



CAREER PATH - PRESENTATION



24-07-2024

Prepared By Mr. Hetal Kapadia

CARRER PATH - Timeline

The Baroda Rayon Co. Ltd. (BRC)

1. GET - 1992-93
2. Junior Engineer – 1993-96
3. Asst. Supdt. – 1996-99
4. Dy. Supdt. – 2003-05

Ambica Textile Engineering (Division of Himson Group)

1. Marketing Manager – 2000-03

Gujarat Polyfilms Pvt. Ltd. (CAPLON)

1. Asst. Mktg. Manager - 2006-07

JCT Limited

1. Dy. Manager (Sales & CTS) – 2007-08
2. Manager (Marketing) – 2008-11
3. AGM (Marketing) – 2012-14
4. DGM (Marketing) – 2014-17
5. General Manager (Marketing) – 2017-21

Century Enka Ltd.

1. Manager (Sales) – 2011-12

Todi Rayon Pvt. Ltd. (SALASAR Group)

1. Vice President - 2021-22



TRAINING CERTIFICATE - MANTRA

MANTRA
MAN-MADE TEXTILES
RESEARCH ASSOCIATION

Telephone : (0261) 623211
Telegram : MANTRA

Near Market Telephone Exchange,
Ring Road,
SURAT-395 002.

Registered under Bombay Public Trust Act 1950 & Societies Registration
Act 1860, Linked to Ministry of Textiles, New Delhi.

Ref. No. : MANTRA/

Date :

15.5.1992

To whomsoever it may concern

This is to certify that I know Mr. Hetal Krishnakant Kapadia residing
at 11/1428 B, "Kamla Smruti", Opp.Naval Shah's Kotha, Nanavat, Surat
Pi. 395 003, studying in B.Text at M S University, Baroda.

He is sincere and hard working and his character and conduct are good.
I wish him all the best in his future career.

R S Gandhi
Dr R S Gandhi
Director



The Baroda Rayon Co. Ltd. (GET - Production) -1992

| APPRENTICES CONTRACT REGISTRATION CARD | | | |
|--|--|--|--|
| GRADUATE APPRENTICE : <input checked="" type="checkbox"/> TECHNICIAN APPRENTICE : <input checked="" type="checkbox"/> TECHNICIAN (VOCATIONAL) APPRENTICE : <input checked="" type="checkbox"/> (a) Whether sandwich course student or not. State :- YES/NO (b) Male <input checked="" type="checkbox"/> Female <input checked="" type="checkbox"/> | | Affix a Passport size Photograph Registered u/ 4 of the Apprentices Act. REGIONAL CENTRAL APPRENTICESHIP ADVISER BOARD OF APPRENTICESHIP TRAINING (W.R.) BOMBAY. | |
| 2. Name of Apprentice (in capital letters as given in Examination Marksheet) HETAL KRISHNAKANT KAPADIA | | | |
| 3(a). Permanent Address 11/1428-B "KAMLA SMRUTI" NANAVAT, NAVAL SHAH'S KOTHA SURAT - 395003 | | 3(b) Present Address 11/1428-B "KAMLA SMRUTI", NANAVAT NANAVAT, NAVAL SHAH'S KOTHA SURAT - 395003 | |
| 3(c) Whether belongs to : Scheduled Caste YES/NO Scheduled Tribe YES/NO Physically Handicapped YES/NO Minority Community YES/NO (specify minority community) 4. Birth Date: 10/2/71 | | | |
| 5. Educational Qualification considered for Apprenticeship Trg. under the Act. B.E. (TEXTILE ENG.) | Name of the University/ Board. M.S.U. BARODA | Discipline/ Branch TEXTILE | Year & Month of Passing JULY 1992 Exam. Seat No. 6 |
| 6. Date of commencement of training 21/12/1992 | Period of Training 1 YEAR | Rate of stipend Rs./P. 1000 | |
| 7. Name & Address of the Employer THE BARODA RAYON CORPORATION LTD. P.O. BARODA RAYON, FATEHNAGAR DIST. SURAT (394 220) | | 8. Name & Address of the Surety: KRISHNAKANT T. KAPADIA 11/1428-B "KAMLA SMRUTI" NANAVAT, NAVAL SHAH'S KOTHA SURAT - 395003 | |

T.R.D

We the Employer..Apprentice (the Guardian in the case of Minor Apprentices) and the Surety hereby declare that we have read the contents of the Apprenticeship Contract as per the Apprenticeship Rules, 1962, as amended from time to time and to abide by all the provisions made thereunder. We also declare that all the provisions of the Apprentices Act, 1961, as amended from time to time including those relating to Registration & Termination of Contract are binding on us.

Signature of Employer _____ Signature of Apprentice/ Guardian Hetal Signature of Surety K. T. D.

Witness: (1) K. T. D. (1) K. T. D.
 (2) K. T. D. (2) K. T. D.

1. In the event of termination of Contract through failure on the part of the employer to carry out the terms and conditions of the Contract he shall pay to the Apprentice compensation of an amount equivalent to his three months of minimum stipend payable under Apprentices Act.

2. In the event of termination of contract of Apprenticeship for failure on the part of the Apprentice to carry out terms of the contract the Surety at the request of the Apprentice hereby guarantees to the Employer and the Central Government the payment of such amount as may be determined by the Central Apprenticeship Advisor as and towards the cost of training of the Apprentice.

3. The liability of the Surety shall not any time exceed of an amount of three months of minimum stipend payable under Apprentices Act.

DECLARATION/AFFIDAVIT
 (to be obtained from the Student before joining as an apprentice)

I HETAL KRISHNAKANT KAPADIA Son/Daughter of KRISHNAKANT T. KAPADIA aged 21 YEAR residing at NANAVAT, NAVAL SHAH'S KOTHA, SURAT - 395003 hereby solemnly affirm and state as under :-

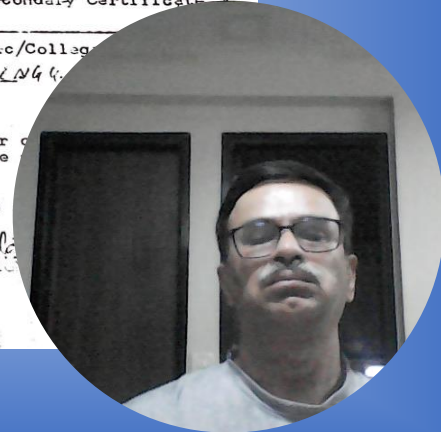
1. That I passed my Degree/Diploma/10+2 Vocational Higher Secondary Certificate examination in JULY 1992 from M.S. UNIVERSITY, BARODA Polytechnic/College in JULY 1992 in B.E. (TEXTILE ENG.) (state year & month of passing).

2. That after passing the above said examination -
 a) I did not have training or job experience for one year
 b) I did not undergo apprenticeship training at any place

Apprentices Act.

What is stated above is true to the best of my knowledge

Date: 19/12/1992 Place: _____



The Baroda Rayon Co. Ltd. (Junior Engineer - Production) - 1993

Telephone : 883/1 to 883/5
TELEPHONES : 890371-75 (6 LINES)

THE BARODA RAYON CORPORATION LTD.
REGISTERED OFFICE : FATEHNAGAR
P. O. FATEHNAGAR, SURAT. (Pin-394-220)

Ref. No. P/7871.

Date: 16-12-1993.
2a.

MR. HETAL KRISHNAKANT KAPADIA
11-1428-B, "Kamla Smriti",
Nanavat, Navalshah's Kotha,
SURAT - 395 003.

Dear Sir,

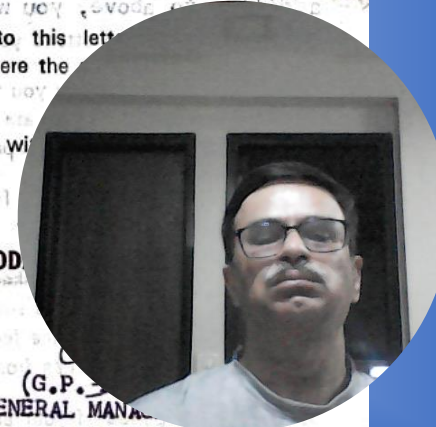
With reference to your application dated _____ and the subsequent interview you had with us, we appoint you as Junior Engineer (Textile) in Nylon Division of our Establishment at Fatehnagar, Surat on the following terms and conditions of service with effect from 20-12-1993.

1. You will be on probation for a period of SIX months from the date of your joining duties. The probation period may be extended from time to time at the discretion of the Management. During the period of probation or any extension thereof, your services are liable to be terminated at any time without notice and without assigning any reasons whatsoever. **You will have to sign a service contract for a minimum period of 3 years, if the Company decides to confirm you at the *.**
2. Your appointment is subject to your being found medically fit at the time of joining the Corporation. again prior to confirmation and also in the annual medical examination conducted by our Resident Medical Officer.
*** end of your probationary period.**
3. Your Basic salary will be Rs. 1400/- (Rupees Fourteen Hundred only.) P.M. in the consolidated grade of Rs. 1400-75-3275/-
The increment in the grade will be at the discretion of the Company and will be given subject to your satisfactory, efficient and diligent work. Your Basic Salary will be Rs. 1400/- per month in the above grade on your confirmation in service. In addition to the above Basic Salary, you will be paid ~~Dear~~ Allow. Rs. 130/- P.M., Compensatory D. A. (i.e. Rs. 3135/- P.M. for the month of Dec. 93) ~~Prof. Book Allow.~~ Rs. 100/- P.M., H.R. Allow. Rs. 370/- P.M., Conveyance Allow. Rs. 150/- P.M., and Education Allow. Rs. 150/- P.M. as per Company's Rules. **In addition to above, you will be eligible for LTA & reimbursement of conveyance, &**
4. You shall have to attend your duty in proper gear necessary for the assigned job.
5. On resumption of duty you will be required to stay in and around the Factory Area within the Surat City limits. In case, you are required to stay away from Surat City area, you can do so with the prior

12. You shall not receive any presents commissions or any sort of gratification or benefit in cash or kind from any person, party or firm or Company having dealings with the Company and if you are offered any, you shall immediately report the same to the Company in writing.
13. Your hours of attendance shall be regulated to suit the duties entrusted to you from time to time. When necessary, you will also attend the stop days and your weekly holiday may be changed.
14. Notwithstanding the terms and conditions of this letter of appointment set out in other clauses, the Company will be entitled to terminate your employment immediately and without notice, if in the opinion of the Company you are found guilty of breach of any of the above clauses, insubordination, insolence gross negligence of duty, dishonesty or embezzlement or accepting any commission or discounts gratification benefits etc. from any merchant or outsider or placing personal consideration above the Company's interest in such cases.
15. You are liable to be retired from the service of the Company at the age of 60 (sixty) at the Company's discretion or earlier, if you are found medically unfit.
16. All taxes required to be deducted from your income as per the provisions of law and licence fee in respect of the quarters allotted to you shall be deducted from your salary.
17. Your services may be terminated by giving ~~30 days~~ 3 months notice in writing on either side. In the event of Company giving you ~~30 days~~ 3 months notice in writing terminating your service, you will serve the Company for the whole ~~30 days~~ 3 months period of notice and if you quit your employment or remain absent from duty during the said ~~30 days~~ 3 months period or any part thereof you will not only forfeit your salary for the period of your absence but shall also be liable to pay the Company a sum equivalent to ~~30 days~~ 3 months salary as and by way of liquidated damages and the Company will be entitled to appropriate monies due to you on any account whatsoever. The company may if it so desires terminate your services by payment of ~~30 days~~ 3 months salary lieu of notice and on receipt of such payment your service will forthwith terminate.
18. In case of any dispute on any matter arising out of or relating to this letter otherwise howsoever, Fatehnagar will be considered as the place where the and the appropriate Court at Surat will alone have jurisdiction.
19. Please return the duplicate copy of this letter, duly signed by you, with having accepted the terms and conditions indicated above.

For THE BAROD

(G.P.)
GENERAL MANA




Prepared By Mr. Hetal Kapadia

The Baroda Rayon Co. Ltd. (Asst. Supdt.- Production) – Promotion Letter - 1996

TELEGRAM : "RAINBOW" FATEHNAGAR
TELEX NO. : 188 217 FATE IN
FAX NO. : 0261-89454

TELEPHONES:
690371-75
(5 LINES)

 **The Baroda Rayon Corporation Ltd.**

REGISTERED OFFICE:
P.O. FATEHNAGAR
SURAT, 394 220

No.P/ **3602**

9th July, 1994.


**Mr. H.K. Kapadia
Jr. Engr.(Textile),
Textile Dept.(Nylon),
B.R.C. : FATEHNAGAR.**

Dear Sir,

The Management is pleased to confirm your services as Jr. Engineer(Textile) in this Organisation on a basic salary of Rs.1400/-P.M. in the grade of Rs.1400-75-3275/- w.e.f. 20-6-1994.

You will be paid D.A. and other allowances as applicable.


Yours faithfully,
For THE BARODA RAYON CORPORATION LTD.,


(G.P. Dalal)
GENERAL MANAGER (P & A)

Head Office: Hoechst House, 193, Backbay Reclamation, Nariman Point, Bombay-400 021.
Telex: (FATE) 011-83436 • (FATE) 011-84719 Purchase & Sales Depts • (FATE) 011-84546 Admn.
Fax: 022-2049296 • Cable: RAINBOW, Bombay • Phone: 23 20 30

TELEGRAM : "RAINBOW" FATEHNAGAR
TELEX NO. : 188 217 FATE IN
FAX NO. : 0261-89454

TELEPHONES:
690371-75
(5 LINES)

 **The Baroda Rayon Corporation Ltd.**

REGISTERED OFFICE:
P.O. FATEHNAGAR
SURAT, 394 220

1355

Confdl./Spl.PI/ 96

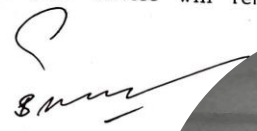
April 10, 1996

**Mr.H.K.Kapadia
Jr.Engr.(Text.)
Textile (N)
BRC:Fatehnagar.**

The Management is pleased to revise your Grade, Basic Salary and other perquisites as per the enclosed Statement with effect from 1st March 1996.

The Management is also pleased to designate you, now, as ASSISTANT SUPERINTENDENT (TEXT.).

Other terms and conditions of your service will remain unchanged.


S.P. DALAL
CHAIRMAN & MANAGING DIRECTOR

Encl.as above.

Head Office: Hoechst House, 193, Backbay Reclamation, Nariman Point, Bombay-400 021.
Telex: (FATE) 011-83436 • (FATE) 011-84719 Purchase & Sales Depts • (FATE) 011-84546 Admn.
Fax: 022-2049296 • Cable: RAINBOW, Bombay • Phone: 23 20 30

24-07-2024

Prepared By Mr. Hetal Kapadia



The Baroda Rayon Co. Ltd. (Experience Certificate – Production & CTS)

TELEGRAM : "RAINBOW" FATEHNAGAR
TELEX NO. : 188 217 FATE IN
FAX NO. : 0261-690454

TELEPHONES:
690371-75
(5 LINES)



The Baroda *Rayon* Corporation Ltd.

REGISTERED OFFICE:
P.O. FATEHNAGAR
SURAT: 394 220

No.P/ 201

FEBRUARY 13, 2004.

Mr.H K Kapadia
Kamla Smruti
11/1428 B Nanavat
Naval Shah Kodhi
Surat 395 003

You are hereby informed that you have to resume the duty
in Nylon Plant with effect from 16-02-2004.

B.N. Desai
B.N. DESAI
GENERAL MANAGER (P&A)

Head Office: Hoechst House, 193, Backbay Reclamation, Nariman Point, Bombay-400 021.
Telex: (FATE) 011-83436 • (FATE) 011-84719 Purchase & Sales Deptts • (FATE) 011-84546 Admn.
Fax: 022-2049296 • Cable: RAINBOW, Bombay • Phone: 283 20 30

TELEGRAM : "RAINBOW" UDHNA
EX NO. : 178 217 FATE IN
Telefax No. (0261) 8697460

TELEPHONES:
(0261) 8697460



The Baroda *Rayon* Corporation Ltd.
NYLON DIVISION

REGISTERED OFFICE:
P. O. BARODA RAYON, UDHNA
SURAT, 394 220

March 10, 2002

TO WHOMSOEVER IT MAY CONCERN

Mr. HETAL K. KAPADIA has joined this organization in December, 1992 as Government Apprentice Engineer in Textile Department of Nylon Division. After successful training of one year he was absorbed in the organisation as Junior Engineer in December, 1993.

As a Junior Engineer he worked in shift and looked after production/quality of Nylon/polyester Filament Yarn (PFY) and Polyester textured yarn (PTY) on Draw-Twisting (DT) / Draw Texturising machines.

He was redesignated as Asst. Superintendent (Textile) in April, 1996 and was mainly assigned Trouble Shooting/Technical Services of Cold -Draw Twisting/Hot-Draw Twisting/Draw Texturising machines. He also carried out successfully:

- Input substitution of various spares & consumables, material management of spares and inventory control.
- Development of different deniers with optimum operational speed by modification/modernisation of process/design parameters.
- Implemented various economy measures in production activities.
- Customer Technical Services (CTS) for their complaints related to Nylon/Polyester yarn, Textured/Crimped yarn on Twisting/Crimping/Texturising/Weaving machines.
- Complete administration of Textile Department.

Mr. HETAL K. KAPADIA has been found to be efficient, sincere, hard working.

This Certificate is issued to him on his own request.

For THE BARODA RAYON CORPORATION LTD.,

M. N. Jagiwal
(M. N. JAGIWALA)
VICE PRESIDENT (TECHNICAL)

Head Office: Hoechst House, 193, Backbay Reclamation, Nariman Point, Bombay-400 021.
Telex: (FATE) 011-83436 • (FATE) 011-84719 Purchase & Sales Deptts • (FATE) 011-84546 Admn.
Fax: 022-2049296 • Cable: RAINBOW, Bombay • Phone: 283 20 30



Gujarat Polyfilms Pvt. Ltd. (Asst. Mktg. Manager) - 2006-07



Gujarat Polyfilms Pvt. Ltd.

BLOCK NO. 492, N.H. NO. 8, PALSANA - 394 315, DIST. SURAT (GUJARAT) INDIA.
Tel.Nos.: +91-2622-265146, 265164, Fax No. : +91-2622-265577. Email: nylon.yarn@gmail.com

Ref.GPPL/HRD/101/2006
January 6, 2006

To,
Mr.Hetal K.Kapadia
11/1428-B, Kamal Smruti,
Opp. Naval Shah's Street,
Navsari 395 003

Sub. Appointment

Dear Mr.Hetal,

Ref: 362 003

We are pleased to invite you as a member of Marketing (Technical) team of this yarn and chips manufacturing unit. We trust that you will leave no stone unturned in making this business venture an overall technical as well as commercial success. We also believe that you agree with all works towards actualizing the promoter's vision of making this company the biggest and best supplier of nylon yarn in India.

Your direct responsibility will be in the technical service as well as marketing of Nylon -6 FDY. You shall be joining as **Technical Services & Marketing Assistant**.

Your gross annual remuneration package shall be Rs. One Lac and thirty two thousand only, exclusive of conveyance of company work and mobile phone expenses. You are required to join on or before Monday, 16th Jan 2006.

Wishing you a very warm welcome to the family.

Regards

Ankur Patel
Director



OEKO-TEX®
CONFIDENCE IN TEXTILES
STANDARD 100
14.HIN.39112 HONESTER HT1
Tested for harmful substances.
www.oeko-tex.com/standard100



Gujarat Polyfilms Limited

Sales Office : 202/B, Shree Shyam Chambers,
Opp Subjail, Ring Road, Surat - 395 002, Gujarat, India.
Tele. : +91 261 2344946, +91 261 4002946. Mob.: 0 96247 00550
E-mail : sales@caplon.in | gppl207@gmail.com
Website : www.gujaratpolyfilms.com | www.caplon.in
GST No. : 24AACCG1761D1Z4 • CIN : U17297GJ2004PLC044479

To Whomsoever It may concern

This is to certify that Mr. Hetal Krishnakant Kapadia has worked with our organization during the period from 10.01.2006 to 28.02.2007 as a Technical Service and Marketing Assistant.

He is sincere and hardworking and his character and conduct are good.

I wish him all the best in his future career.

Ankur Patel





12/2/2024



JCT Ltd. (Dy. Manager – Sales & CTS) - 2007

Kind Attn: — Mr. P. Dutta,
Rso Surat. *1230*

 **JCT LIMITED**
FILAMENT UNIT  The Thapar Group

Dharamsala Road, Village Chohal, Distt. Hoshiarpur-146 024 (Pb.)
Phone: 01882-258780-84, Fax : 01882-258059, E-mail: jct@jla vsnl net.in

JFD/HIA *16852* 14/03/2007

Mr. Hetal Kapadia,
11/1428-B, "Kamla Smruti",
Opp. Naval Shah's Kotha,
Nanavat,
Surat-395003.

Appointment: Dy. Manager (Sales & CTS) [RSO Surat]


Dear Sir,

With reference to the interview you had with us, we have pleasure in offering you the aforesaid post in our organisation on the terms and conditions as mutually discussed and agreed upon by you at the time of interview.

Please sign and return us the duplicate copy of this offer letter in token of your acceptance of our terms and conditions and join your duties immediately and also bring your latest passport size photographs (3 Nos.) along with the copies of your educational qualifications and experience certificates at the time of joining.

Looking forward to welcoming you to JCT family.

Best wishes

For JCT LIMITED

(S.K. AGGARWAL)
Business Head

" I accept the terms and conditions and shall join my duties on *14/03/2007*"

Signatures _____ Dated: _____

Regd. Office : Chohal, Distt. Hoshiarpur (Pb) - 146 024
Head Office : THAPAR HOUSE, 124 Janpath, New Delhi-110 001 Phone : 23342860, 23368608 Fax : 011-23368707

JCT Ltd. (Manager – Marketing) – Promotion Letter - 2008

 **JCT LIMITED**  The Thapar Group

Corporate Office : Thapar House, 124 Janpath, New Delhi-110 001
Phones : 23342860, 23368608 ; Fax : 23368707
Website : www.jcttextiles.com ; E-mail : jctdelhi@jctltd.com

August 27, 2008

Mr Hetal Kapadia
Employee ID: HSP153

Dear Hetal,

We are pleased to inform you that you have been promoted to Manager – Marketing from Dy. Manager – Marketing with immediate effect. Your compensation also stands revised with effect from 01.04.2008 as per the enclosed Annexure - 1.

Your revised compensation includes a market correction (if and as applicable) along with your annual increment to bring your compensation in upper quartile of the industry.

We also hope that you will continue to contribute in the coming year with earnest and commitment to your role, function and JCT. All other terms & conditions of your appointment remain the same.

Please treat this information as personal and confidential. For any clarifications, please do not hesitate to get in touch with your immediate Manager or your HR.

Congratulations and Best Wishes!!

Yours sincerely,


(DR. UMESH KANSAL)
CEO - FILAMENT

Regd. Office : Village Chohal, Distt. Hoshiarpur (Punjab)



JCT Ltd. (Manager – Marketing) – Increment Letter - 2010 & 2011



JCT LIMITED (FILAMENT UNIT)

Dharamshala Road, Village Chohal, - 146024 Distt. Hoshiarpur (Pb.)
PBX Tel. No. : 01882-258780-84-85, Fax : 01882-258059, E-mail

June 9, 2010

To,

Mr.HETAL KAPADIA
MANAGER (MKT.)

DEAR Mr.HETAL KAPADIA,

In recognition of your contributions, the Management is pleased to raise your basic salary to Rs.17500/- w.e.f. 01.01.2010. Consequently, your compensation package stands revised as detailed in the enclosed Annexure-I.

As a Special case you have also been given Variable Personal Allowance of Rs. 6000/- per month,

The Management is confident that you would continue to put in your best efforts in your assignment and responsibilities to excel further in your performance in future, so that the organization is able to meet the challenges of the new business environment.

Congratulations and Best Wishes,

RAJMOHAN SINGH
DIRECTOR (OPERATIONS)

Regd. Office: Chohal, 146024, Distt. Hoshiarpur (Pb.)
Head Office: 305 Rattan Jyoti Building, 18 Rajendera Place N.Delhi.



JCT LIMITED (FILAMENT UNIT)

Dharamshala Road, Village Chohal, - 146024 Distt. Hoshiarpur (Pb.)
PBX Tel. No. : 01882-258780-84-85, Fax : 01882-258059, E-mail: jct@jla.vsnl.net.in

May 31, 2011

To,

MR.HETAL KAPADIA
MANAGER (MKT.)

DEAR MR. KAPADIA,

In recognition of your contributions, the Management is pleased to raise your basic salary to **Rs.21500/-** w.e.f. 01.01.2011. Consequently, your compensation package stands revised as detailed in the enclosed Annexure-I.

The Management is confident that you would continue to put in your best efforts in your assignment and responsibilities to excel further in your performance in future, so that the organization is able to meet the challenges of the new business environment.


With Best Wishes,


RAJMOHAN SINGH
DIRECTOR (OPERATIONS)

Regd. Office: Chohal, 146024, Distt. Hoshiarpur



JCT Ltd. (Experience Letter- 2007 to 2011)

**JCT LIMITED**
FILAMENT UNIT


The Thapar Group

Dharamsala Road , Village Chohal-146024, Distt Hoshiarpur (Pb.)
Tel. No.: 01882-258780-84, Fax : 01882-258059

Dated: 09.03.2012


SERVICE CERTIFICATE

This is to certify that **Mr. Hetal K. Kapadia** has worked in the organisation. His service details are as given below:-

| | | |
|-------------------|---|-----------------------------|
| Designation | : | Manager |
| Deptt. | : | RSO (Surat) |
| Date of Joining | : | 19.03.2007 |
| Date of Relieving | : | 07.07.2011 |
| Reason of Leaving | : | Resigned of his own accord. |

During his stay with us, his performance was very good.
We wish him success in his future endeavours.

For JCT Ltd. (Filament Unit)



S.K. KEJRIWAL
MANAGER (L&IR)



Century Enka Limited (Manager – Sales) - 2011

CENTURY ENKA LIMITED
(Factory : Bhosari, Pune 411 026)

Phone : 66127300
Gram : CENENKA
Telefax : (91) 020-27120113



Communicate at:
Post. Box No. 17,
Bhosari,
Pune - 411 026.

Date: 09/07/2011

Mr. Hetal K. Kapadia,
11/1428-B, Kamla Smruti,
Nanavat,
P.O. SURAT - 395003.

Dear Sir,

We refer to your application and our subsequent discussions, we are now pleased to appoint you in our organisation as **Manager (Sales - Nylon)** with effect from 09th July, 2011.

Your appointment will be governed by the following terms and conditions:


- Your appointment will be on probation for a period of six months from the date of your joining. If your services are not confirmed in writing on the completion of this period, the probation period will be deemed to be extended by a further period of six months and no separate communication will be issued in this respect.
- You will be paid the following salary & allowances every month:

| | |
|----------------------|----------------|
| Basic Salary | : Rs. 5,625/- |
| Special Basic | : Rs. 19,375/- |
| House Rent Allowance | : Rs. 10,000/- |
| Personal Allowance | : Rs. 15,000/- |
| Education Expenses | : Rs. 200/- |
| Transport Expenses | : Rs. 800/- |
- In addition, you will also be entitled to following benefits as in force from time to time including any amendments or modifications thereof :
 - Leave : 35 days per annum.
 - Leave Travel Assistance : One month Basic & Special Basic Salary per annum.
 - Medical reimbursement : One month Basic & Special Basic Salary per annum.
 - Ex-gratia payment : 1.5 months Basic & Special Basic Salary per annum.
 - Provident Fund : As per The Employees Provident Funds and Miscellaneous Provisions Act, 1952.
 - Gratuity : As per Payment of Gratuity Act, 1972.
- You will initially be placed at the company's **Surat Office**. However, the Management may transfer you to any other office at any place and in such division, location, branch or department of the company/site and/or any other firm or Company as the Management may decide and for such work and duties as you may be assigned or directed from time to time, if required in future & at its sole discretion.
- During the period of your employment, you will devote all your time and energy exclusively for the work assigned to you by the Company and you will not directly or indirectly engage in, or serve in any capacity whatsoever either full time or part time, or undertake, or carry on, or be concerned with any business, trade, profession or concern other than the work assigned to you by the Company.
- During the period of your employment with the Company and thereafter, you shall -
 - keep confidential any information, knowledge, instruments, data, documents, reports, statements, logs, records, correspondence, discussions, contracts, plans, drawings, photo-prints, copies, methods, trade secrets, manufacturing processes, machinery, know-how, layouts, patents, transactions, affairs, dealings, finances and accounts etc. related to the affairs of the Company that may pass through you or you have come to know and shall not communicate the same to any other person including your co-employee who need not have access to such information

Regd. Office : Biria Building, 7th Floor, 9/1, R. N. Mukharjee Road, Kolkata - 700 001.
Head Office : "SAKINTAWAR", Nariman Point, Mumbai - 400 021.
Telephone : 22827375 • Telefax : (91) 022-22873952

Registered Office:
700 001, Arcade, 2nd Floor,
Narangi Baug Road,
Pune-411 001.

ISO 9001
BUREAU VERITAS
Certification
Excluding Design



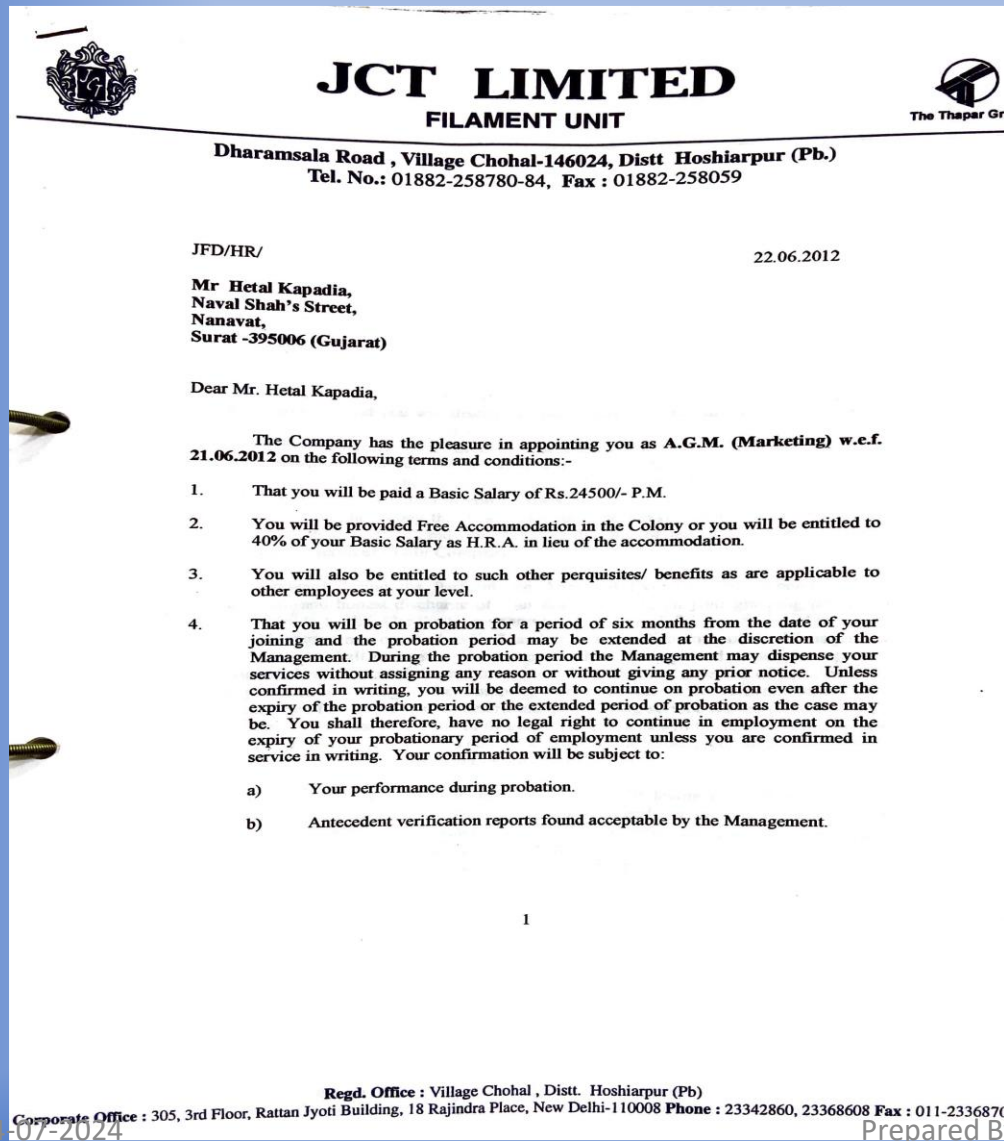
- not privately possess or make available to any other person any documents, drawings, calculations etc. without the written approval of the Company.
 - surrender to the Company on first demand all such data, correspondence, documents, information & drawings etc.
 - provide back-up of all official documents from your personal computer / laptop and remove/ permanently delete all such confidential & official documents and information from your P.C./ laptop under the supervision of the Company.
- Kindly note that the clause outlined above is mandatory in nature and any violation will bring in serious action including termination without notice & compensation and / or constitution of legal proceedings against you.
- Any discovery / invention of a process and improvement in procedure which you may make during your association with the company, shall be the property of the company irrespective of their suitability for protection.
 - If you are required to contribute any work, inputs in addition to work assigned to you, you will not be paid any extra amount/ compensation for the same.
 - Your services will be governed by the rules and regulations of the Company as applicable to the executives of your status and as in force from time to time (including any amendment or modification thereof).
 - Your services with the company, may be terminated by giving ninety (90) days notice from either side. However, in the event of misbehavior or any breach of the terms and conditions herein contained on your part, the Management will be entitled to dispense with your service without notice or compensation and this will be without prejudice to any other rights or claims the Company might have as a result of such breach.
 - Your appointment is being subject to your being physically fit.
 - If required, you shall stay or live in the accommodation provided by the Company and pay the standard licence fees/maintenance charges fixed by the company. You will hand over peaceful and vacant possession of the accommodation on termination of your services or earlier, if so demanded.
 - It is a condition of your employment with the company that you shall retire from the services of the company on attaining the age of 58 (Fifty eight) years without any notice whatsoever from the company in this behalf.
 - You have given an undertaking that you do not want to become a member of the Superannuation Scheme of the Company. The Company has favorably considered your request and accordingly, has exempted you from joining the said scheme. Your Personal Allowance has therefore been suitably increased. However, in future, there will not be any separate consideration of converting your "Deemed Superannuation contribution into Personal Allowance". In other words, you will be treated as exempted employee only, and your increment including the amount of Personal Allowance will be decided accordingly.
- If the terms and conditions are acceptable to you, please sign the copy of appointment in token of your acceptance and return it to us. Yours faithfully,

I have fully read and understand the above Terms and Conditions and accept them.

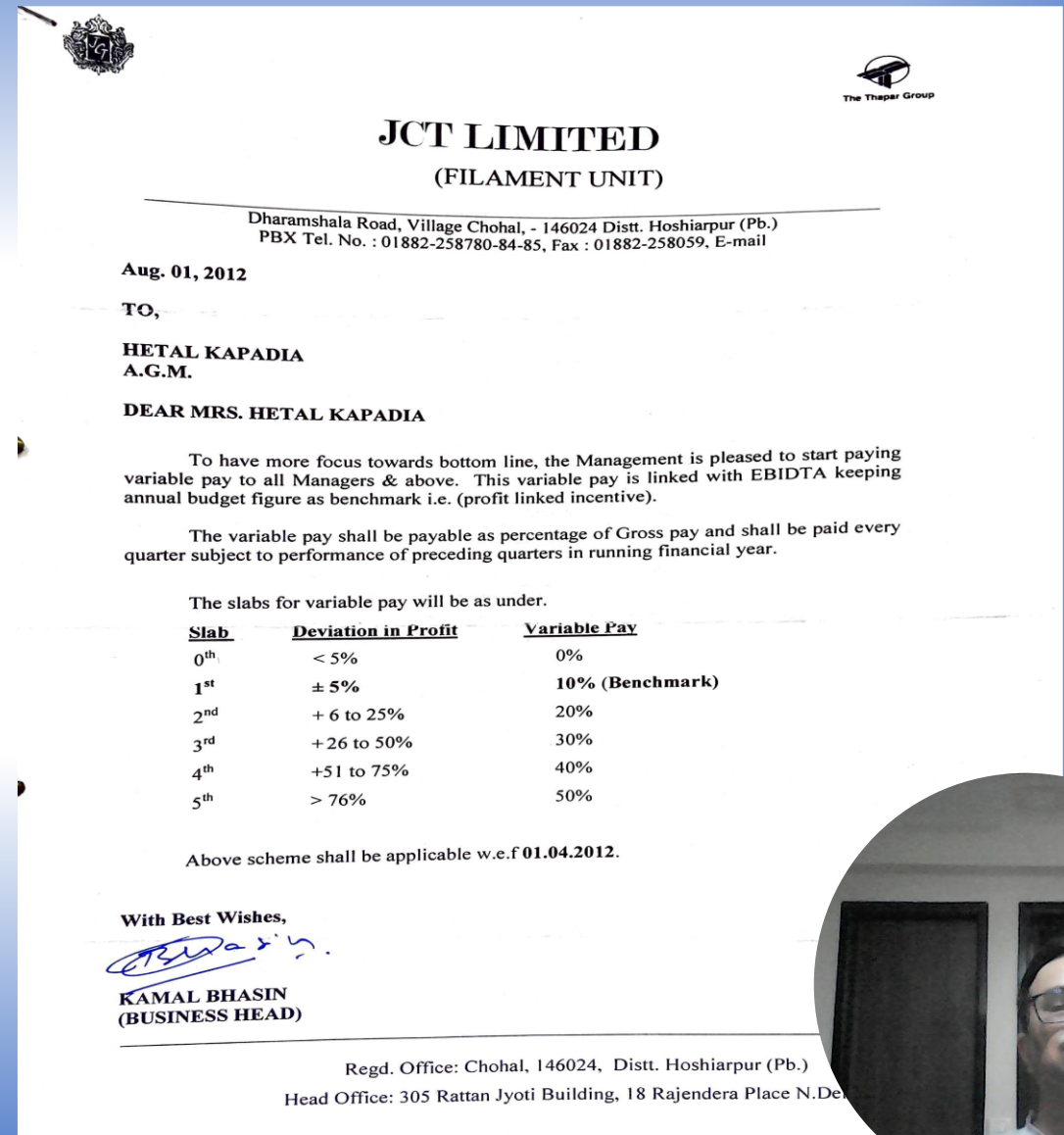
Name : _____
Signature : _____
Date : _____



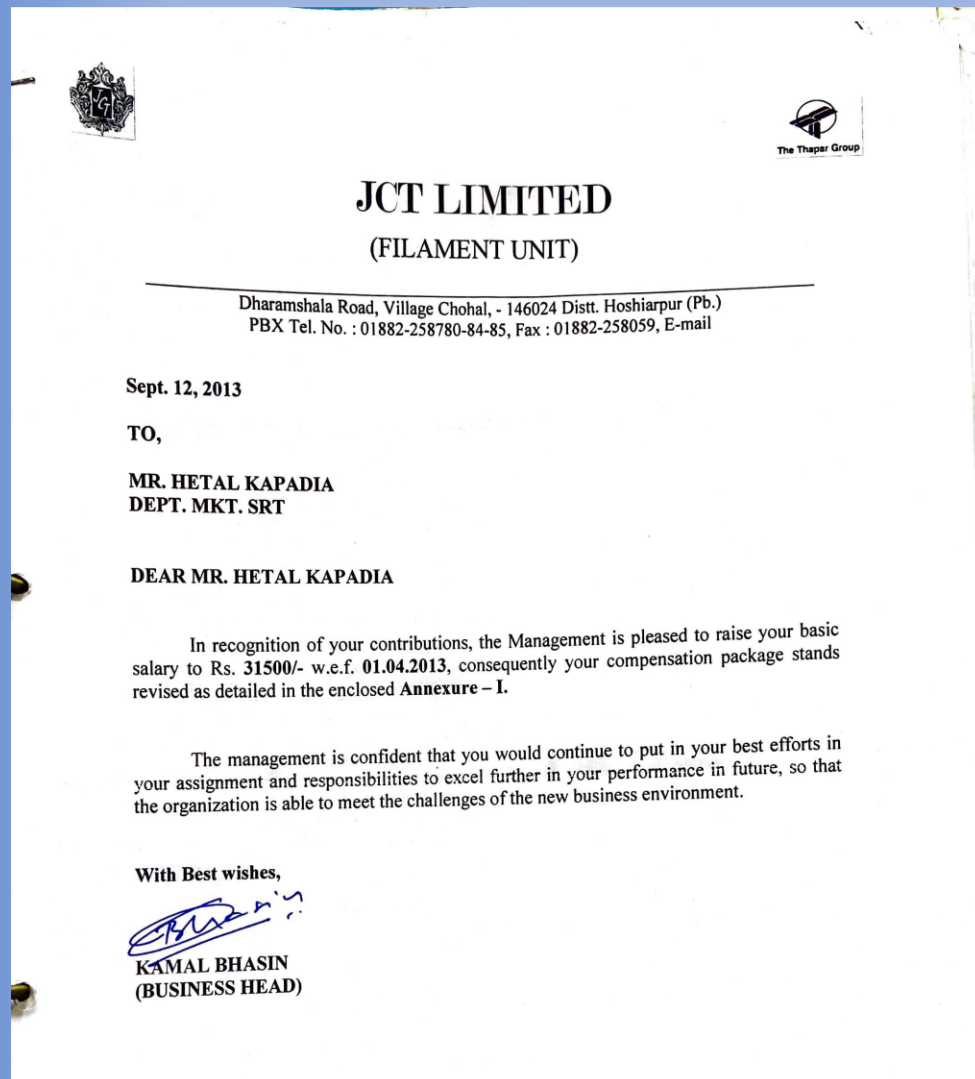
JCT Ltd. (Asst. General Manager – Marketing) -2012



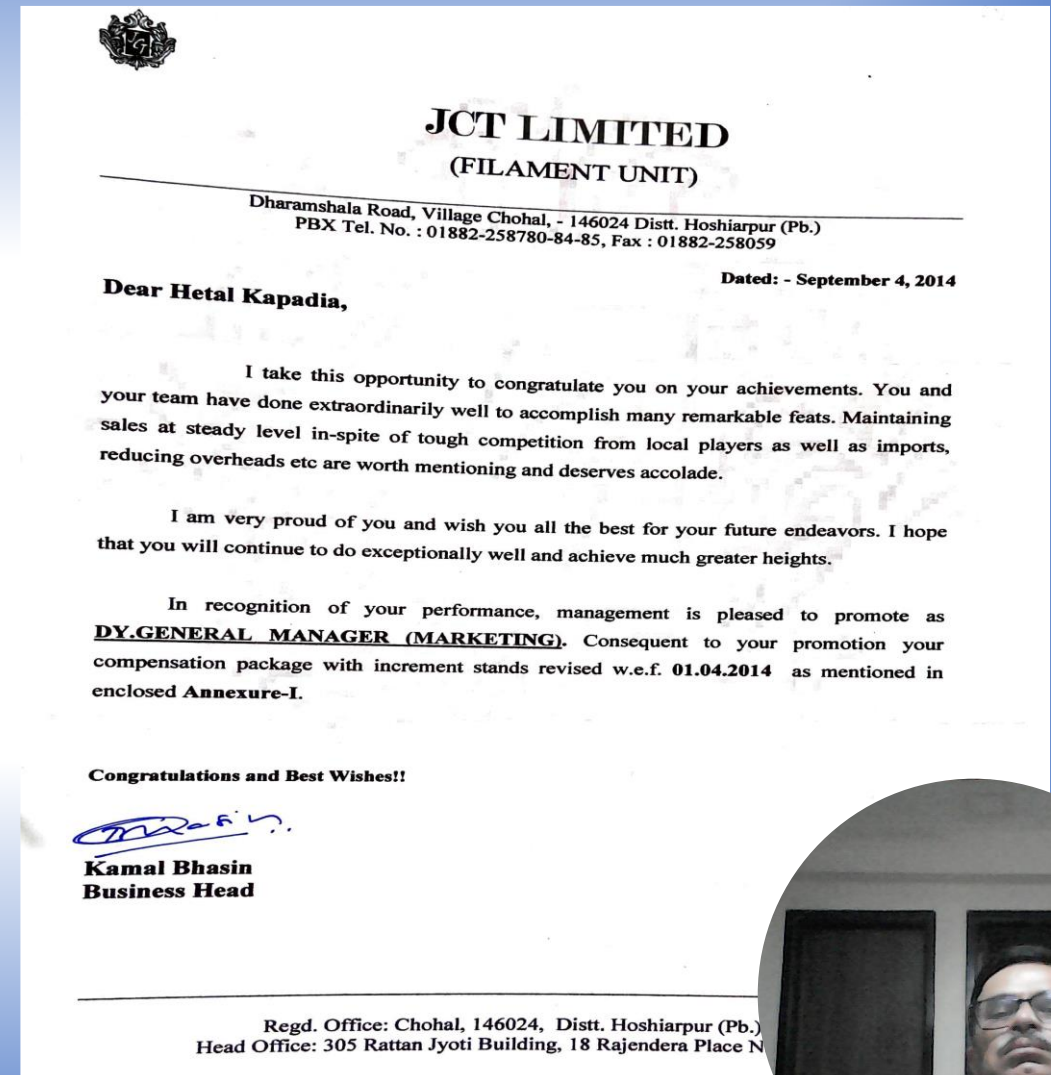
JCT Ltd. (Letter of Profit Sharing)



JCT Ltd. (Asst. General Manager – Marketing) – Increment Letter- 2013



JCT Ltd. (Dy. General Manager – Marketing) – Promotion Letter - 2014



JCT Ltd. (Letters of Appreciation) – 2015 & 2016



JCT LIMITED (FILAMENT UNIT)

Dharamshala Road, Village Chohal, Distt. Hoshiarpur 146 024 (Pb.) PBX Tel. No.: 01882-258780-84 Fax: 01882-258059
Email: jctmail@jctltd.com Website: www.jct.co.in CIN: L17117PB1946PLC004565

Date: 03.11.2015

To,

Hetal Krishnakant Kapadia
RSO, Surat

Sub: Boost Mono Yarn Sales and Market intelligence

We are the highest producers of Mono Yarn in India through LOY – DT route. It is always being the strength of JCT as it is high contributed product. You have achieved sale of Mono Yarn to 250 MT in the month of October-2015.

Meeting customer engagement is your passion. Visit regularly to existing JCT / Non-JCT customer's visits, visits to exhibitions and pick up new ideas & communication with plant for value addition.

Your advance forecasting for optimum product mix production planning with close co-ordination with production team to keep the finish goods stock at minimum level and also ensure that there is 'no-stock' position.

Your passion to keep track of market pulse methodical and involved and deeply involved upstream and downstream on Nylon value chain studies.

Best Wishes.


Kamal Bhasin
(Business Head)

Regd. Office : Village Chohal, Distt. Hoshiarpur (Pb.)

Corporate office: 305-309 3rd Floor, Rattanjiyoti Building, 18-Rajendra Place, New Delhi - 110008 Delhi Phone : 011-46290000 Fax : 011- 28512222



JCT LIMITED (FILAMENT UNIT)

Dharamshala Road, Village Chohal, Distt. Hoshiarpur 146 024 (Pb.) PBX Tel. No.: 01882-258780-84 Fax: 01882-258059
Email: jctmail@jctltd.com Website: www.jct.co.in CIN: L17117PB1946PLC004565

Date: 07.04.2016

To,

Hetal Krishnakant Kapadia
RSO, Surat

Sub: Appreciation for your contribution to superior performance

I would like to congratulate for your outstanding contribution in New Product Development (NPD). You have identifying and targeting potential customers within the lucrative Warp Knitting segment of premium products, high margin products like 30/1 BRR & 25/1 BRR to maximize the profit.


Your commitment to 'techno-commercial marketing having focused on Customer Centricity'. You have achieved 27% increase in Sales for the year 2015-16. (i.e. from Avg. sale of 338 MT/Month in year 2014-15 to 430 MT/Month in year 2015-16).

You have developed strong customer base which has further strengthened product basket of JCT to mitigate risk of dependence on specific product/customer.

Your expertise in market research and extracted competitor's information, mapping of customers and sales forecasting helped JCT in designing strong business policy to counter competition efficiently.

Your creative thinking, out of box thinking and dedication is an asset for an organization.

Best Wishes.


Kamal Bhasin
(Business Head)

Regd. Office : Village Chohal, Distt. Hoshiarpur (Pb.)

Corporate office: 305-309 3rd Floor, Rattanjiyoti Building, 18-Rajendra Place, New Delhi - 110008 Delhi Phone : 011-46290000 Fax : 011- 28512222



JCT Ltd. (General Manager – Marketing) – Promotion Letter - 2017



JCT LIMITED FILAMENT UNIT

Dharamshala Road, Village Chohal, Distt Hoshiarpur – 146024 (Pb.)
PBX Tel. Nos.01882-258780-84. Fax: 01882-258045, 258059, E-mail: jct@jla.vsnl.net.in

MARCH 06, 2017

TO
MR. HETAL KAPADIA
DEPTT. MKT. SRT

DEAR HETAL KAPADIA

In recognition of your contribution the Management is pleased to promote you as G.M.. Consequent to your promotion your compensation package with increment stands revised with effect from **01.01.2017** as mentioned in the enclosed **Annexure – 1**.

The management is confident that you will continue to put in your best efforts with sincerity, loyalty & devotion to duty to further boost the overall growth of the company.

Please treat this information as personal and highly confidential.

With Best wishes,

KAMAL BHASIN
(BUSINESS HEAD)

Regd. Office : Chohal, Distt. Hoshiarpur (Pb) – 146024
Head Office : 305, 3rd Floor, Rattan Jyoti Building, 18 Rajindra Place, New Delhi – 110018

Prepared By Mr. Hetal Kapadia



JCT Ltd. (Letters of Appreciation) – 2017 & 2020



JCT LIMITED (FILAMENT UNIT)

Dharamshala Road, Village Chohal, Distt. Hoshiarpur 146 024 (Pb.) PBX Tel. No.: 01882-258780-84 Fax: 01882-258059
Email: jctmail@jctltd.com Website: www.jct.co.in CIN: L17117PB1946PLC004565

Date: 15.09.2017

To,

Hetal Krishnakant Kapadia
RSO, Surat

Sub: Appreciation for your remarkable Contribution in Sales and Customer Centricity

I would like to congratulate for your outstanding contribution in Sales. You have achieved a highest ever sales of 658 MT of Nylon Filament Yarn in Surat Region in the month of August-2017.


On Customer Centricity you show this self-initiated, relentless pursuit of delivering the best to the customers. In pursuit of satisfying customers continuous co-ordination with production and quality control for best product and always try to 'delight' the customers. Your levels of energy and enthusiasm ensure that customers are the partner in trade.

Adopted innovative distribution model of 'direct sales to key customers' to strengthen the customer base.

Manage the receivables in time to improve working capital ratio.

We are quite aware of the fact that you will grow and succeed in our company and achieve even higher targets in future.

Best Wishes.


Kamal Bhasin
(Business Head)

Regd. Office : Village Chohal, Distt. Hoshiarpur (Pb.)

Corporate office: 305-309 3rd Floor, Rattanjiyoti Building, 18-Rajendra Place, New Delhi - 110008 Delhi Phone : 011-46290000 Fax : 011- 28512222



JCT LIMITED (FILAMENT UNIT)

Dharamshala Road, Village Chohal, Distt. Hoshiarpur 146 024 (Pb.) PBX Tel. No.: 01882-258780-84 Fax: 01882-258059
Email: jctmail@jctltd.com Website: www.jct.co.in CIN: L17117PB1946PLC004565

Date: 27.07.2020

To,

Hetal Krishnakant Kapadia
RSO, Surat

Sub: Cost Cutting Measures


Surat Nylon Yarn market is very highly competitive and nearly 14 producers and imported yarn is available where cost plays major role to survive and sustain in the market.

You have taken various cost cutting measures like:

- Successfully identify and carried out Job work activity at downstream process. (Texturising, Air-Texturising)
- Your 'risk taking' and 'decision making' ability to rationalize manpower of Surat office as and when required by proper planning, and by maximizing the use of digital technologies without affecting the work of office and sale.
- You have demonstrated the JCT's value of **Passion and Speed** most strongly.
- Completely abandoned replication of work.
- Adopted 'Go Green' practices by sending invoices, challans and e-way bill through mail or whatsapp to dealers/customers instead of printing.
- Combined godown and office at one place.

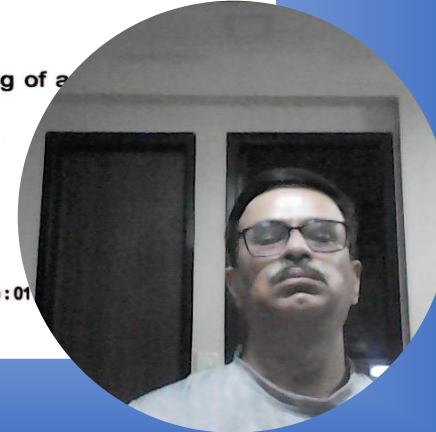
All the above cost cutting measures have impact of saving of a Lacs/month.

Best Wishes.


Kamal Bhasin
(Business Head)

Regd. Office : Village Chohal, Distt. Hoshiarpur (Pb.)

Corporate office: 305-309 3rd Floor, Rattanjiyoti Building, 18-Rajendra Place, New Delhi - 110008 Delhi Phone : 011-46290000 Fax : 011- 28512222



JCT Ltd. (Resignation Letter) - 2021

Date: 01.04.2021

To,
Business Head,
Thank You!

I very well remember a day of May'2012 when I received a call from Business Head of JCT Limited to rejoin JCT as Branch Head of RSO Surat.

I wish to take you to a journey in time lapse, a time when an image of company in Surat was dwindling. I took this challenge and decided to leave a leading player in Nylon Yarn manufacturing. I took a decision to leave Century Enka with heavy heart at a peak of my career. The company was not willing to relive me looking to my performance and results during my short spell of work in Century Enka. With a hope to explore new opportunities with JCT I decided to rejoin.

I am honored by the confidence and trust put in me by the Top Management of JCT Limited. The credit for the achievements in nearly **Nine Years of RSO Surat** goes to the **Business Head, the entire JCT team, support staff and JCT Dealers of Surat.**

During my entire tenure of nine glorious years with JCT, I was approached by many employers to be part of them at very attractive remunerations, position as well as job profile but as a principle of my life, I never approached JCT management for any negotiation/pay hike/promotion because I considered company as my family.

Professionalism, hard work, discipline, commitment, honesty, teamwork, complementary skills and diverse views are the key traits I bring on to the table. These need to be valued for the partnership to be effective. I see the Branch Head's role akin not only look at branch as "Mirror" for what I have to do but I have look at it as a "Window" that shows how can we do better for stakeholders.

After reaching a remarkable milestone of thirty years of professional life, I wish to encash my rich and diverse experience by way of venturing into entrepreneurship.

Let me reiterate that it has been an absolute privilege to serve as Branch Head for my tenure at JCT. I enjoyed the best hospitality during my visits to plant, which will remain in my memories till eternity. I thank the team JCT and all concerned for the same.

In light of these, I believe it is best time to handover responsibilities.

Please consider this letter as my formal resignation. I would like to be relieved after serving full notice period as per appointment letter, after working hours on 30.06.2021. Kind request to confirm receipt of resignation and acceptance.

Look forward to speedy settlement of my dues within stipulated time frame.

I leave JCT Limited without animosity or ill-will. I and my family will remain well-wisher of JCT Limited forever.

Please let me know if, I can be of any assistance for smooth transition.

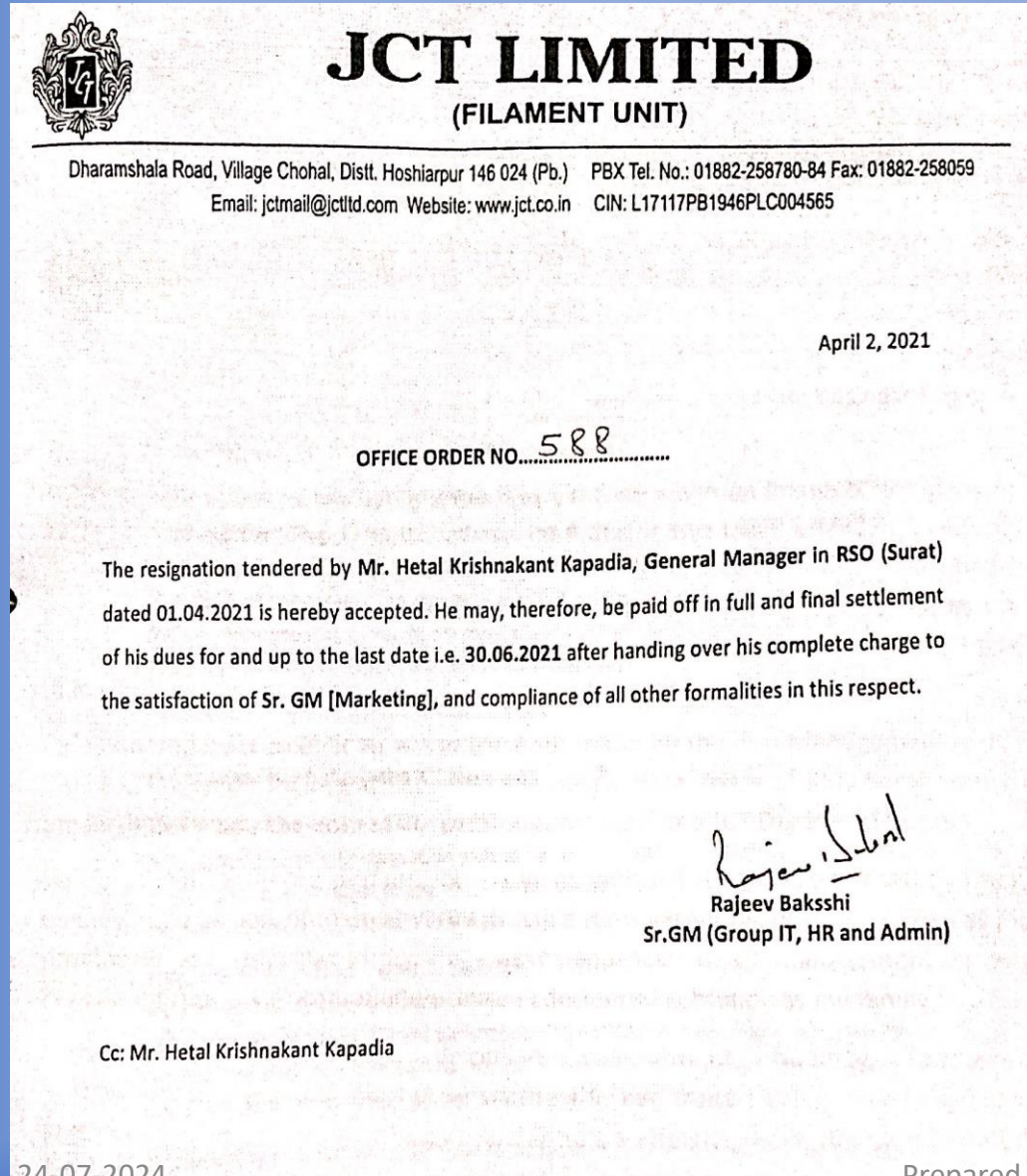
Once again thanking you.

Yours Sincerely,


-Hetal Kapadia 1/4/2021

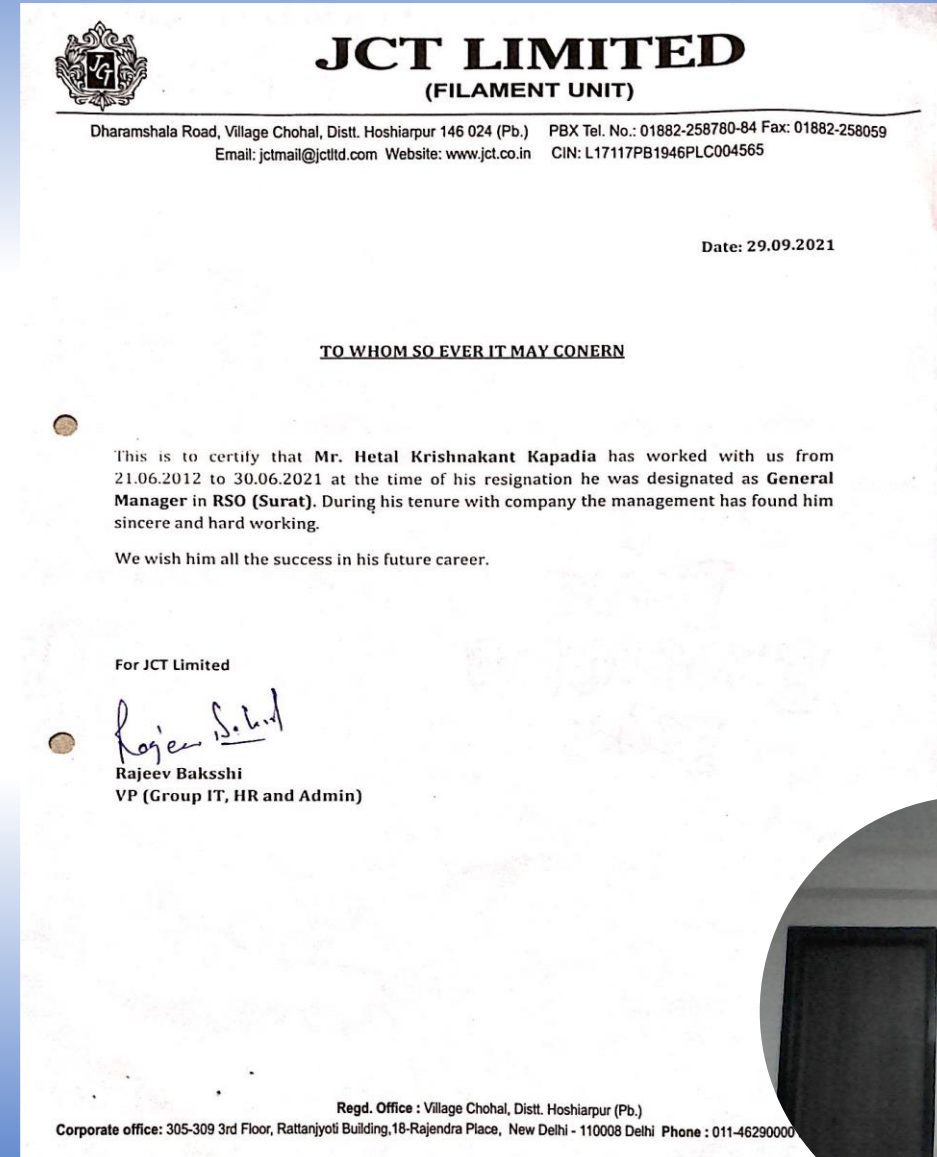


JCT Ltd. (Resignation Accepted Letter) - 2021




Prepared By Mr. Hetal Kapadia

JCT Ltd. (Experience Letter - 2012 to 2021)



Todi Rayons Pvt. Ltd. (SALASAR GROUP) – Vice President (Marketing) - 2021



TODI RAYONS PVT. LTD.
5007, 5th Floor, World Trade Center, Ring Road, Surat.
Ph.: (O) 0261- 234998 M.: 99251 70061
CIN : U17110GJ1997PTC031499

Ref. No. : _____ Date : **1st July, 2021**

To,
Mr. Hetal K Kapadia,
D-601, Shaligrame Flate, Opp. Green Avenue,
L.P. Savani Road, Nr. TGB Hotel Adajan,
Surat, Gujarat-395009.

Letter of Appointment

Dear Hetal K Kapadia,

With reference to your application for employment and subsequent interviews you had with us, we are pleased to appoint you as **"Vice President (Marketing)"** based at **Surat / Tadkeshwar** plant. Your date of joining has been recorded as **July 8th, 2021**.

The terms and conditions of this appointment, which have already been discussed and accepted by you, will be as under:-

1. Your Monthly Total Employment Cost to the Company (CTC) would be **Rs.1,00,000/- (Rs. One Lac Only.)** The CTC include all benefits like provision for gratuity, annual bonus, company contribution to provident fund (PF) or any other such benefits provided by the company. Taxes or any other benefits shall be as per government rules. However company may consider relaxation in govt. rule on case to case basis.
2. Your place of work will be **Todi Rayons Pvt Ltd- Surat/Tadkeshwar**.
3. During the period of your employment, you will work honestly, faithfully, diligently and effectively for the growth of the company. You are expected to maintain utmost secrecy in regard to the affairs of the company and shall keep confidential any information, instruments, documents etc, relation to the company that may come to your professional knowledge as an employee to the company.
4. This is a position of continuous responsibility and does not entail payment of extra time or overtime.
5. During the period of your employment with the company, you will devote full time to the work of the company. Further, you will not take up any other employment or assignment of any office, honorary or for any consideration in cash or any kind or otherwise without the prior written permission of the company.
6. You will not publish any article or statement, deliver any lecture or broadcast or make any communication to the press, including magazine publication relating to the company's product or to

Factory Add.: Block No. 1000, VIII. Tadkeshwar, Tal. Mandvi, Dist. Surat. Gujarat. (India)

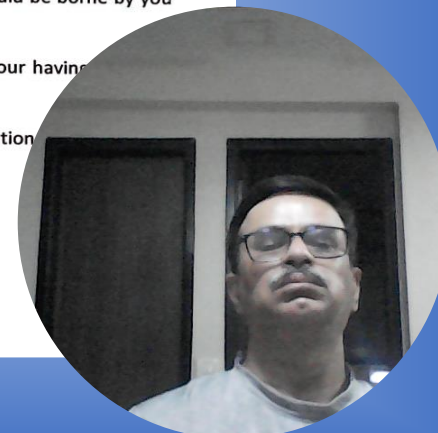
- any matter with which the company may be concerned, unless you have previously applied to and obtained the written permission from company.
7. You will be required to maintain utmost secrecy in respect of Project documents, commercial offer design documents, Project Cost & Estimation, Technology, Software package, License, Company's policies, Company's patterns & Trade Mark and Company's human assets profile.
 8. You will not accept any present, commission or any sort of gratification in cash or kind from any person, party or firm or company having dealing with the company and if you are offered any, you should immediately report the same to the management.
 9. You will be responsible for safe keeping of all company property, which may be in your use, custody or charge and return in good condition and order.
 10. Absence for a continues period of seven days without prior approval of your superior, would result in losing your lien on the services and the same shall automatically come to an end without any notice or intimation and you will be treated as left the job without notice.
 11. If at any time in our opinion, which is final in this matter you are found non-performers or guilty of fraud, dishonest, disobedience, disorderly behavior, negligent, indiscipline, absence from duty without Permission or any other conduct considered deterrent to the organization's interest or violating one or more terms of this letter. Your services may be terminated on notice of fifteen (15) days.
 12. You will be required to comply with all such rules and regulations as the company may frame time to time.
 13. Your date of appointment is effective from the date of joining which shall be **08/07/2021**.
 14. This offer of appointment is valid only till the date of joining you have accepted and committed as above and it will automatically ceased in the event of your not joining us by the said date or pre agreed date if any.
 15. All matters pertaining to your appointment and compensation are strictly confidential and it should be treated as such. Any liability including taxes arising out of your compensation should be borne by you and it will be as per the rules of the land.

Kindly return the duplicate copy thereof duly signed by you as confirmation of your having accepted the terms & conditions contained therein.

We welcome you @ Todi Rayons Pvt. Ltd. And look forward for a long term association
Thank You,

For, Todi Rayons Pvt. Ltd.
Todi Rayons Pvt. Ltd.


Director
Authorized Signatory



Todi Rayons Pvt. Ltd. (SALASAR GROUP) – Vice President (Marketing) - 2021



TODI RAYONS PVT. LTD.

5007, 5th Floor, World Trade Center, Ring Road, Surat.
Ph.: (O) 0261- 234998 M.: 99251 70061
CIN : U17110GJ1997PTC031499

Ref. No. :

To,
Meghna Kapadia,
D-601, Shaligram Flate, Opp. Green Avenue,
L.P. Savani Road, Nr. TGB Hotel Adajan,
Surat, Gujarat-395009.

Date :

Letter of Appointment

Meghna Kapadia,

With reference to your application for employment and subsequent interviews you had with us, we are pleased to appoint you as "Asst. Manager (Marketing)" based at Surat / Tadkeshwar plant. Your date of joining has been recorded as July 8th, 2021.

The terms and conditions of this appointment, which have already been discussed and accepted by you, will be as under:-

1. Your Monthly Total Employment Cost to the Company (CTC) would be Rs.50, 000/- (Rs. Fifty Thousand Only.) The CTC include all benefits like provision for gratuity, annual bonus, company contribution to provident fund (PF) or any other such benefits provided by the company. Taxes or any other benefits shall be as per government rules. However company may consider relaxation in govt. rule on case to case basis.
2. Your place of work will be Todi Rayons Pvt Ltd- Surat/Tadkeshwar.
3. During the period of your employment, you will work honestly, faithfully, diligently and effectively for the growth of the company. You are expected to maintain utmost secrecy in regard to the affairs of the company and shall keep confidential any information, instruments, documents etc, relation to the company that may come to your professional knowledge as an employee to the company.
4. This is a position of continuous responsibility and does not entail payment of extra time or overtime.
5. During the period of your employment with the company, you will devote full time to the work of the company. Further, you will not take up any other employment or assignment of any office, honorary or for any consideration in cash or any kind or otherwise without the prior written permission of the company.
6. You will not publish any article or statement, deliver any lecture or broadcast or make any communication to the press, including magazine publication relating to the company's product or to

Factory Add.: Block No. 1000, VIII. Tadkeshwar, Tal. Mandvi, Dist. Surat. Gujarat. (India)

any matter with which the company may be concerned, unless you have previously applied to and obtained the written permission from company.

7. You will be required to maintain utmost secrecy in respect of Project documents, commercial offer design documents, Project Cost & Estimation, Technology, Software package, License, Company's policies, Company's patterns & Trade Mark and Company's human assets profile.
8. You will not accept any present, commission or any sort of gratification in cash or kind from any person, party or firm or company having dealing with the company and if you are offered any, you should immediately report the same to the management.
9. You will be responsible for safe keeping of all company property, which may be in your use, custody or charge and return in good condition and order.
10. Absence for a continues period of seven days without prior approval of your superior, would result in losing your lien on the services and the same shall automatically come to an end without any notice or intimation and you will be treated as left the job without notice.
11. If at any time in our opinion, which is final in this matter you are found non-performers or guilty of fraud, dishonest, disobedience, disorderly behavior, negligent, indiscipline, absence from duty without Permission or any other conduct considered deterrent to the organization's interest or violating one or more terms of this letter. Your services may be terminated on notice of fifteen (15) days.
12. You will be required to comply with all such rules and regulations as the company may frame time to time.
13. Your date of appointment is effective from the date of joining which shall be 08/07/2021.
14. This offer of appointment is valid only till the date of joining you have accepted and committed as above and it will automatically ceased in the event of your not joining us by the said date or pre agreed date if any.
15. All matters pertaining to your appointment and compensation are strictly confidential and it should be treated as such. Any liability including taxes arising out of your compensation should be borne by you and it will be as per the rules of the land.

Kindly return the duplicate copy thereof duly signed by you as confirmation of the terms & conditions contained therein.

We welcome you @ Todi Rayons Pvt. Ltd. And look forward for a long term
Thank You,

For, Todi Rayons Pvt. Ltd.
Todi Rayons Pvt. Ltd.


Director
Authorized Signatory



