



vedanta

transforming elements

Strictly Confidential

Date: 25-05-2017

Sanjib Badhei
At-Sargunapali,
Po-Jhar,
Via-Ghess,
Block-Sohela,
Dist-Bargarh,
Pin-768034

Location - Jharsuguda

Dear Sanjib

Congratulations and Welcome to the Vedanta family!

We are pleased to extend you an Offer of employment ("Offer") with Vedanta Limited ("Company"), for the position of Graduate Trainee in M9 Grade. We are excited at the prospect of your working with us and look forward to your joining us on or before 25-05-2017 at the following address:

Vedanta Limited
Aluminium & Power
HR Department, PMO Building
Bhurkhamunda, PO : Sripura
Jharsuguda, Odisha. 768202

The terms and conditions contained herein ("Terms of Employment") must be read as part of the overall policies of the Company. Your employment with the Company is subject to satisfactory completion of Medical Examination (Annexure B), Background Verification and will be based on the below Terms of Employment:

1. Salary and Benefits

Your Total Target Remuneration (Fixed & Variable) is INR 3,80,095 /- (Rupees Three Lakhs Eighty Thousand Ninety Five Only) per annum, which will be revised upon confirmation basis your performance. Complete details on compensation are available in the Term sheet (Annexure A).

2. Training and Probation

You will be on training for a period of 12 months from the date of joining. The Company may, at its discretion, on the basis of performance evaluation, extend the training by such period, as it may deem appropriate.

Post completion of the training, you will be on probation for a period of 6 (six) months. Your confirmation in the service of the company shall be subject to, amongst others, your performance being satisfactory during the training and the probation period. The Company may, at its discretion, extend the probation by such period, as it may deem appropriate.

At the end of probation period, the company will issue you a formal written confirmation letter.

Vedanta Limited (Formerly known as Sesa Sterlite Ltd.)

Aluminium & Power

Vill- Bhurkhamunda, P.O- Kalimandir, Dist- Jharsuguda (Odisha)- 768202

T +91-664 566 6000 F +91-664 566 6427 www.vedantalimited.com

Registered Office: Vedanta Limited, 1st Floor, 'C' wing, Unit 103, Corporate Avenue, Atul Projects, Chakala, Andheri (East), Mumbai 400093, Maharashtra, India.

CIN: L13209GA1965PLC000044

Principal
College Padampur

Annexure 1: Compensation Breakup

Set forth below is an outline of the management compensation terms and conditions by which the undersigned parties agree to abide. The existence, nature, terms and conditions of this agreement are strictly confidential and shall not be disclosed by candidate in any manner or form, directly or indirectly, to any person or entity without the company's consent.

Date: 25-05-2017

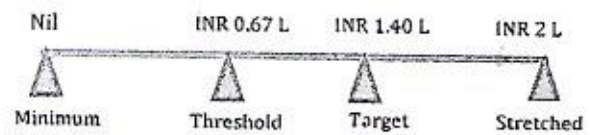
Name	Sanjib Badhel
Company / Business Unit	Vedanta Limited
Position / Title	Graduate Trainee
Training Period	12 Months
Probation Period	6 Months (M9) (Process Controller/Associate)
Confirmation	Post 18 months

Compensation Scheme**I. Total Target Remuneration from Date of Joining**

Fixed Pay			
#	Particulars	Amount (INR) Per Annum	Notes
I	Basic	67,200	Basic is paid on a monthly basis. Retirals are linked to this. Subject to tax.
II	House Rent Allowance ("HRA")	26,880	House Rent Allowance is paid on a monthly basis. HRA is provided to meet the cost of accommodation. HRA is calculated at 40% of the Basic pay. HRA is an allowance and is subject to income tax. The exemption on HRA is covered under Section 10 (13A) of the Income Tax Act and Rule 2A of the Income Tax Rules.
III	Personal Allowance	54,480	Personal Allowance is paid on a monthly basis. This element has no linkage to any component of compensation / retirals. Subject to tax.
IV	Statutory Bonus	13,440	Bonus is paid on a monthly basis and calculated at 20% of the Basic pay, subject to Income tax.
V	Uniform Allowance	12,000	Uniform Allowance is paid on a monthly basis. It is granted to meet the expenditure incurred on purchase or maintenance of uniform to wear during the performance of the duties of an office. It is taxable.
VI	Conveyance Allowance ("CA")	19,200	Conveyance Allowance is paid on a monthly basis. It is paid to meet the conveyance expense of an employee. CA is exempted U/S 10(14), rule 28B up to Rs. 1600 /- per month.
VII	Vehicle Maintenance Allowance	21,600	Vehicle Maintenance Allowance is paid on a monthly basis. It is paid to meet the vehicle maintenance expense of an employee. It is taxable.

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#	Particulars	Amount (INR) per annum	Remarks
VIII	Leave Travel Allowance ("LTA")	5,600	Leave Travel Allowance is a reimbursement for travel within India. It is governed by IT Act where one can claim tax exemptions twice in a block of four years and should be on Privilege leave for a minimum period of 5 days and this can be clubbed with weekly off or a paid holiday. The Leave Travel Allowance (LTA) will be paid to you post tax deduction in the first year. You will be able to claim tax benefit on LTA post your confirmation.
IX	Medical	8,400	Reimbursement of medical expenses actually incurred by an employee for his / her medical treatment or the treatment of any member of the family up to Rs. 15,000 per annum is not treated as a taxable perquisite upon submission of bills.
X	Provident Fund ("PF")	8,064	As per employee provident fund Act 1952, an employer is required to contribute minimum 12% of the Basic Salary to EPF. And equal amount will be deducted as employee contribution from monthly payroll.
XI	Gratuity	3,231	The employer will contribute 15 days basic for every completed year of service. This will be payable when the employee leaves / superannuates. The eligibility condition is minimum 5 years of service as per the payment of Gratuity Act 1972.
Fixed Pay		2,40,095	Sum of all above
Performance Pay Scheme (As currently applicable and subject to change as per company rules from time to time)			
Target Annual Performance Pay		1,40,000	<p>The objective of Performance Pay Scheme is to incentivize employees to achieve specific Group/Business and/or financial and strategic predetermined goals, within the Group's/Business risk appetite. The evaluation on the performance measures will be done on completion of the financial year (April – March). The plan and payout is linked to achievement of business and individual targets. First year payout will be pro-rated basis date of joining. This policy is subject to management discretion and can be revised from time to time, payout is subject to tax.</p>  <p>The diagram shows a horizontal line with four points marked by triangles. Above the line, from left to right, are the labels: Nil, INR 0.67 L, INR 1.40 L, and INR 2 L. Below the line, from left to right, are the labels: Minimum, Threshold, Target, and Stretched.</p>
Total Target Remuneration		3,80,095	



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 16/7/22
 Anchal College Padampur



The above Compensation and Benefits are subject to taxes, to be borne by the incumbent as per prevailing tax laws.

Other terms & conditions

1. 100% compliance of company's rules, regulations, code of conduct and Group Values
2. Production Incentive : You will be eligible for Production Incentive from Training Period onwards (in Business / Unit locations only) as per the Scheme in Vogue (subject to Company Policy) up to a maximum of INR 50,000 .This is not applicable in Corporate and Non Unit Locations..
3. Leave: As per Company policy.
4. You will be eligible for an increment upon confirmation as per company policy.

For Vedanta Limited

+ Dilip Ranjan Sahoo
Head Business HR
Aluminium & Power

The provisions of this offer of employment have been read, are understood, and the offer is herewith accepted. I understand that my employment is contingent upon of fulfilling eligibility criteria and clearing medical fitness tests.

[NAME] : Sanjib Badhei
[SIGNATURE] : Sanjib Badhei
[DATE] : 12.06.2017

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