

March 23rd, 2026

Jindal Steel: CHRD: GET: 2026
Mr. Kunal Kumar
Email Id: kunalkr7073@gmail.com
Mobile: +91 6207899405

Dear. Mr. Kumar ,

With reference to your interview with us, we are pleased to appoint you as **Graduate Engineer Trainee (GET)** at **Jindal Steel Limited** on the following terms and conditions: -

- [1.0] You will report to **Head - Human Resource** for training at **Jindal Steel Limited**, on **July 1st, 2026**. Initially, you will be posted at **one of The Plant Locations of Jindal Steel in Chhattisgarh or Odisha**. However, during the course of employment, you are liable to be posted/ transferred to any sister concern/ subsidiary/ unit/ location/ offices/ projects/ divisions/ departments of the company in India or abroad at the sole discretion of the Company depending upon the exigencies of the business. On such transfer, you will be governed by the rules, regulations and such other conditions of employment as applicable at the place of transfer.
- [2.0] Your compensation on a Total Cost to company basis will be **Rs. 10,31,583 /- (Rupees Ten Lakhs Thirty One Thousand Five Hundred Eighty Three Only)** per annum. The detailed compensation structure is annexed with this letter. (Annexure1)
- [3.0] In addition to the CTC mentioned above, you will also be paid a Joining bonus of **Rs.2,00,000 /- (Rupees Two Lakhs Only)** at the time of your joining with Jindal Steel Limited however this will be recoverable in full if you leave the organization before 3 years of engagement with the company.
- [4.0] The perquisites applicable to your grade are subject to alteration and amendment and you will be entitled to the same as per the rule of the Company.
- [5.0] Your salary structure is individualized. Please keep it confidential and shall not share with anyone within or outside company. Doing so can lead to strict disciplinary action, including but not limited to termination of contract.

Jindal Steel Limited (Formerly Known as Jindal Steel & Power Limited)

📍 Jindal Centre, Plot No. 2, Sector - 32, Gurugram, Haryana - 122001

Registered Office: O.P. Jindal Marg, Hisar, Haryana - 125005

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✉ jsplinfo@jindalsteel.com

🌐 www.jindalsteel.com

CIN No.: L27105HR1979PLC009913

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- [6.0] Your appointment to the above position is subject to your being declared and remaining medically fit by a Medical Officer or by a Doctor specified by the company. The management has the right to get you medically examined by any certified medical practitioner during the period of your service. In case you are found medically unfit to continue with the job, you will lose your lien on the job.
- [7.0] In case information furnished in your application is found false or unsatisfactory, your services would be liable for termination at any time without any notice or compensation in lieu thereof.
- [8.0] Duration of your training period will be of one year. On successful completion of your training period, you will be confirmed and absorbed in the Grade of **Assistant Manager (CG4)**. Your training period shall deem to have been extended unless otherwise given to you in writing for confirmation of your services. During the training period, your employment with the company is terminable at any time, at 1 (one) months' notice by either side to the other in writing, or salary (Basic Salary Only) in lieu of notice. After completion of training period, your employment with the company is terminable at any time, at 3 (three) months' notice by either side to the other in writing, or salary in lieu of notice. In case notice pay (salary in lieu of notice) is payable by either party, the notice pay shall mean the Basic Salary only subject to any additional requirements under applicable laws. Under no circumstance, you shall be relieved from the services of the company at a shorter notice unless explicitly agreed by the company, in writing.
- [9.0] You will be bound by service rules, regulations and orders promulgated by the Company from time to time in relation to conduct, discipline, attendance and leave etc.
- [9.1] During the period of your service, in case of breach of the disciplinary rules of the company, your services will be terminated with immediate effect as per the company policy.
- [9.2] Separation from the company shall be governed as per company policy.
- [10.0] You will be governed by the Retirement/Superannuation policy of the company. The company may, however, continue your services beyond the Retirement age at its sole discretion.
- [11.0] The Company will expect high standards of performance, initiative, efficiency and economy from you. You should always be alive to the responsibilities and duties attached to the appointment and perform such duties, directions and instructions assigned or communicated to you by the management and those in authority over you. It is also understood that you shall not associate yourself in any manner amounting to breach of confidence reposed in you or inconsistent with the position of responsibility occupied by you.
- [11.1] You will promote and expand the business of the Company and will not undertake any direct/indirect business or work, honorary or remuneratory whether during or after the hours of employment without written sanction from the Management. Breach of this will lead to the termination of your service without any notice or any compensation in lieu of such notice.
- [11.2] You shall not seek membership of any local or public bodies without first obtaining written permission from the Management.

Jindal Steel Limited,

- [11.3] You shall never divulge any particulars or details of our manufacturing processes, technical know-how, any material provide to you by the company, security, administrative and/ or organizational matters of confidential nature to unauthorized person/ entity during the period of service or even afterwards by word of mouth or otherwise. You will know this information only by virtue of being our employee. This also includes such information as is already known to the public which also you will not release, use or disclose except with the prior written sanction of the Company. Your obligation to keep such information confidential shall remain even on termination or cancellation of this employment.
- [11.4] Any discovery, invention, process or improvement made or discovered by you while in our service will be disclosed to us and it shall belong absolutely to and be the sole and absolute property of the Company. If & when required to do so by the Company, you shall at the Company's expense, take out or apply for Latter's Patent, Licenses or other rights, privileges or protection as may be directed by us in respect of any such discovery, invention, process or improvement so that the benefit thereof shall accrue to us and you will execute and do all instruments, acts, deeds and things, which may be required by you for assigning, transferring or otherwise vesting the same and all benefits arising in respect thereof in our favour or in favour of such other person or persons, firms or companies, as we may direct as the sole beneficiary thereof.
- [11.5] You will not enter into any commitments or dealings on behalf of the Company for which you have no express authority nor alter or be a party to any alteration of any principle or policy of the Company or exceed the authority or discretion vested in you without the previous sanction of the Company or those in authority over you.
- [11.6] The property of the Company in your use, custody, care or charge will be your responsibility for the safe keeping and return in good condition. For the loss of any property of the company in your possession, the company will have a right to assess on its own basis and recover the damages of all such materials from you and to take such other action as it deems proper in the vent of your failure to account for such material or property to its satisfaction. You will hand over the charge of Letter of Authority or Power of Attorney issued to you or any property/ material of the company in your possession at the time of cessation of your employment with the company.
- [12.0] Your age mentioned in the matriculation/ Higher Secondary Certificate will be deemed to be the concrete proof of your date of birth.
- [13.0] Any change in your address should be intimated to the Management in writing within 10 days from the change of the same, failing which any communication sent on your last recorded address shall be deemed to have served on you.
- [14.0] Your present designation is subject to change depending upon the business assignments from time to time.

[Contd...4]

Jindal Steel Limited,

[15.0] You are required to bring the following documents at the time of your joining:

- i) Copy of academic / professional qualifications and Age proof along with all the original documents.
- ii) Four recent passport size color photographs & in case married, two photographs of your spouse & children.

[16.0] Any variation of the above terms and conditions will not be valid unless expressly made in writing.

Please sign the declaration and return the duplicate copy of this letter of appointment in token of your having accepted the above terms and conditions.

Thanking you,

Yours faithfully,

For **Jindal Steel Limited,**



Authorised Signatory

Declaration

I have read and understood the terms and conditions of the appointment letter and accept the same without any reservation and undertake to abide by them. In token of my acceptance, I have signed on the duplicate of this letter of appointment.

Date:

Signature:

Place:

Name:

[Contd...5]

Annexure 1

COMPENSATION STRUCTURE			
Name	Mr. Kunal Kumar		
Level / Grade	Graduate Engineer Trainee		
Location	Plant Location		
Tax Regime	Old Regime	New Regime	
Sl. No.	Particulars	Salary	
		Monthly (in Rs.)	Annual (in Rs.)
A	Basic Salary	30,000	3,60,000
B	Flexible Compensation Plan (Annexure - I)	41,400	4,96,800
C	Employer's contribution to PF	3,600	43,200
TOTAL FIXED PAY		75,000	9,00,000
D	Target Variable Pay*	8,333	1,00,000
(A+B+C+D)		83,333	10,00,000
E	Benefits:		
	Gratuity	1,443	17,316
	GPAI (as per Co. Policy)	75	900
	Medi-Claim (as per Co. Policy)	1114	13,371
TOTAL GROSS CTC (A+B+C+D+E)		85,965	10,31,583
You can choose the components of Flexible Compensation Plan from a host of Allowances / Reimbursements as given below in the Flexible Pay Chart provided the total of the component amounts chosen by you should not exceed the total Flexible Compensation Plan i.e., Rs. 41400/- Per Month			
Annexure - I Flexible Compensation Plan (FCP) Components			
Allowances/ Reimbursements		Entitlement (p.m.)	Claiming Yes / No
House Rent Allowance*		% of Basic	
Uniform Maintenance Allowance		600	
Children Hostel Allowance^		600	
Children Education Allowance		200	
Prof Pursuit Reimbursement		1000	
LTA (Max Value)** Per Annum		50000	
National Pension Scheme		10% of Basic	
Special Allowance		Balancing Figure	
# The amount of Target Variable Pay mentioned in your CTC is the amount that you will earn based on the performance standard and the targets set by the Management.			
* Incase of Metro - 50% of Basic Pay Incase of Non Metro - 40% of Basic Pay Incase of Plant/Project - 30% of Basic Pay. In case of company provided accommodation HRR @ Rs. 6 per square feet OR standard rent shall be deducted			
** LTA p.a. is subject to 2 Month's Basic or Amount Specified, whichever is less.			
^ Children Hostel Allowance - Rs. 300 per month per child			
Car can be leased under Car Lease Policy. EMI deduction made from salary and tax benefit on deducted amount can be availed			
The CTC would remain constant irrespective of any changes in the Statutory guidelines			

Yours Sincerely



Authorised Signatory

Accepted

Kunal Kumar