

Essar Steel Limited

ESH/PERS/03.03
February 8, 2002



Hazira-394 270. Dist. SURAT. (India)
Tel. Off. : 0261- 8326260/8326233
Telefax : 0261- 8326462/8326224/882796

SERVICE CERTIFICATE

Name : ASHWIN A. DIXIT
Emp. No. : 70838
Department : SERVICE CENTRE
Division : STEEL
Date of Joining : 22.05.1993
Date of Relieving : 31.01.2002
Designation at the time of Relieving : Sr. Engineer
Reason for Leaving : For better prospects
Salary at the time of Leaving : Basic Pay Rs. 3750.00 p.m.
C.O.L.A. Rs. 3500.00 p.m.
Washing Allowance Rs. 500.00 p.m.
HRA 60% of Basic OR
Company's Accom.
Conveyance Rs. 1250.00 p.m.
Telephone All. Rs. 500.00 p.m.
Education All. Rs. 200.00 p.m.
Executive. All. Rs. 3000.00 p.m.

Annual Benefits :
Medical Expenses Rs. 15000.00 p.a.
LTA Rs. 5000.00 p.a.
Corp. Attire Rs. 3750.00 p.a.
Commitment Bonus Rs. 7200.00 p.a.

ISO - 9002



for ESSAR STEEL LIMITED

DNV

REGISTERED FIRM

J.D. Kadam
(J.D. KADAM)
MANAGER (HR)

ISO - 14001



DNV

REGISTERED FIRM

An ISO 9002 Quality System Certified Company
Indias first ISO 14001 Environmental Management System Certified Steel Company