



BANK NOTE PAPER MILL INDIA PRIVATE LIMITED

(A Joint venture of SPMCIL – A Govt. of India Enterprise and
BRBNMPL – A Subsidiary of Reserve Bank of India)

Corporate Office, Bangalore 560 029

EMPLOYEMENT NOTIFICATION NO.01/2014

THE COMPANY INVITES APPLICATIONS FOR THE FOLLOWING POSTS FROM ELIGIBLE CANDIDATES

| Sl. No. | Name of the Post | Approx. No of Posts |
|--|--|---------------------|
| EXECUTIVE CADRE | | |
| 1 | Deputy General Manager (Techno-Commercial) | 01 |
| 2 | Assistant General Manager (Finance & Accounts) | 01 |
| 3 | Manager (Technical/ Engineering) | 02 |
| 4 | Deputy Manager (Finance & Accounts) | 01 |
| 5 | Deputy Manager (Techno and/or Commercial) | 01 |
| 6 | Assistant Manager (Finance & Accounts) | 02 |
| 7 | Assistant Manager (Techno and/or Commercial) | 02 |
| 8 | Officer (General Administration & Management) | 04 |
| 9 | Executive Secretary (Officer Level) | 03 |
| NON- EXECUTIVE CADRE (INDUSTRIAL WORKMEN) | | |
| 10 | JUNIOR GRADE -I | 04 |

Candidates satisfying eligibility criteria may submit their application in the prescribed application format before due date .

How to apply:

Please refer a detailed instruction in the Advertisement hosted in our Company's website www.bnpmindia.com.

Important Instructions

Candidates are advised to note that one candidate is allowed to apply for one Post only which is most suitable to their qualification and experience. As such the candidates are advised to go through the requirement of educational qualification, experience and other conditions carefully before choosing the post for which they wish to apply.

Those who applied for any of the posts mentioned above in response to our earlier advt No.01/2012-2013 dated 24.01.2013 and not shortlisted for Interview need not apply again.

1. DISCIPLINE -WISE BREAK-UP OF VACANCIES, DETAILS OF ESSENTIAL QUALIFICATION, EXPERIENCE, AGE ETC.FOR EACH POST ARE AS UNDER:

| Post Code | Name of the Post | Approx No.of vacancies | Min & Max Age (as on 01.02.2014) | Minimum Educational Qualification (as on 01.02.2014) | Post Qualification Minimum experience (as on 01.02.2014) |
|-----------|---|------------------------|----------------------------------|---|---|
| 01 | <u>Senior Management Grade (SMG)</u> Deputy General Manager (Techno-Commercial) | 01 | 45 years -52 years | B.E./B.Tech./AMIE with 60% marks in aggregate from a govt. recognized Indian University/ Institute as approved by AICTE in any of the following branches i.e., Mechanical/ Electrical/Electronics /Chemical/Paper & Pulp Electrical includes: Electrical & Electronics Electronics includes: Electronics & Communications, Electronics & Instrumentation. Candidates should have knowledge of financial management/Costing etc. Additional qualifications such as Post Graduate Degree/Diploma in Financial Management/ International Trade etc. OR ICWA/ CA/ ACS would be preferred. | 18 years of industry experience of which 02 years regular service should be in one grade below i.e., in CDA pattern of Pay scale of Rs. 15,600-39,100 with Grade Pay of Rs.7,600/- OR equivalent IDA pattern of Pay scale of Rs.32900-58000/- OR at equivalent level of scale of Pay with CTC of around Rs.12lacs per annum in a reputed Private Sector Company. |

Experience Profile:

Candidates should be currently working at least for the last 03 years on regular basis in one or more of the following areas in a large organization of repute:

- I. Design, Engineering, Procurement and Contract management; **OR**
- II. Business development – involving product development, market development, pricing etc; **OR**
- III. Project Management (Green field project/Brown field project) involving capital investment of Rs.500 crores or more either as Project executive in an organization or as a Project management consultant.

Besides, out of the total years of experience, candidates should have worked at least 3-5 years in their respective core areas (i.e., Engineering/Production/Maintenance etc.) in a large organization.

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| 02 | Asst. General Manager (Finance & Accounts) | 01 | 40 years -50 years | Graduate with CA / ICWA /MBA – Finance with 60% marks (2yrs Full time) from a recognized Indian University / Institute. (MBA with dual specialization will not be qualified) | 15 years of experience as an executive in handling finance, accounts, internal audit, budget preparation, corporate taxation etc., out of which minimum 2 years regular service should be in one grade below i.e., in CDA pattern of Pay scale of Rs. 15,600-39,100 with Grade Pay of Rs.6,600/- OR equivalent IDA pattern of Pay scale of Rs.29100-54500/- OR at equivalent level of scale of Pay with CTC of around Rs.11 lacs per annum in a reputed Private Sector Company. |
| 03 | <u>Middle Management Grade (MMG)</u> Manager (Technical/ Engineering) - Electrical/ Electronics Discipline | 02 | 35 years -45 years | BE/ B.Tech./ AMIE with 60% marks in aggregate from a Govt. recognised Indian University /Institute as approved by AICTE in any of the following branches i.e., Electrical/Electronics Electrical includes: Electrical & Electronics Electronics includes: Electronics & Communications, Electronics & Instrumentation. | 10 years of Industry experience in manufacturing/Process industry as an executive in Production/Operation/ Process control or maintenance at various level out of which minimum 2 years regular service should be in one grade below i.e., in CDA pattern of Pay scale of Rs.15,600-39,100 with Grade Pay of Rs.5,400/- (PB-3) |

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| | | | | | <p>OR at equivalent IDA pattern of Pay scale of Rs.24900-50500/-</p> <p>OR at equivalent level of scale of Pay with CTC of around Rs.9 lacs per annum in a reputed Private Sector Company.</p> |
| 04 | Deputy Manager (Finance & Accounts) | 01 | 30 years - 40 years | <p>Graduate with CA / ICWA / MBA – Finance with 60% marks (Two years- Full time) from a recognized Indian University/ Institute.</p> <p>Post graduate degree/diploma (Two years fulltime) in financial Management.</p> <p>(Dual specialization will not be qualified)</p> | <p>05 years of experience as an executive in handling finance, accounts, internal audit, taxation, budget preparation, etc., out of which minimum 2 years regular service should be in one grade below i.e., in CDA pattern of Pay scale of Rs. 9,300-34,800 with Grade Pay of Rs.4,600/- (PB-2)</p> <p>OR equivalent IDA pattern of Pay scale of Rs.20600-46500/-</p> <p>OR at equivalent level of scale of Pay with CTC of around Rs.8 lacs per annum in a reputed Private Sector Company.</p> |

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|----|--|-----------|------------------------|---|---|
| 05 | Deputy Manager (Techno and /or Commercial) | 01 | 30 years - 40 years | BE/B.Tech/AMIE with 60% marks in aggregate from a recognized Indian University /Institute as approved by AICTE in any of the following branches i.e., Mechanical/ Electrical/Electronics /Chemical Engineering OR Graduate with Post graduate degree/ Diploma (2years Full time) with 60% marks in Material Management /Logistic Management /Purchase Management or its equivalent from any Indian recognized university/ Institute. | 05 years of experience in procurement/contr act management/logist ics/supply chain management/mate rials management in a manufacturing/ Process Industry of which minimum 2 years regular service should be in one grade below i.e., in CDA pattern of Pay scale of Rs. 9,300- 34,800 with Grade Pay of Rs.4,600/- (PB-2) OR equivalent IDA pattern of Pay scale of Rs.20600- 46500/- OR at equivalent level of scale of Pay with CTC of around Rs.8lacs per annum in a reputed Private Sector Company. |
| 06 | <u>Junior Management Grade (JMG)</u> Assistant Manager (Finance & Accounts) | 02 | 21 years -30 years | Graduate with CA / ICWA /Post Graduate Degree/Diploma in Financial Management (Two years- Full time) with 60% marks from a recognized Indian University/ Institute). (Dual specialization will not be qualified) | 01 year post qualification experience in Finance & Accounts function (excluding articleship) for candidates with CA qualification of ICAI. 02 years post qualification experience in Finance & Accounts function for ICWA/Post Graduate Degree/Diploma in Financial Management in any industry. |

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| 07 | Assistant Manager (Techno and /or Commercial) | 02 | 21 years -30 years | BE/B.Tech/AMIE with 60% marks in aggregate from a recognized Indian University /Institute as approved by AICTE in any of the following branches i.e., Mechanical/ Electrical/Electronics /Chemical Engineering OR Graduate with Post graduate degree/ Diploma (2years Full time) with 60% marks in Material Management /Logistic Management /Purchase Management or its equivalent from any Indian recognized university/ Institute. | 02 years of experience In procurement/ contract management/ logistics/supply chain management/ materials management in manufacturing/ Process Industry. |
| 08 | Officer (General Administration & Management) | 04 | 21 years -30 years | Full time Graduate in commerce/Science/ Arts with 60% marks OR Post Graduate in commerce /Science/Arts from a recognized Indian University. OR Graduate with Post Graduate Degree /Diploma(2 yrs. full time course with 60% marks) in Financial Management/Bankin g/Marketing/Human Resources or Personnel Management/Materi al Management or equivalent. <i>Dual specialization in combination of any two of above prescribed specialization may also apply.</i> | 04 years of experience in the field of handling finance & Accounts matters, OR procurement of materials/ Stores functions/ Inventory Management etc. OR General Administration in a reputed Manufacturing Organization. Expertise in Tally package is essential. Experience is not essential for Post Graduate Degree/Diploma in Management qualification. |

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|----|--|-----------|--|--|---|
| | | | | <p>OR</p> <p>Graduate with 3 yrs. LLB or 5 yrs. composite course in law including graduation.</p> <p>OR</p> <p>Qualified Company Secretary (ACS).</p> <p>Dual specialization in of the above combination of any two may also apply.</p> | <p>Desirable:</p> <p>Operational knowledge of Tally, Micro soft – Office computer applications, exposure of ERP/SAP , Business Intelligence software of finance, accounts and stores etc.</p> |
| 09 | Executive Secretary (Officer Level) | 03 | <p>21 years -30 years*</p> <p>* Age may be relaxed for candidates by the nos. of years of additional experience than the prescribed minimum subject to a maximum of 40 years.</p> | <p>Graduate in Arts/Science /Commerce from a recognized Indian University.</p> <p>AND</p> <p>Diploma in Commercial Practice/Secretarial Practice with a pass in Stenography (English) exam with speed of 120 wpm and Typing (English) speed of 40 wpm or equivalent from any Govt. recognized Institute.</p> | <p>04 years of experience as Executive Assistant/ Private Secretary /Steno for a senior executive of a reputed organization.</p> <p>Desirable:</p> <p>Operational knowledge of Micro soft – Office, Excel, Power Point, Access, computer applications software etc.</p> |
| 10 | <u>Non- Executive Cadre- (Industrial Workmen)</u> Junior Grade- I | 04 | <p>21years -28 years</p> | <p>A pass with 60% marks in 10+2 or PUC examination (regular course) from recognized State/Central board/recognized Indian university/institute.</p> <p>OR</p> <p>Pass 10th class/SSLC with 60% marks and minimum 2 years course in ITI/NTC may also apply.</p> <p>OR</p> <p>Degree in Arts/Science /Commerce (Full time course) from a recognized Indian University.</p> | <p>01 year of relevant experience.</p> <p>Desirable:</p> <p>Knowledge of computer operation.</p> |

Note:

The number of vacancies indicated above are only provisional and may vary according to the actual requirement of the company.

2 (a). RESERVATION & RELAXATION:

- Reservations are being followed as per Govt. of India guidelines in force.
- Reservation for Persons with Disabilities (PWD) and Ex-serviceman is on horizontal basis and the selected candidates will be placed in appropriate category (viz. SC/ ST/ OBC/ General or Un-reserved) to which they belong.
- Relaxation in upper age limit (as on 01.02 .2014) will be extended as per Government guidelines which is as below at present.

| | | |
|-----|---|---|
| i | Scheduled Caste / Scheduled Tribe candidates | 5 years |
| ii | Other Backward Classes candidates | 3 years |
| iii | Persons with Disability (PWD) | 10 years |
| iv | Ex-serviceman / Commissioned Officers including ECOs/ SSCOs who have rendered at least 5 years military service and have been released. | 3 years in addition to number of years of service in Defence Forces subject to a maximum of 50 years. |

Note:

1. The relaxation in upper age limit is cumulative as per Govt. of India guidelines.
2. Date of birth as per Secondary School Certificate (SSC) should be mentioned.
3. Persons suffering from not less than 40% of relevant disability certified by Competent Authority shall alone be eligible for the benefit of reservation for Persons with Disability(PWD).
4. The SC/ST/PWD applicants claiming reservation in eligibility criteria should submit Caste/Tribe/Disability Certificate issued by the Competent Authority as in Government of India format for availing the benefit of reservation at the time of interview.

For getting the reservation benefits under OBC category, following are required to be adhered:

- The candidate must not belong to creamy layer/socially advanced sections.
 - The name of caste and community of the candidate must appear in the 'Central list of Backward classes'.
 - The candidate need to furnish their OBC certificate as per the format prescribed by the Government of India (not older than six months as on 01.01.2014), from the Competent Authority, at the time of interview.
 - The OBC applicants coming under 'Creamy Layer 'will be treated as 'General' Category candidates and hence should indicate their category as 'General'.
5. An Ex-serviceman should produce a certificate in the prescribed proforma to the Company that he/she has been released on completion of assignment otherwise than by way of dismissal or discharge on account of misconduct or inefficiency from the Defence Forces.
 6. A certificate for Ex-Servicemen should be signed by the appropriate Authority specified below and should also specify the period of Service in the armed forces; In case of JCOs/ORs and equivalent rank of navy and air force – Army : By concerned regimental record office, Navy : Naval records, Mumbai, and Air Force : Air force record, New Delhi.
 7. An ex-serviceman who has once joined the Government job on the Civil side after availing the benefits given to him as an ex-serviceman for his re-employment, his Ex-serviceman status for the purpose of re-employment in Government ceases and thus will not be eligible to seek relaxation in upper age limit as detailed above.
 8. In case of a candidate who is eligible for relaxation under more than one of the above categories, the age relaxation will be available on cumulative basis subject to maximum of 50 years. Where maximum age is 52 years, no further relaxation in age is allowed.
 9. Once the category is notified in the application form, it cannot be changed at any stage later on.

2 (b). Relaxation – Educational qualification for SC/ST Candidates:

| | | |
|----|---|---|
| 1. | Percentage of Marks only in the respective qualification. | Relaxation of 5% marks only in the respective minimum educational qualification. No relaxation will be allowed in minimum educational qualification prescribed against each post. |
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2 (c). Relaxation for Internal Candidates (BNPMIPL) and serving Employees of Security Printing and Minting Corporation of India Limited (SPMCIL) & Bharatiya Reserve Bank Note Mudran Private Limited (BRBNMPL):

| | | |
|----|--|---|
| 1. | Relaxation of age for internal candidates | Upper age limit 50 years (all inclusive). In case upper age limit prescribed is higher than this then the highest age limit will be considered. |
| 2. | Relaxation of age for serving Employees of SPMCIL & BRBNMPL | Upper Age limit + number of years of service in BRBNMPL & SPMCIL subject to maximum of 50 years. In case upper age limit prescribed is higher than the highest age limit will be considered. |
| 3. | Educational Qualification , Percentage of Marks & Nature of Experience for SPMCIL, BRBNMPL and Internal candidates | Relaxation of 5% marks only in the respective minimum educational qualification. No relaxation will be allowed in minimum educational qualification prescribed against each post. Candidates should have experience in respective field/discipline as required. However work experience in BRBNMPL & SPMCIL and in the company shall be considered as relevant industry experience. |

3. APPLICATION FEE PAYABLE (NON-REFUNDABLE)

| Category | Application Fees |
|--|------------------|
| For SC/ST/PWD | Nil |
| For all others (including OBC, Employees of SPMCIL , BRBNMPL and Internal candidates for each post in Executive Cadre | Rs.500/- |
| For all others (including OBC, Employees of SPMCIL , BRBNMPL and Internal candidates for each post in Non-Executive Cadre | Rs.350/- |

Requisite fee must be paid along with the application by means of Banker's cheque/Demand Draft (Validity 03 months) issued by a Scheduled Commercial Bank drawn in favour of "**BNPM Recruitment Account**" payable at **Bangalore**. Payment in any other manner will not be accepted.

4. PAY SCALE AND EMOLUMENTS:

The company at present follows Central Govt. DA pattern of pay. **In order to attract and retain competent workforce, company has decided to fix higher initial pay in the respective pay band as detailed below:**

| Name of the Post | Company's Pay Structure | | Corresponding Comparable Central Govt. Pay Structure | | Cost to Company (CTC) per annum (approximate) |
|---------------------------|-------------------------|--|--|-------------------------|---|
| | Pay Band | Company's Basic Pay + Grade Pay at the minimum | Corresponding VI Pay Commission Scale of Pay | Corresponding Grade Pay | |
| Deputy General Manager | PB-4 | Rs. 55320 | Rs.37400-67000 | Rs. 8700 | Rs.19 lacs |
| Assistant General Manager | PB-3 | Rs. 35400 | Rs.15600-39100 | Rs. 7600 | Rs.12 lacs |
| Manager | PB-3 | Rs. 30420 | Rs.15600-39100 | Rs. 6600 | Rs.11 lacs |
| Deputy Manager | PB-3 | Rs. 25200 | Rs.15600-39100 | Rs. 5400 | Rs.9 lacs |
| Assistant Manager | PB-2 | Rs. 20570 | Rs.9300-34800 | Rs. 4600 | Rs.8 lacs |
| Engineer/Officer | PB-2 | Rs. 17460 | Rs. 9300-34800 | Rs. 4200 | Rs.7 lacs |
| Junior Grade- I | PB-1 | Rs. 9280 | Rs. 5200-20200 | Rs.1900 | Rs.4 lacs |

Other Allowances and Benefits: In addition to Basic Pay and Grade Pay, DA (Central DA @ 100% at present) , HRA- depending on the place of posting i.e.,@30% (on Basic Pay including Grade Pay) for Bangalore and @20% (on Basic Pay including Grade Pay) for Mysore. Company Leased accommodation may be considered for Managers and above subject to ceiling. Other benefits and perquisites shall be as per the rules of the company.

Note:

- Please note that Presently the scales of pay are on Central DA Pattern but the company reserves the right to change over to scale of pay on Industrial D.A. Patterns or any other scale of pay formulated by the Company.*
- Cost to the Company (CTC) includes all identifiable costs including retirement benefits and other benefits which are subject to conditions as per the rules of the Company.*

5. SELECTION PROCEDURE

Selection for the above mentioned posts will be done through Assessment center exercise including Personal Interview. Depending upon the nos. of valid applications received, selection procedure may vary and shall be intimated in due course.

6. HOW TO APPLY

Pre- Requisites for Applying Application:

The Candidates applying for the posts mentioned above are advised to submit the applications in the prescribed format published herewith on one side only on A4 - size paper along with a requisite fee, self-certified copy of testimonials/certificates in support of educational

qualifications, experience, caste category and any other relevant certificates along with a self-certified recent passport size photograph and should enclose a **DD for Rs.500/-** (if applicable) for post in Executive cadre and **DD for Rs.350/-** (if applicable) for post in Non-Executive cadre, drawn in favour of **"BNPM Recruitment Account"** payable at **Bangalore** issued by any Nationalized Bank.

Applications, complete in all respects along with enclosures should be sent only to the following address by ordinary post so as to reach on or before 31-03-2014. The envelope should be superscribed as

Application for the post ofRef: Advt.No.01 / 2014

The General Manager
Bank Note Paper Mill India Private Limited,
1st Floor, S.R.Complex,
No.2, Thavarekere Main Road,
S.G.Palya, D.R.College Post,
Bangalore - 560029

BNPM will not be responsible for postal delay or loss/ Non-delivery thereof. No correspondence in this regard will be entertained.

Please note that the above procedure is the only valid procedure for applying. No other mode of application or incomplete steps would be accepted and such applications would be rejected.

Note:

- The Version of the detailed advertisement given in the Company's website shall be treated as final and shall supersede any other versions for all purposes. Any corrigendum /addendum relating to this advertisement/ recruitment shall be hosted/notified in our web site only. Accordingly, the candidates are advised to visit Company's website www.bnpmindia.com regularly.
- Decision of the Company in respect of all matters pertaining to this recruitment would be final and binding on all candidates.

7. ACTION AGAINST CANDIDATES FOUND GUILTY OF MISCONDUCT:

Candidates are warned that they should not furnish any particulars that are false, tampered, fabricated or suppress any material information while filling up the application form. At the time of interview, if a candidate is (or has been) found guilty of 1. Impersonating or procuring impersonation by any person or 2. Resorting to any other irregular or improper means in connection with his/her candidature for the selection or 3. Obtaining the support of his/her candidature by any means; such candidate (a) to be disqualified from the interview for which he/she is the candidate (b) to be debarred either permanently or for a specific period from any examination or selection held by the Company. Please note importantly that a candidate who has been declared successful but subsequently found ineligible will not be allowed to take part in the process / join the services of the Company and the inconvenience caused thereby will be at his/her cost and consequences.

8. IMPORTANT GENERAL INSTRUCTIONS:

1. Prescribed qualifications are minimum and mere possession of the same does not entitle a candidate to be called for interview. Management reserves the right to reject any application without assigning any reason and to raise or relax the standard of specifications depending upon response. The recruitment process can be cancelled/suspended/deferred/terminated without assigning any reason.
2. The decision of the management will be final and no appeal will be entertained.
3. If the candidate knowingly or wilfully furnishes incorrect or false particulars/In case it is detected at any stage of recruitment that a candidate does not fulfil the eligibility norms and/or that he/she has furnished any incorrect/false information/certificate/documents or has suppressed any material fact(s), his/her candidature will be cancelled. If any of these shortcomings is/are detected even after appointment, his/her services are liable to be terminated.
4. Candidates seeking relaxation in Fee/Age must produce certificates in original in support of his/her claim at the time of interview.
5. Applications received without requisite application fee except from those who have been exempted and applications not submitted strictly in required format /incomplete applications will be summarily rejected.
6. Admission to the Interview/Assessment Center exercise will be purely provisional without verification of age/ qualification/experience/category (SC/ST/OBC/PWD/Ex-Ser.) etc. of the applicants. Each applicant should therefore, ensure that he/she fulfils the eligibility criteria and that the particulars furnished in the application are complete and correct in all respects. In case it is detected at any stage that an applicant does not fulfil the eligibility criteria and /or has furnished incorrect information or suppressed any material information, his/her candidature will be cancelled and, if already appointed, his/her services will be summarily terminated without giving any notice, or any compensation in lieu thereof.
7. All educational qualifications should be obtained from recognized Indian universities/institutions. If grades are awarded instead of marks, candidates should clearly indicate its numerical equivalent so as to check the eligibility percentage. In the absence of such information applications are liable for rejection.
8. Candidates serving in Government/Public Sector Undertakings should produce "No Objection Certificate" from their employer at the time of interview, in the absence of which their candidature may not be considered.
9. Persons who have been dismissed from the service of any organization need not apply.
10. The decision of the company in all matters regarding eligibility, short listing of applicants for interview, conduct of interview and selection will be final and binding on the applicants and no correspondence will be entertained in this regard. Mere fulfilling minimum eligible criteria shall not entitle any candidate to be short-listed/selected.
11. Selected candidates will be liable to be posted in company's office at Mysore or Bangalore or at any other places as may be existing/opened.
12. Serving Employees of BRBNMPL/SPMCIL/BNPMIPL applying against this advertisement should submit their applications well in time and no grace period will be allowed.
13. Company takes no responsibility to collect any certificate/remittance sent separately.
14. The Company shall not be responsible for any application being rejected which is based on wrong information provided in any advertisement issued by unauthorized person/institution.
15. Any resultant dispute arising out of this advertisement shall be subject to Jurisdiction of Courts in Bangalore.

16. Candidates called for interview for the post in AGM and above will be paid second A/C class railway return fare and for the Post of Officers to Manager will be paid Three tier A/C class railway return fare by the shortest route and for the post of Junior Grade –I will be paid Sleeper class railway return fare by the shortest route on production of evidence of travel, i.e. railway receipt/ticket as per the extant rules of the company.
17. Only those candidates who meets the eligibility criteria and who are short-listed for appearing in the selection process including Personal Interview will be intimated by E-mail to their E-mail address, furnished by them. The names of candidates who are finally short- listed for selection process including interview will also be available on the Company's Website www.bnpmindia.com. Applicants are requested to keep track of the same by visiting Company's website from time to time. Similarly final selection result will be available on the Company's website for candidates selected for appointment.
18. Appointment of selected candidates is subject to his/her being declared medically fit and verification of character and antecedents as per the requirement of the Company. Such appointment will also be subject to the Service & Conduct Rules of the Company.
19. Candidates selected and appointed will be placed on probation for a period of one year which may be extended for a further maximum period of one year at the discretion of the company.
20. Candidates will have to produce original caste and other relevant certificates like educational qualifications, experience, age, etc. at the time of interview, in support of his/her eligibility, as per the details furnished in the application, failing which his / her candidature will be cancelled.
21. **The Candidates may please take note that the factory being a continuous process plant, will operate on 24 x 7 i.e., 3 shifts basis and employees in junior and middle management cadre will be required to come in all shifts.**
22. Errors & omissions excused.
23. **CANVASSING IN ANY FORM WILL BE A DISQUALIFICATION.**

[CLICK HERE FOR APPLICATION
FORMAT](#)

[CLICK HERE FOR CERTIFICATE
FORMATS - SC / ST / OBC / PWD /
EX - SERVICEMAN](#)