

Annexure –B

Employee Name: Mr. Dheeraj Patidar

Department: Electrical Maintenance

Pay Code: CHFOR02747

Category: GET

DOJ: 01-01-2026

GET CAREER PROGRESSION CHART:

Sr. No.	Particulars	Compensation offered (Incl Co.PF)	Retention Amount	Retention Amount Disbursement pattern	Designation
1.	1st Year Trainee	3,00,000/- Rupees	1500 PM	Rs 18,000 to be held as retention Amount 36 months	GET
2.	2nd Year Regular Emp.	3,30,000/- Rupees	1500 PM	Rs18,000 to be held as retention Amount for Next 24 months	Jr. Eng (Promotion)
3.	3rd Year Regular Employee	3,66,000/- Rupees	2,000 PM	Rs 24,000 for to be held as retention Amount for Next 12 Months	Engineer (Promotion)
4.	4th Year Regular Employee	3,90,000/- Rupees + performance-based increment (as and when declared)		Total Accumulation of Hold Amount Rs 60,000/- + Rs 2,000/- will be paid as monthly incentive for the next 12 months from the above accumulated amount.	Sr. Engineer (Promotion)
5.	5th Year Regular Emp	Actual CTC + 30,000/- Fix Yearly Increment + performance-based increment (as and when declared)		To Carry forward Rs 36,000/- from the above amount for the 5 th Year. Rs. 3,000/- will be released additionally in every month's Salary for the Next 12 Months from the above amount	Promotion to Next Level (Based on Performance).

- Please note that the Management reserves the right to amend the Policy in any case.
- Please note that the applicability of this Policy is for the Term of 5 Years. If the employee wishes to leave the services of the company under any circumstances before the stipulated time, the employee will not be eligible to claim for the retained amount whosoever.