

July 23, 2020

CHR:GET: NIT Srinagar
Mechanical Engineering

Mr. Raghav Khurana
H.No. 374 Street No.2 Canal Colony

Fatehabad
Haryana-125050
7357878778
raghav.khurana2110@gmail.com

Dear Mr. Raghav Khurana

APPOINTMENT AS GRADUATE ENGINEER TRAINEE - 2020

With reference to the interview you had with us, we have great pleasure in appointing you as a **Graduate Engineer Trainee (GET)**. You will initially be posted in L&T Power on the following terms and conditions:

1. Medical Fitness and Academic Requirement:

The offer is inter alia subject to your

- a. Being found medically fit by the Company's authorized Doctor;
- b. Being qualified according to all the Eligibility criteria as communicated at the time of Campus Recruitment.
- c. Completion of all the academic requirements for B.E. / B Tech course

2. Period of Training :

The Period of training will be for **One year** from the date of commencement of training.

The training commences on **August 17, 2020** and it is essential that you join on this date.

You may be placed at any Location/ including project sites / Department, Function, or Offices of the Company and /or its Associate / Subsidiary Companies.

After accepting our offer, if you do not report on the date of joining, this letter of appointment stands automatically withdrawn. However, the Company reserves its right to change the date of joining at anytime.

The Company may, at its discretion, extend the period of training by such other period/s as it may deem fit based on the evaluation of your learning at any time during the said period. You may also note that the training period will not be reckoned as 'Service'.

3. Stipend & Allowances :

During the course of your training, the Company will pay you Stipend and Allowances as per details in Annexure. These allowances may vary depending on the location of your posting.

16. Acceptance Letter :

We would advise you to sign online and submit your acceptance within 10 days from the date of this letter. In case we do not hear anything from you by that date, we will presume that you are not interested in our offer. Thereafter, this offer of appointment as Graduate Engineer Trainee shall lapse automatically.

You will keep us informed of your local / contact address & Email ID whenever there is any change.

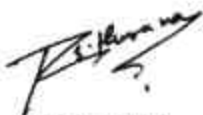
We welcome you to our company and look forward to a long and fruitful association with you.

Yours faithfully,
for LARSEN & TOUBRO LIMITED,



(ASHISH WADEKAR)
SENIOR DEPUTY GENERAL MANAGER
YOUNG PROFESSIONAL TALENT ACQUISITION
CORPORATE HR & PERSONNEL

I have read, understood and accept the terms and conditions herein and affix my signature hereunder in confirmation of acceptance of my appointment.



July 29, 2020

(Signature & date)



L&T - MHI Power Boilers Private Limited
(Formerly known as L&T - MHI Boilers Private Limited)
122A, Delhi Mathura Road,
Near Sarai Metro Station,
Faridabad-121003, INDIA
Tel : + 91 129 429 1000
Fax : + 91 129 429 1222
www.ltmhpower.com

Date: 17th August 2021

L&T - MHI Power Boilers/Engg/GET-2020: 20313007

Mr. Raghav Khurana
LMS- Engineering

Through : KGR 

Dear Sir,

CONFIRMATION OF YOUR APPOINTMENT

We have pleasure in confirming your appointment with us in the Company's Executive Cadre in our establishment at Faridabad, with effect from **17th August 2021** on the following terms and conditions of service:

1. GRADE & REMUNERATION

Your Basic Salary will be Rs. **16000/-** (Rupees Sixteen Thousand Only) per month in the **Executive Cadre**, in **E1** Grade.

You will also be eligible for allowances/benefits applicable to your grade, as per Company's rules given in the (**Annexure - I**).

2. SALARY REVIEW

Your increments will depend on:

- The financial results of the Company and that of your Department, and
- Your individual performance.

Subject to the above, increments will be granted within the above Grade.

3. PLACE OF WORK

You will be assigned to work at **Faridabad Establishment**. However you will be liable to be transferred to any of the Company's Establishments/Works/Project Sites in India or outside or any of its Subsidiaries/Associates/Joint-Venture Companies, as and when required by the Management.

4. HOURS OF WORK AND PAID HOLIDAYS

You will adhere to the working hours schedule and holidays' list as applicable to the Location of your work/posting

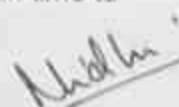
5. PERFORMANCE LINKED REWARD

You will be considered for Performance linked reward for each financial year (April to March), as decided by the Management, in the following July, based on Company/Group/Business Unit performance and your own individual performance.

Performance linked reward on pro-rata basis relating to the performance in the previous financial year will be considered in the following July, provided the employee has joined the Company on or before 2nd January.

Payment of Performance Linked Reward amount shall be forfeited for the employees who resign and / or are serving notice period on or before the date of payment.

This is as per present reward guidelines, which are reviewed for change from time to time.



PWR: LMB: HR: 20313007

1st July 2022

Mr. Raghav Khurana
LMB-Engineering
Faridabad

Dear Colleague,

Annual Review of Compensation - FY 2021-22

The Performance Appraisal process for FY 2021-22 has been completed. You have been rated as a Top Performer, relative to your peers, for good contribution to your Department's performance. The Management appreciates your contribution.

We are sure that you would strive to demonstrate still higher levels of performance over the years to help your Department achieve its objectives.

Based on Company Performance and your own contributions during FY 2021-22 your Annual Increments and Performance Linked Rewards are as under:

A. Annual Increments:

As part of annual increments, your **Basic Salary & Flexi Pay 2** will be revised effective 1st July 2022.

Please note that, this year Annual Increment has been granted in Flexi Pay 2 instead of Flexi Pay 1 & Additional Allowance, in addition to Basic Salary.

Please refer Annexure A.

B. Performance Linked Reward (PLR)

You will be paid a one-time amount of **₹65340/-** as Annual Performance Linked Reward (PLR) based on the Company/IC/SBG performance and your own contribution during the year 2021-22.

The above PLR amount is inclusive of bonus payable, if any, for the year 2021-22 under the Payment of Bonus Act, 1965 including any amendments thereto.

Your Cost to Company (CTC) effective 1st July 2022 is as per Annexure A.



Mr. Raghav Khurana
LMB-Engineering

Only Basic Salary shall attract retiral benefits and other allowances/payments shall not do so.

Tax liability, if any, on the above payments will be to your account.

Total confidentiality of the amounts awarded is very important. Disclosure of the same will be treated as breach of trust and will be viewed seriously.

All other terms and conditions of your existing employment shall continue to be in force and effect.

We wish you success in your efforts to achieve the objectives assigned to you.

Yours Sincerely,
For **L&T - MHI Power Boilers Private Limited**

Sd/-
Prem Prakash Akhauri
Head – Human Resources

Encl: CTC - Annexure A
CC: Staff File

PWR: LMB: HR: 20313007

31st December 2022

Mr. Raghav Khurana
LMB-Engineering
Faridabad

Dear Colleague,

PROMOTION

Congratulations !! Based on your consistent performance during the recent past, the Management has decided to promote you with effect from 1st January 2023.

You are promoted to **Grade E2**.

Your Basic Salary effective 1st January 2023, shall be **₹16920/-** per month.

Consequent to your promotion, your salary and allowances as per the new grade will be as per **Annexure**.

Tax liability, if any, on the above payments will be to your account.

Total confidentiality of the amounts awarded is very important. Disclosure of the same will be treated as breach of trust and will be viewed seriously.

All other terms and conditions of your existing employment shall continue to be in force and effect.

We wish you success in your efforts to achieve the objectives assigned to you.

Yours Sincerely,
For **L&T - MHI Power Boilers Private Limited**

Sd/-
Prem Prakash Akhauri
Head – Human Resources

Encl.: Annexure
CC: Staff File

Page 1 of 2



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12/4, Delhi Mathura Road,
Near Sarai Metro Station,
Faridabad-121003, INDIA
Tel: +91 129 429 1000
Fax: +91 129 429 1222
www.Lntmhipower.com

1st July, 2023

PER-03 : E2 : 20313007

MR. RAGHAV KHURANA
LMB-ENGINEERING
FARIDABAD

Dear Sir,

Annual Review of Compensation – FY 2022-23

The Performance Appraisal process for FY 2022-23 has been completed. You have been rated as a Top Performer, relative to your peers, for good contribution to your Department's performance. The Management appreciates your contribution.

We are sure that you would strive to demonstrate still higher levels of performance over the years to help your Department achieve its objectives.

Based on Company Performance and your own contributions during FY 2022-23, your Annual Increments and Performance Linked Rewards are as under:

A. Annual Increments:

As part of annual increments, your **Basic Salary & Flexi Pay 2** will be revised effective 1st July 2023. Please refer Annexure A.

B. Performance Linked Reward (PLR)

You will be paid a one-time amount of ₹ 1,02,900/- as Annual Performance Linked Reward – PLR based on the Company/IC/SBG performance and your own contribution for the period served in FY 2022-23.

The above PLR amount is inclusive of bonus payable, if any, for FY 2022-23 under the Payment of Bonus Act, 1965 including any amendments thereto.

Your Cost to Company (CTC) effective 1st July 2023 is as per Annexure A.

Only Basic Salary shall attract retiral benefits and other allowances/payments shall not do so. Tax liability, if any, on the above payments will be to your account.

PER-03:E2: 20313007

Total confidentiality of the amounts awarded is very important. Disclosure of the same will be treated as breach of trust and will be viewed seriously.

All other terms and conditions of your existing employment shall continue to be in force and effect.

We wish you success in your efforts to achieve the objectives assigned to you.

Sincerely,

for **L&T- MHI Power Boilers Private Limited**

A handwritten signature in black ink, appearing to read 'T K Ramachandran', with a horizontal line underneath.

T K RAMACHANDRAN
HEAD - HR, POWER IC

PER-03 ; E2 ; 20313007

1st July, 2024

MR. RAGHAV KHURANA
LMB-ENGINEERING
KNOWLEDGE CITY VADODARA

Dear Sir,

Annual Review of Compensation – FY 2023-24

The Performance Appraisal process for FY 2023-24 has been completed. You have been rated as a Top Performer, relative to your peers, for good contribution to your Department's performance. The Management appreciates your contribution.

We are sure that you would strive to demonstrate still higher levels of performance over the years to help your Department achieve its objectives.

Based on Company Performance and your own contributions during FY 2023-24, your Annual Increments and Performance Linked Rewards are as under:

A. Annual Increments:

As part of annual increments, your **Basic Salary & Flexi Pay 2** will be revised effective 1st July 2024. Please refer Annexure A.

B. Performance Linked Reward (PLR)

You will be paid a one-time amount of **₹ 1,20,400/-** as Annual Performance Linked Reward – PLR based on the Company/IC/SBG performance and your own contribution for the period served in FY 2023-24.

The above PLR amount is inclusive of bonus payable, if any, for FY 2023-24 under the Payment of Bonus Act, 1965 including any amendments thereto.

Your Cost to Company (CTC) effective 1st July 2024 is as per Annexure A.

Only Basic Salary shall attract retiral benefits and other allowances/payments shall not do so. Tax liability, if any, on the above payments will be to your account.

PER-03:E2: 20313007

Total confidentiality of the amounts awarded is very important. Disclosure of the same will be treated as breach of trust and will be viewed seriously.

All other terms and conditions of your existing employment shall continue to be in force and effect.

We wish you success in your efforts to achieve the objectives assigned to you.

Sincerely,

for **L&T- MHI POWER BOILERS PRIVATE LIMITED**

A handwritten signature in black ink, appearing to read 'T K Ramachandran', with a horizontal line underneath.

T K RAMACHANDRAN

HEAD - HR, L&T ENERGY-CARBONLITE SOLUTIONS