

HR (J)/APP/2010-11

Date: 14/10/2010

Mr. Santosh Kumar Singh
Hill View Colony,
Tayo Gate, Gamharia,
Jamshedpur.

Dear Mr. Santosh,

We are delighted to welcome you to RSB Transmissions (I) Ltd. Unit-2 (Excavator Division) and appoint you as a Sr. Manager - Purchase on the following terms and conditions.

01. PLACE OF POSTING: Your posting will be at RSB, Jamshedpur .

However, during employment with the Company, you may be posted / transferred to any of the offices / Plant/Projects / Divisions / Departments /Units/Location of the Company existing or to be set at any other location in India or abroad.

Your appointment takes effect from 14th October '2010.

02. COMPENSATION:

Your compensation on a cost to company basis (CTC) will be Rs.9,00,000/- (Rupees Nine lacs only) per annum & will be payable as per the Annexure-I.

03. PROVIDENT FUND SCHEME:

You will be eligible to become a member of our Provident Fund Scheme immediately on joining, as per the rules enforced from time to time. The Company contribution under this scheme is fixed at 12% of your Basic Salary + DA with a matching compulsory contribution from you. You will be required to submit necessary enrolment/transfer forms to the Location Human Resource Department immediately. You will be governed by the rules enforced from time to time.

04. GRATUITY:

As per the Gratuity Act, 1972 you will get gratuity benefits after the completion of 5 years of continuous service with the Company. You will be required to submit necessary nomination forms to the Location HR Head immediately. You will be governed by the rules enforced from time to time.