



**SNC • LAVALIN**

شركة كنتز العربية السعودية المحدودة  
عضو في مجموعة إس إن سي لافالين  
البنك الرئيسي: ص ب ٦٠٧٥٢  
رياض ١١٥٥٥، المملكة العربية السعودية  
٩٦٦,١١,٤٧٣,٣٢٥٣ - ٩٦٦,١١,٤٧٣,٣٥٨٦  
ص ب ١٠١٠٠٨٨٣٦٩ - رقم عضوية الغرفة التجارية: ٢٧٣٣٧ رأس المال  
٣,٠٠٠,٠٠٠ ريال سعودي

Saudi Arabian Kentz Co. Ltd  
Member of the SNC-Lavalin Group  
Head Office: P.O. Box 60752  
Riyadh 11555, Kingdom of Saudi Arabia  
966 11 473 3253 - 966 11 473 3586  
C.R. 1010088369 - CoG 27337 Paid up Capital  
SR 3,000,000

May 19, 2019

**TO WHOM IT MAY CONCERN**

Employee Name : Vipul Onkar Patil  
Employee No. : W36370

The Saudi Arabian Kentz Co. Ltd (Member of SNC-Lavalin Group) certifies that the above mentioned employee holder of INDIAN Passport No. R2365408 and Iqama No. 2366045835 is a bonafide employee of our company working with us from 19/05/2014 to date. His Visa category as per his iqama is ELECTRICAL TECHNICIAN.

This certificate is issued at the request of the above mentioned employee for Saudi Council of Engineers membership registration, with no liability whatsoever on the part of the company.

For Saudi Arabian Kentz Co. Ltd.

  
20 MAY 2019  
**MURTAJA A. AL BASHEER**  
Country HR Manager, Saudi Arabia & Bah



البنك الفرعي:  
ص ب ٣١٩٥٢ الخبر  
٩٦٦,١٣,٨٥٩,١٨٣٦ - ٩٦٦,١٣,٨٠٦,٥٣٠٠  
ص ب ٢٠٥١٠١٦٦٥٧ - رقم عضوية الغرفة التجارية: ١٥٧٢



الغرفة التجارية الصناعية بالمنطقة الشرقية  
الرقم معلق دون دفع مرسوم عن مقرر ٢٠١٩



Oil & Gas



18004828C

# Certificate of Appreciation

This certify that **Mr. VIPUL ONKAR PATIL, 8002857** has been assigned to  
Sadara Isocyanates Maintenance Department as an outsourced  
commissioning & start-up as

## **ELECTRICAL TECHNICIAN**

by contractor – **KENTZ**

from May 14, 2014 to October 05, 2019.



**Dhafer AlSubaie**  
Maintenance Superintendent  
Isocyanates Maintenance



**Rejean Lavoie**  
Maintenance Sr. Manager  
Isocyanates Maintenance

# Certificate Of Appreciation

Is awarded to

**VIPUL ONKAR PATIL**

*In recognition of your valuable contribution and responsibilities  
for the safe and successful completion of Isocyanates Shutdown 2019.*

Sadara Chemical Company



**Fahad Kabli**  
Shutdown Manager



**Elmar Schier**  
Production Director – Operation Isocyanates



**Rejean Lavoie**  
Sr. Manager – Isocyanates Maintenance



# Certificate of Appreciation

presented to

**Vipul Patil**

*This certificate is to recognize your contributions to the team thus far this year including a safe and successful outage to prepare for the Isocyanates Creditor Reliability Test 2018.*

*Given this 11<sup>th</sup> day of September 2018 at Sadara Chemical Company*

*Jubail Saudi Arabia.*



**ISOCYANATES MAINTENANCE CHEM I-II**

**Rejean Lavoie, Sr. Manager**  
Isocyanates Maintenance



# Certificate of Recognition

Awarded to

**VIPUL ONKAR PATIL**

**ELECTRICAL TECHNICIAN**

**For excellent contribution & compliances on safety standards to Sadara project during commissioning, Start-up of Power transformers, MV & LV, Switchgears, MCC's and VSD.**

*"We appreciated your effort"*

**Given this 9th of March 2017 at SADARA Isocyanates Project  
Jubail II Industrial City, Kingdom of Saudi Arabia**

  
**Mohd. Royalmi B. Suhaimi**  
Sr. EH&S Technologist



**Marcos D. Neves**  
Maintenance Sr. Supervisor



المشركة السعودية للعلاية البتروكيماويات  
(شركة مساهمة سعودية)

**Saudi International Petrochemical Company**

## CERTIFICATE OF EXPERIENCE

This is to certify that **Mr. Vipul Onkar Patil** had worked as a Lead Electrical Technician from 25 October 2012 to 31 October 2013 under (*Al-Hugayet*) Maintenance in SIPCHEM (*Saudi International Petrochemical Company*) with its affiliates: IPC Plants.

During this period of his involvement, We personally observed him to be a hard working, technically sound in his field of activities, dedicated and capable to handle his assigned task independently and devoted to his duties.  
I wish him all success to his future endeavors and much pleased to recommend him to any prospective employer as a valuable and hardworking employee.  
This certification is issued upon the request of the said employee for whatever legal purposes it may serve him.

**Sarfraz Alam**  
Sr. Electrical Engineer

**Aniruddha P. Karnik**  
Section Manager



09-November-12

**TO WHOM SO EVER IT MAY CONCERN**

This is to certify that **MR. VIPUL PATIL** was working in our organization from **18-January-10 to 10-November-12.**

At the time of separation he was designated as **Executive - Engineering.**

He has resigned from the services of the company on **18-October-12.** During his tenure we found him sincere and hard working.

We wish him all the best in his future endeavor.

for **LUPIN LIMITED**

**ARNABI MARJIT**  
General Manager – Human Resource

**Lupin Limited (Biotechnology Division)**

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Gat No. 1156, Village Ghotawade, Taluka Mulshi , Dist. Pune - 411 042

Tel. No. : +91-20-6654 9800 Fax : +91-20-6654 9807 Website : [www.lupinworld.com](http://www.lupinworld.com)



ELECTRICAL DEPARTMENT / Biotech

Date : 29.05.2012

Name : Vipul Patil  
Emp Code : 212618  
Location : Pune

Through : Functional Head / Departmental Head.

Dear Vipul,

**Sub : Revision in Compensation and Benefits**

At the outset, let us thank you for your valuable contributions in the progress of Lupin Ltd during the last year (2011-12).

Your persistent efforts, hard work and dedication to the organization has given Lupin the distinction of being amongst India's '**50 Best Companies to Work For**' this year. We would like to thank you for the same, once again.

We are also pleased to announce the Annual Performance Appraisals for the year April 2011 to March 2012 which has been successfully concluded.

Based on your Performance Assessment for the year 2011-12, you have been awarded a **performance rating of "Performance Meets Plan (PMP)"**. We are also delighted to inform you that in recognition of your competencies to handle a larger role with higher responsibilities and your performance during the last year/s, you have been **promoted as "Executive"** in Grade "E2" with effect from June 1, 2012. Congratulations for the same and we wish you all success in your new role.

Accordingly, your Compensation and Benefit (C&B) plan has been revised with effect from **1<sup>st</sup> June, 2012** as per the Annual Increment cycle. Your salary structure is attached for your reference.

We would like to again congratulate and thank you for your contribution and are confident of your continued commitment in the year ahead.

Best wishes,  
For LUPIN LIMITED,

  
Asit Bhaerao  
Manager - Human Resources

Encl. C&B Sheet.

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**Lupin Limited (Biotech Division)**

Gat No. 1156, Village Ghotawade, Taluka Mulshi, Pune - 412 115

Tel. No. : +91-20-6654 9800 Fax : +91-20-6654 9870 Website : www.lupinworld.com



Electrical Department / LRP - Pune

Date : 18.05.2011

Name : Vipul Patil  
Emp Code : 212618  
Location : Biotech

Through : Functional Head / Departmental Head.

Dear Vipul,

**Sub : Revision in Compensation and Benefits**

We are pleased to announce that the annual performance review exercise for the year April 2010 to March 2011 has been concluded.

Based on your performance assessment for the year 2010-11, you have been awarded a **performance rating of "Performance Above Plan (PAP)"**. Accordingly, your salary has been revised with effect from June 1, 2011 as per the Annual Increment cycle.

Your revised Compensation and Benefits Structure is attached herewith.

We would like to thank you for your contribution during the year 2010-11 and look forward to your continued commitment in the year ahead.

Best wishes,

For **LUPIN LIMITED**,

**Mahendra Inge**  
**Dy. General Manager - Human Resources**

Encl. Revised Compensation & Benefits Sheet.

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**Lupin Limited (Biotechnology Division)**

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Tel. No. : +91-20-6654 9800 Fax : +91-20-6654 9807 Website : [www.lupinworld.com](http://www.lupinworld.com)



**LUPIN**

Date: 18.01.2010

**Vipul Patil**

**AT/POST-Padala, Tal-Shahada,**

**Dist-Nandurbar**

**Nandurbar-425409 (Maharashtra)**

**Dear Vipul,**

We have pleasure in appointing you in our Company as **Officer-Engineering (E1)** based at LRP under the following terms and conditions.

**1. Date of Appointment**

Your appointment is effective from **18.01.2010**

**2. Probation**

You will be on probation for a period of six months from the date of your joining. You will be confirmed in the services on successful completion of your probation period and the same will be communicated to you in writing. In case of unsatisfactory performance during the probation period, the services may be terminated at the end of the probation period. You shall continue to be on probation unless you are specifically confirmed in writing. During the probation period, however, dissociation by either party may be done subject to a notice of one month.

**3. Compensation & Benefits**

The detailed break up of your Compensation & other company benefits applicable to your grade is enclosed.

**4. Medical Insurance**

You will be covered under a Medical Insurance Policy for coverage of 85,000/-. Medical coverage is only for employee, spouse, dependant parents and two dependent children.

**5. Provident Fund & Gratuity**

You will be covered under Provident & Gratuity Fund, which will be governed by the Provident Fund Act & Payment of Gratuity Act respectively.

**6. Code of Conduct**

You would be governed by the company code of conduct and all other laws applicable as per time to time. If you are found in violation of any the laws the company would initiate disciplinary procedure for the same leading to termination of services thereof.

**LUPIN LIMITED ( Biotech Division )**

Gat No : 1156, Village Ghotawade, Taluka Mulshi, District Pune - 411 042.

Tel. : 020 - 6654 9811 Fax : 020 - 6654 9807 Website : lupinworld.com

# BHARAT FORGE

Ref No : PD/2008

May 7, 2008

**Appointment Order  
Strictly Confidential**

Mr Vipul O Patil  
A/p - Padalda,  
Tal - Shahada,  
Dist - Nandurbar,  
Pin Code - 425409

Dear Sir,

With reference to the interview you had with us, we are pleased to inform you that you have been selected for employment in our Organisation as **Engineer** on the following terms and conditions: -

- 1 You will be paid a Basic Salary of Rs.8000/- (Rupees Eight Thousand Only) P.M.
- 2 You will be paid a Miscellaneous Allowance of Rs.3500/- (Rupees Three Thousand Five Hundred Only) P.M.
- 3 You will be paid House Rent Allowance of Rs.1400/- (Rupees One Thousand Four Hundred Only) P.M.
- 4 You will be paid Conveyance Allowance of Rs.1100/- (Rupees One Thousand One Hundred Only) P.M.
- 5 You will be paid Education Allowance of Rs.300/- (Rupees Three Hundred Only) P.M.
- 6 You will be paid Executive Allowance of Rs.1050/- (Rupees One Thousand Fifty Only) P.M.
- 7 You will be paid Medical Allowance of Rs.250/- (Rupees Two Hundred Fifty Only) P.M.
- 8 You will be entitled to Leave Travel Assistance of Rs.6000/- (Rupees Six Thousand Only) once in a financial year ending on 31st March, after completion of one year of service.
- 9 You are requested to join duties on or before **13.06.2008**.



**KALYANI**  
GROUP COMPANY

# Golden Cross

## Pharma Private Limited

Plot No. 17 and 18, Golden Industrial Estate, Somnath Road, Dabhel,  
Daman 396 210. Tel. : (0260) 2241902, 2244647, 22404402, 2240403  
Fax : (0260) 2241903.

June 30, 2008

Mr Vipul O. Patil  
B-108, Tirupati Apartment  
Near Supreme Apartment  
Khariwad  
Nani Daman : 396 210

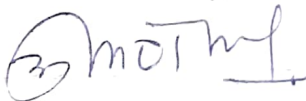
Dear Mr Patil,

We refer to your letter dated May 30, 2008 tendering your resignation from the services of the company. In response to your request, we are accepting the same and relieving you with effect from June 30, 2008.

Your dues, if any will be remitted to you by mail in due course of time. For any clarification in this regard you may contact Ms Amita Patel on the telephone numbers mentioned above.

We would like to draw your attention to clause no.10 of the appointment letter dated January 11, 2006 which deals with confidentiality of technical and other information during your service with the company or thereafter. We expect you to fully comply with this clause and maintain complete secrecy of the projects on which you have been working. In case we find that you have acted contrary to the above at any time, the company will be compelled to seek appropriate legal remedy.

Yours sincerely,



Arun Somani

To,  
Mr. Patil Vipul Onkar  
AT POST – PADALDA,  
TAL – SHAHADA,  
DIST – NANDURBAR – 425 409

Dear Mr. Patil,

Further to your letter of application, we are pleased to appoint you as **Technician in Engg. Dept.** in our Organisation w.e.f. from 1 June, 2004 on the following terms & conditions:

1. During training period you will be paid consolidated salary of Rs. 3500/-
2. You will be on training in the first instance for a period of 1 year from date of joining. At the end of training period, if your services are found to be satisfactory, of which the Company shall be sole judge, the Company may, but is not bound to, put in probation your services, until you are informed in writing that you are put in probation, you shall be on training if your service during the training period are found to be unsatisfactory of which the Company shall be the sole judge, your services will be terminated without any notice. However the Company may, but is not bound to extend your training period as it may deem fit. After training, you will be put in probationary period.
3. During the period of training, you will not be entitled to avail any leave, in case you should remain absent, you will not be paid your salary and other admissible allowances for the period of such absence.
4. Although your normal work will consists of the duties assigned to you in the capacity of **Technician in Engg. Dept.**, you may at any time be called upon to discharges any other duties which in the opinion of the Company are within the capacity to discharge and you will forthwith undertake to discharge those duties with diligence and care