

ಬಿಇಎಂಎಲ್ ಲಿಮಿಟೆಡ್  
बीईएमएल लिमिटेड  
BEML LIMITED



Schedule 'A' Company under Ministry of Defence, Govt. of India

Defence & Aerospace | Mining & Construction | Rail & Metro

KP/5/106/2023/56

Date: 20<sup>th</sup> Jan 2023

Mr. RAJMANI SINGH

WARD NO 3 POLICE STATION KHAJALI  
MADHUBANI, BIHAR, PIN-847228

Sub.: Engagement as Junior Executive (Electronics) for Fixed Tenure at MYSORE COMPLEX, Karnataka.

On the subject, please refer to your application against BEML's advertisement dated 18.10.2022. Based on your performance in the written test held on 11.12.2022 and you're having been Medically fit and your participation in the "Rozgar Mela" on 20<sup>th</sup> January 2023, we are pleased to engage you as Junior Executive on Fixed Tenure Basis in our Company as per the following terms and conditions:

- The engagement will be for a period of three years from the date of your reporting at BEML Limited. Your engagement will be reviewed every year & continuation will be subject to business requirement, good conduct and "Very Good" performance based on BEML performance appraisal system.
- You will be entitled to a consolidated remuneration of Rs.28,000/- per month for first year with an increase of Rs.3000/- every Year.

Besides, you will also be entitled to a lumpsum of Rs.11,000/- consisting of the Uniform stitching (Rs. 1000/Year), Conveyance & Mobile Charges (Rs.6000/Year), Medical Insurance -Rs.3000/- & Term plan -Rs.1000/- Per annum. This will be paid in two equal installments in a year, after completion of the first six months. 2 sets of Uniform and 1 pair of Footwear will also be provided/Year. Applicable Taxes will be effective on the above.

Canteen facilities and Transport facilities may be extended at the subsidized rates subject to availability at the place where you are posted and subject to changes from time to time. For locations where canteen facility is not available, Rs. 1000/- pm will be paid in lieu of.

During the period of engagement, you will be eligible for one day leave for every completed month excluding the weekly off and National and other holidays notified by the Company from time to time.

You will also be permitted to avail 'Free Doctor's Consultation' at the BEML Medical Centres, wherever the same is available. However, the costs of Medicines shall be charged as per the existing Company Rules.

- Upon joining, you will be required to set the Goals & Targets jointly with your Supervisor, which will be reviewed periodically. In case your performance is found to be below "Very Good" or conduct is not appropriate, your engagement will be terminated. The engagement can be terminated even earlier, with one month notice in writing on either side or on payment (Consolidated Remuneration) in lieu of the notice. BEML may terminate the engagement without notice or compensation in lieu of notice unless otherwise the situation demands an immediate termination of engagement.
- You will be governed by the Rules, Disciplines, Office/ Factory timings including Shift timings of the place of posting. You will also be required to abide by the instruction/ directions of HoD concerned/ HR Department on various matters of your service/ working conditions.
- You may be deputed to outstation duties with respect to the project and TA/DA will be reimbursed as per applicable Company Policy. You are also required to relocate to other BEML locations based on Company's Business requirements.
- You shall not communicate directly or indirectly any official document or any part thereof, or part with any information, which comes into your possession or knowledge, during and in connection with your engagement to any other person to whom you are not authorized to communicate such document, article, paper etc., without obtaining prior and specific approval of the Company.
- You shall maintain utmost secrecy of the work related aspects of the assigned job/project, any classified/secret/critical information relating to the assigned job/project in the interest of the progress of the project, and the national interest and also safeguard the security of all such information/documents to which you have access in the course of performance of your duties or which or which you come in possession of in any other way. In this regard, you are required to execute **Non-Disclosure Agreement (NDA)** on a non-judicial stamp paper of the requisite value.
- You shall maintain absolute integrity, devotion to duty and do nothing which is against the interest of the Job/Project/Company.

*R. Singh*

Page 1 of 2

ಪ್ರಧಾನ ಕಛೇರಿ Corporate Office:

'ಲೆಡರ್ ಸೌಧ', ೨೩/೧, ೪ನೇ ಮುಖ್ಯ ರಸ್ತೆ, ಸಂಪನ್ಮೂಲಮಂತ್ರ, ಬೆಂಗಳೂರು - ೫೬೦ ೦೯೭. ದೂರವಾಣಿ ಸಂಖ್ಯೆ: +೯೧ ೮೦ ೨೨೯೬೨೨೭೯

BEML Soudha, 23/1, 4th Main, S R Nagar, Bangalore - 560027, Tel. +91 80 22963279

e-mail: recruitment@bemi.co.in @cmdbemi @BEMLHQ

CIN: L35202KA1964GOI001530, GST NO. 29AAAC88433D12U

[www.bemlindia.in](http://www.bemlindia.in)

KP/5/106/2023/ 56

Date: 20<sup>th</sup> Jan 2023

- i) During the fixed tenure period, you will be bound by the rules and regulations of the company including rules on Conduct and Discipline as applicable.
- ii) Please note that this engagement is contractual and you shall not deem/ assume to be on the rolls of the Company or entitled for benefits on par with other permanent employees of the Company.
- k) During the period of engagement, you shall not accept any other job/ assignments with any other Company/ Organization and shall devote whole time for the Company's Work. Further, you shall not associate with any Company/ Competitors of BEML Limited which may interfere with the business of the company resulting in any sort of conflict of interest and in this regard you will have to execute a declaration cum undertaking as per **Annexure -8**.
- l) You are required to provide a declaration regarding your relatives working in BEML or in other Company/ Firm/ Organization with which BEML has Business relationship or enjoying patronage as per **Annexure - A**.
- m) Your engagement will be subject to receipt of satisfactory verification of Caste/ Category and Character & Antecedents from the authorities concerned. Towards verification of character & antecedents, two original sets of the duly filled in **Attestation Form** (enclosed) are to be submitted at the time of reporting.
- n) You shall be required to handover all tools and fixtures, drawings, designs, documents, etc. related to the assignment which are in your possession to the authorized officials of the Company at the time of leaving the engagement on account of expiry of your fixed tenure or earlier termination.
- o) Company expects you to report immediately. If you are currently employed and willing to join BEML, you must complete the required formalities with current employer and intimate us the date of reporting at BEML and reasons for the delay thereof.
- p) If the above terms & conditions are acceptable to you, you will be required to report to **DGM(HR), BEML Mysore Complex, Belavadi Post, Mysore, Karnataka - 570018 (ph: 0821-2400317/516) on 21<sup>st</sup> of January, 2023 (Saturday) by 9:00AM**
- q) Out station candidates will be entitled for re-imbursement of travel expenditure towards reporting (by Train @ AC-III Tier charges) as per Company Rules. However, the said travel expenses are to be refunded in case of resignation within a period of 3 years from the date of reporting for duty.

2. The following Certificates / Documents, in original along with one set photocopy are to be produced while reporting for duty:

- a. Documents/Certificates in proof of your Date of Birth, Educational & Professional Qualifications, Previous Experience and Identity.
- a. Relieving Certificate from current employer (if applicable).
- b. Caste/ Category Certificate in the prescribed format Issued by Government of India (applicable for SC/ST/OBC/PwD & EWS)
- c. Duly filled Annexure A, Annexure B, Notarised-NDA & Attestation form (2 original sets).
- d. 2 (Two) recent passport size photographs.
- e. Letter of engagement & copy of Acceptance letter.

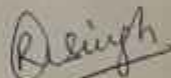
Yours Faithfully,  
For BEML Limited.

  
(Neena Singh)  
General Manager (HR)

Encl: Annexure- A, Annexure-B, NDA format & Attestation form.

I hereby accept the offer and Terms & Conditions of the engagement.

Date: 21/01/2023

  
Signature

\*Please mark a copy of acceptance to recruitment@beml.co.in.

# BEML LIMITED



Name : RAJMANI SINGH		Department : T284		PAN : GFMP86T83B				
Emp No. : 00070132		Location : MYSORE COMPLEX		Bank Name : UNION BANK OF INDIA				
Grade : C1		ESI No. :		Account No. : 345722010001210				
Category : OF		EPS No. :		Pay Period : JUL-2024				
R. Pay	FPI	DA	HRA	SPP	NPA	TRA	WSA	
PP	SWT	SRA	HTA	WLD	SPLA	DA% : 0.00	PFE% 52.00	
Cal Days 31	RG Days 31	Short Min	OT-S Hr	OT-D Hr	NSA II	NSA III	ASA-Hrs : 0.00	
ATTENDANCE DETAIL		EARNINGS		DEDUCTIONS		LEAVE BALANCE		
16	WH 31	8:00	Consolidate Pay	31000.00	Prof Tax	200.00	CL-0	
17	PH 02	2:15	Phone Call Refund	3000.00	Canteen Recovery	187.50	SL :	
18	3:45	03			Rent	138.00	ELVL: 4.5	
19	8:00	04			Travel Recovery	719.00	COMPANY LOAN BALANCES	
20	COM	05			Water	23.00		
21	COM	06			Rounding off adjustment	1.73		
22	8:00	07					PERKS/OTHER INCOME/EXEMPT/REBATES	
23	WH	08						
24	8:00	09					FORM 16 SUMMARY	
25	8:00	10					Gross Salary	375000.00
26	OSP	11					Balance	375000.00
27	OSP	12					Std Deduction	50000.00
28	OSP	13					Empmt tax (Prof Tax)	2400.00
29	OSP	14					Aggr Deduction	52400.00
30	WH	15					Inc'm under Hd Salary	322000.00
31							Gross Tot Income	322000.00
							Total Income	322000.00
Adjustment	4.23	TOTAL		34000.00	TOTAL			1289.23
Net Pay : 32735 THIRTY TWO THOUSAND SEVEN HUNDRED THIRTY FIVE								

Name : RAJMANI SINGH	Emp No. : 00070132
Department : T284	Pay Period : JUL-2024
Location : ENGINE DIVISION	
Certified that my Conveyance Expense is not less than my claim for Reimbursement for Car/ Two Wheeler.	
Certified that I have spent a sum exceeding Rs. 150/250/300/400/500 towards purchase of periodicals	
Gross : 34000.00	
Deduction : 1289.23	
Net Paid : 32735	

Name : RAJMANI SINGH	Emp No. : 00070132
Department : T284	Shift :
Location : ENGINE DIVISION 17 WCS-B/F & Lunch-Emp	
Route No. : 0000	Valid for month : AUG-2024
Destination :	Pass No. :
Not Transferable To be carried always	
No Refund for unutilised period	
Holder's Signature	Issuing Authority Signature