/2017



OFFICE ORDER

In pursuance to the Offer Letter with Ref. No. EESL/0320/1347 dated 11/05/2017, Mr. Brijesh Kumar has joined EESL on 20/06/2017 (FN) as Sr. Manager (Technical), (Grade-E5) on Fixed Tenure basis for a period of 4.5 years. His place of posting is Shimla (Himachal) and shall look after UJALA, Street Light, Building, MEEP Projects, as well as other Energy Efficiency activities in Shimla. He is hereby nominated as Regional Manager (Shimla) and this supersedes previous orders in this regard. He shall administratively report to Mr. Prabhat Kumar, AGM (Tech), and functionally report to all Unit Heads/NPM at Corporate Office for other projects till further orders.

This issues with the approval of the Competent Authority.

Mahesh Sharma

Mahesh Sharma
Manager (HR)

Copy to:

1. Mr. Brijesh Kumar, Sr. Manager (Technical)
2. Mr. Prabhat Kumar, AGM (Tech)
3. ES to MD
4. All CGMs
5. All Unit Heads
6. All Executives of EESL
7. Project Offices
8. AGM-Finance (1)
9. SAP -HR
10. Personal file of Mr. Brijesh Kumar, Sr. Manager (Technical)

ENERGY EFFICIENCY SERVICES LIMITED
A-13, IWAI Building, 4th & 5th Floor, Sec-1, Noida-201301.


Ref No.: EESL/HR-03/02/3644

Date: 07/08/2018

JOINING ORDER

With reference to the Office Order vide Ref. no. EESL/0324/3354 dated 23/07/2018, Mr. Brijesh Kumar, Senior Manager (Technical), (Emp. Code: 20000153), has joined at Ahmedabad (Gujarat) on 06/08/2018 (F/N).

Rest remains the same.


Mahesh Sharma
Manager (HR)

Copy to:

1. Mr. Brijesh Kumar, Senior Manager (Technical)
2. Director (Finance)
3. Chief Operating Officer/H(HR)/All CGMs
4. ES to MD {for kind information of MD}
5. DGM (Finance)
6. SAP-HR/Travel Desk/PMS
7. Personal file of Mr. Brijesh Kumar, Senior Manager (Technical)
8. Apps Portal under Office Order/Circulars section

ENERGY EFFICIENCY SERVICES LIMITED
5th & 6th Floor, NFL Building, Core – 3, Scope Complex, Lodhi Road, New Delhi-110003

Ref.: EESL/0338/ 2223

Date: 25.10.2023


OFFICE ORDER

Shri Brijesh Kumar, Senior Manager (Technical)/Gujarat State Head (Lighting), Emp Id-20000153 is, hereby, nominated as Gujarat State Head (Growth) – Western Regional Cluster.

The above arrangement is in addition to his present assignment of Gujarat State Head (Lighting).

This arrangement comes into force with immediate effect.

This issues with the approval of the Competent Authority.


Harleen Sachdeva
Head (HR)

Distribution List: -

1. Shri Brijesh Kumar, Senior Manager (Technical)
2. CEO, EESL Secretariat
3. Group Executive Director (Commercial)/ Group Executive Director (Projects & BD)
4. CVO, EESL
5. All CGMs/Regional Cluster Heads
6. All Employees of EESL
7. E-Sampark under Office Order
8. Personal file of the concerned

Extension in service period (FT) with EESL

Corporate HR <corporate_hr@eesl.co.in>

Tue 11/14/2023 1:10 PM

To: Brijesh Kumar <bkumar1@eesl.co.in>

Cc: Ajay Raj <araj@eesl.co.in>; Harleen Sachdeva <hsachdeva@eesl.co.in>

Dear Sir,

We are pleased to inform that your service period (Fixed Tenure) with EESL has been extended upto 19.12.2024 on the existing terms and conditions.

Please provide your acceptance on the same.

Looking forward to your continued contribution to EESL.

This issues with the approval of the Competent Authority.

With Regards,

Corporate HR Team

Energy Efficiency Services Limited | An entity under the Ministry of Power

Corporate Office :

5th & 6th Floor,

Core-3, Scope Complex, Lodhi Road, New Delhi-110003