

(AGREEMENT BOND TO BE EXECUTED BY THE CANDIDATE IN NON-JUDICIAL
STAMP PAPER WORTH RS.100/-)

THIS AGREEMENT MADE THIS _____(DAY) _____ DAY OF
_____(MONTH) _____ TWO THOUSAND AND _____ BETWEEN
SHRI/MS./MRS. _____ S/O.W/O.D/O.SHRI
_____ AGED _____ YEARS RESIDING
AT _____ HEREINAFTER REFERRED TO AN
EMPLOYEE OF THE 1ST PART WHICH EXPRESSION WHERE THE CONTENT SO ADMITS SHALL INCLUDE
ALL HEIRS AND ASSIGNS AND (2) SHRI _____ S/O.W/O.D/O. _____ GUARANTOR
OCCUPATION _____ R/O. _____ THE SURETY HEREINAFTER REFERRED TO AS SURETY IN HIS
PERSONAL CAPACITY OF THE SECOND PART WHICH EXPRESSION INCLUDES ALL HEIRS AND ASSIGNED
AND SINGARENI COLLIERIES COMPANY LIMITED HAVING ITS REGISTERED OFFICE AT KOTHAGUDEM
(BHADRADRI DISTRICT), TELANGANA STATE OF THE 3RD PART WHICH EXPRESSION WHERE THE CONTENT
ADMITS SHALL INCLUDE ITS SUCCESSORS AND ASSIGNEES.

WHEREAS THE COMPANY HAS SELECTED THE SAID _____ AS/
TRAINEE/ _____ AND WHEREAS THE SAID _____ OF HIS FREE WILL
AND WITH THE CONSENT OF HIS SURETY SHRI _____ OF THE SECOND PART HAVING
AGREED TO SERVE THE COMPANY, IT IS AGREED AS UNDER:

1. THAT THE COMPANY AGREES TO ENGAGE SHRI/MS./MRS. _____ AS
MANAGEMENT TRAINEE (_____) AND ON SUCCESSFUL COMPLETION OF THE TRAINING AS
MANAGEMENT TRAINEE (_____) E-2 GRADE , AT THE DISCRETION OF THE COMPANY ON A MONTHLY
STIPEND OF RS.50000/- IN E-2 GRADE PLUS DEARNESS ALLOWANCE AND OTHER ALLOWANCES AS
APPLICABLE DURING THE TRAINING PERIOD AND A BASIC SALARY OF RS. 50000/- P.M. IN THE GRADE OF
RS.50000-160000 AND ADMISSIBLE ALLOWANCES THEREAFTER ON APPOINTMENT IN E-2 GRADE, GRANT OF
INCREMENTS BEING SUBJECT TO THE CONDITIONS AND RULES OF THE COMPANY IN FORCE FROM TIME TO
TIME.
2. THAT THE COMPANY DURING THE PERIOD OF AGREEMENT RESERVES THE RIGHT TO TERMINATE THE
SERVICES OF THE SAID SHRI/MS./MRS. _____ FOR ANY MISFEASANCE OR
NONFEASANCE BY PAYING THE SALARY DUE TO THE DATE OF TERMINATION.
3. THAT THE EMPLOYEE/TRAINEE SHALL RESIDE IN SUCH PLACE AND MOVE FROM TIME TO TIME TO SUCH
OTHER PLACE OR PLACES AND OCCUPY AND EMPLOY IN SUCH CAPACITY AS MAY BE REQUIRED BY THE
COMPANY REPRESENTED BY DIRECTOR,GENERAL MANAGER OR ANY OTHER OFFICER PLACED IN
AUTHORITY OVER HIM FROM TIME TO TIME.
4. THAT THE EMPLOYEE/TRAINEE SHALL FAITHFULLY AND DELIGENTLY EMPLOY THE WHOLE OF HIS/HER
TIME IN THE SERVICES OF THE COMPANY OR IN SUCH MANNER AND PLACE AS THE COMPANY SHALL
REQUIRE.
05. THAT THE EMPLOYEE/TRAINEE SHALL IN ALL THINGS BE SUBSERVIENT TO AND OBEY THE ORDERS OF
ALL OFFICERS PLACED IN AUTHORITY OVER HIM/HER AND SHALL NOT DIRECTLY OR INDIRECTLY ENGAGE
IN ANY OTHER EMPLOYMENT OR BUSINESS AND SHALL SUBMIT TO ALL CONDITIONS, RULES AND
REGULATIONS IN FORCE FROM TIME TO TIME.
6. THAT THE EMPLOYEE / TRAINEE AGREES TO SERVE THE COMPANY FOR A PERIOD OF _____ YEARS
CERTAIN UNDER THIS AGREEMENT FROM THE DATE OF APPOINTMENT AS MANAGEMENT TRAINEE
(_____) AFTER COMPLETION OF _____ YEARS SUCCESSFUL TRAINING AS MANAGEMENT TRAINEE
(_____) (E2) AND IN CASE HE RESIGNS, ABANDONS, ABSENTS HIMSELF WITHOUT LEAVE ETC. DURING
THE SAID PERIOD THE EMPLOYEE SHALL PAY THE COMPANY A SUM OF RS.3,00,000/- OR THE AMOUNT
RECEIVED BY THE TRAINEE AS STIPEND, PAY, ALLOWANCES, TRAVELLING EXPENSES AND COST OF
EQUIPMENT ETC. DURING THE PERIOD OF TRAINING AND SERVICE IN THE COMPANY TOGETHER WITH
PREVALENT BANK INTEREST RATE (WHICHEVER IS LESS) FOR LEAVING THE SERVICES OF THE COMPANY
ABRUPTLY WITHOUT COMPLETING THE _____ YEARS TRAINING OR SUBSEQUENT EXTENDED PERIOD OF
TRAINING IF ANY AND ALSO _____ YEARS SERVICE AFTER SUCCESSFUL COMPLETION OF TRAINING AND
THE COMPANY WILL BE AT LIBERTY TO INITIATE PROCEEDINGS FOR REALISATION OF THIS AMOUNT
AGAINST HIM/HER AND THE GUARANTOR / SURETY HEREIN.
7. THAT THE MANAGEMENT SUBJECT TO AVAILABILITY MAY ALLOT ONE OF ITS QUARTERS AND IF SO
ALLOTTED THE EMPLOYEE / TRAINEE AGREES TO OCCUPY THE SAID QUARTER ALLOTTED TO HIM/HER AS
PER THE RULES AND PRACTICES IN VOGUE IN THIS REGARD FROM TIME TO TIME AND WILL PAY HOUSE
RENT, ELECTRICITY CHARGES AND CHARGES FOR OTHER APPLIANCES IF ALLOTTED TO HIM/HER AS PER
ELIGIBILITY IN THE GRADE. THIS WILL NOT HOWEVER ENTITLE HIM/HER TO ALLOT QUARTER AS A MATTER

OF RIGHT AND HE/SHE SHOULD MAKE HIS/HER OWN ARRANGEMENTS FOR RESIDENCE TILL SUCH TIME AS HE/SHE IS ALLOTTED A QUARTER.

8. THAT THE EMPLOYEE / TRAINEE SHALL NOT WITHOUT THE PREVIOUS CONSENT IN WRITING OF THE COMPANY APPLY FOR AN EXCLUSIVE PRIVILEGE IN RESPECT OF ANY ENACTMENTS OF THE INDIA OR TELANGANA STATE FOR THE TIME BEING IN FORCE IN RESPECT OF INVENTIONS AND HE/SHE SHALL IN THE EVENT OF AN EXCLUSIVE PRIVILEGE UNDER ANY SUCH ENACTMENT TO MAKE, SELL OR USE SUCH INVENTION OR ALLOW OTHERS TO DO SO, BEING OBLIGED TO PAY ROYALTY OR OTHER CONSIDERATION THEREFORE, AND PAYMENT BY WAY OF SOLATIUM WHICH THE COMPANY MAY SEE FIT TO MAKE TO HIM/HER IN RESPECT OF THE SAID INVENTION WILL BE FREELY A MATTER OF FAVOUR AND NOT OR RIGHT AND WILL BE AT THE DISCRETION OF THE COMPANY AND HE/SHE SHALL NOT ASSIGN CHARGE OR IN ANY WAY TRANSFER HIS/HER ORIGINAL EXTENDED EXCLUSIVE PREVILIGE IN RESPECT OF THE SAID INVENTION WITHOUT PROVIDING FOR THE UNQUALIFIED USER, FREE OF CHARGE TO THE COMPANY OF THE SAID INVENTION AND FURTHER HE/SHE SHALL ON DEMAND EXECUTE IN FAVOUR OF THE COMPANY AND AT HIS/HER EXPENSE SUCH LETTER OR LICENCE OR OTHER DEED OR DOCUMENT FOR THE PURPOSE OF ENABLING THE COMPANY TO ESTABLISH ITS RIGHT TO SUCH FREE USE AS IT MAY BE ADVISED.

9. THAT THE EMPLOYEE / TRAINEE SHALL NOT DIVULGE OR DISCHARGE TO ANY PERSON WHATSOEVER THE SECRETS ENTRUSTED TO HIM/HER OR COMING TO HIS/HER KNOWLEDGE IN THE COURSE OF HIS/HER TRAINING AND EMPLOYEE / TRAINEE EITHER IN RELATION TO ITS BUSINESS OR ITS CUSTOMERS.

10. THAT THE GUARANTOR SURETY OF SECOND PART HEREBY AGREES TO STAND SURETY TO THE SAID EMPLOYEE / TRAINEE TO COMPENSATE THE COMPANY DUE TO NON-PERFORMANCE OR NON-COMPLIANCE OF THE EMPLOYEE / TRAINEE SHRI/MS./MRS. _____ OF THE TERMS AND CONDITIONS SPECIFIED HEREIN AND NO INDULGENCE SHOWN TO THE SAID EMPLOYEE / TRAINEE SHALL HAVE THE EFFECT OF DISCHARGING THE SAID SURETY OR SHALL AFFECT HIS LIABILITY ARISING OUT OF THIS AGREEMENT TO ANY EXTENT WHATSOEVER AND THE SURETY AMONG OTHER THINGS BINDS HIMSELF/HERSELF TO PAY THE COMPANY A SUM OF RS. _____ OR THE AMOUNT DETERMINED IN PARA 6 IN CASE THE EMPLOYEE / TRAINEE SHRI/MS./MRS. _____ LEAVES THE COMPANY BEFORE THE AGREEMENT PERIOD OF ____ YEARS PLUS EXTENDED PERIOD OF TRAINING, IF ANY AS STIPULATED IN PARA 6 AND HE/SHE FURTHER AGREES THAT THIS AMOUNT OF RS. _____ OR THE OTHER AMOUNT DETERMINED AS PER PARA 6 SHALL BE RECOVERED JOINTLY AND SEVERALLY BOTH FROM THE SURETY AND THE EMPLOYEE / TRAINEE AT THE DISCRETION OF THE COMPANY.

11. THAT ON A QUESTION OF INTERPRETATION OF ANY OF THE PROVISIONS CONTAINED IN THESE PRESENTS OR IN THE RULES AND REGULATIONS OF THE COMPANY APPLICABLE TO THE EMPLOYEE / TRAINEE FROM TIME TO TIME, THE DECISION OF THE COMPANY IN THIS REGARD WILL BE FINAL AND BINDING ON THE EMPLOYEE / TRAINEE AND THE SURETY.

12. THAT IN THE EVENT OF INSOLVENCY, LUNACY OR DEATH OF SURETY THE ABOVE BOUNDEN EMPLOYEE / TRAINEE UNDERTAKES TO INTIMATE THE COMPANY OF THE EVENT WITHIN 15 DAYS OF ITS OCCURANCE AND EXECUTE A FRESH BOND WITH A FRESH SURETY OR SURETIES AS MAY BE NECESSARY WITHIN SUCH TIME AS THE COMPANY GRANTS FOR SUCH PURPOSE.

13. THAT ALL DISPUTES ARISING OUT OF THIS AGREEMENT SHALL BE SUBJECT TO THE TERRITORIAL AND PECUNIARY JURISDICTION OF THE COURTS AT KOTHAGUEDEM WHERE AT THE REGISTERED OFFICE OF THE COMPANY IS LOCATED AND IN THE DISTRICTS OF KHAMMAM,, BHADRADRI-KOTHAGUEDEM, KOMURAM BHEEM-ASIFABAD, MANCHERIAL, PEDDPALLI AND JAYSHANKAR-BHUPALPALLY OF THE RESPECTIVE AREAS WHERE THE COAL FIELDS ARE WORKED OR HAVE THEIR OFFICES IN THE STATE OF TELANGANA AND NO OTHER COURTS SHALL HAVE JURISDICTION OVER ANY DISPUTE UNDER THIS AGREEMENT.

IN WITNESS THEREOF THE PARTIES TO THIS AGREEMENT HAVE SET THEIR HAND THE _____ DAY OF _____ TWO THOUSAND AND _____ ABOVE WRITTEN.

For & on behalf of the
THE SINGARENI COLLIERIES COMPANY LIMITED

Witness:

1. Signature
Name
Address

Signature of Trainee
Name
Address

2. Signature
Name
Address

Signature of Surety
Name
Address