

Recruitment of Probationary Officers 2010

BANK OF MAHARASHTRA, a leading Public Sector Bank, invites applications from Indian Citizens for appointment of Probationary Officers in Junior Management Grade Scale I. The details are given below:

IMPORTANT: Candidates are required to apply on-line through Banks' website www.bankofmaharashtra.in No other means/modes of application will be accepted.

Opening date for On-line Registration	31.08.2010
Closing date for On-line Registration (For all applicants Including those from Far Flung areas).	1.10.2010
Date of Written exam for Probationary Officers	19.12.2010

1. Break up of vacancies is as under: -

Post Code No.	POST	SCALE	NO. OF VACANCIES
01	Probationary Officers	JMG Scale I	150

2. Details of Reservation are as under :-

Post Code	SCALE	SC	ST	OBC	GEN	TOTAL	PWD (Out of Which)		
							OC	HI	VI
01	I	23	11	40	76	150	2	1	1

Note: (i) The number of vacancies as also number of reserved vacancies are provisional and may vary according to actual requirement of the Bank.

(ii) Reservation For Persons With Disabilities (PWD): -

- Reservations for PWD Candidates are on horizontal basis and the selected candidates will be placed in appropriate category (viz. SC/ST/OBC/General) to which they belong. PWD candidates with minimum 40% disability are eligible to apply under PWD Category as per Government Guidelines.
- (a) The definitions of the Hearing Impaired (HI), Orthopaedically Challenged (OC) and Visually Impaired (VI) are as prescribed in "The Persons with Disabilities (Equal Opportunities, Protection of Rights & Full Participation) Act, 1995".
(b) It is clarified that Persons with Disabilities candidates will have to work in a branch/office as the case may be where the post identified by the Bank, as suitable for them, exists.

3. The age and qualification (as on 01.06.2010) for the above post is prescribed as under:

Post Code	Name of the Post	Age	Qualifications	ESSENTIAL REQUIREMENT
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01	Probationary Officer (Scale I)	Minimum- 21 Years Maximum-30 Years	a) A Bachelor's Degree with a minimum of 60% marks or an equivalent grade OR b) A Master's Degree with a minimum of 55% marks or an equivalent grade OR c) Chartered/Cost Accountant / Company Secretary (ACS) with a Bachelor's Degree OR d) Post Graduate Diploma in Management	Computer Literacy, (Backed by a certificate Of a recognized institution For having completed A course of the duration Of 100 hours.)
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NOTE: The percentage of marks in Graduation shall be arrived at by dividing the aggregate of marks

obtained by the candidate in all subjects by maximum marks of all subjects of Course (both for Pass/ Honours course) for all the years of the course.

4. Relaxation in Upper Age Limit:

Sr. No.	Category	Relaxation by years
(i)	Scheduled Caste/Tribe Candidates	05 years
(ii)	Other Backward Class (OBC) Candidates	03 years
(iii)	Ex-Servicemen / Commissioned officers including ECOs/SSCOs who have rendered at least five years of military service and have been released (a) On Completion of assignment (including those whose assignment is due to be completed within 12 months from the date of application) otherwise than by way of dismissal or discharge on account of misconduct or inefficiency. (b) On account of physical disability attributable to military service or (c) On invalidment	05 years
(iv)	Persons With Disability	10 years
(v)	The Children/Family Members of those who had died in the 1984 riots.	<u>5 years</u>
(vi)	Persons domiciled in state of Jammu and Kashmir during the period from 01.01.80 to 31.12.89	05 years

Note: The relaxation in age is available to SC/ST/OBC categories on cumulative basis with only one of the remaining categories for which age relaxation is permitted. OBC candidates in the "creamy layer" will be treated as "General Candidates".

5. Scales of Pay:

Scale of Pay	Approx. total emoluments at the start of the Scale + DA + CCA + HRA in Metro
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							Centres.
14500	<u>600</u>	18700	<u>700</u>	20100	<u>800</u>	25700	Rs.21000/- approximately
	7		2		7		

In addition, accommodation (in lieu of HRA / Rent Reimbursement), conveyance, medical reimbursement, LFC, Superannuation benefits, etc., admissible as per the rules of the Bank.

6. ELIGIBILITY CRITERIA: NATIONALITY / CITIZENSHIP:

A candidate must be either (i) a Citizen of India or (ii) a subject of Nepal or (iii) a subject of Bhutan or (iv) a Tibetan refugee who came over to India before 1st January, 1962 with the intention of permanently settling in India or (v) a person of Indian origin who has migrated from Pakistan, Burma, Sri Lanka, East African countries of Kenya, Uganda, the United Republic of Tanzania (formerly Tanganyika and Zanzibar), Zambia, Malawi, Zaire, Ethiopia and Vietnam with the intention of permanently settling in India,. Provided that a candidate belonging to categories (ii), (iii), (iv) & (v) above shall be a person in whose favour a certificate of eligibility has been issued by the Government of India,. A candidate in whose case a certificate of eligibility is necessary may be admitted to the examination / interview conducted by the Bank but on final selection the offer of appointment may be given only after the Government of India has issued the necessary eligibility certificate to him.

7. SELECTION PROCEDURE:

Selection will be on the basis of Written Test and/or Group Discussions, Interview depending on the number of applications received for the post. Merely satisfying the eligibility norm does not entitle a candidate to be called for Written Test / GD / Personality Test / Interview. The Bank reserves the right to call only the requisite number of candidates for the GD / Interview after preliminary screening / short-listing with reference to candidates qualifications, suitability, experience, etc.

7.1 WRITTEN TEST

Written Test will comprise (i) Objective Test on Quantitative Aptitude, Reasoning, General Awareness and English & (ii) Descriptive Test. The Descriptive Test shall be to assess the candidates' knowledge on Socio- economic development and Communication Skills. Descriptive test paper of only those candidates will be evaluated who are adequately high in percentile ranking in each of all the four objective tests. The merit list of written examination will be based on the aggregate of the marks obtained by the candidates in Objective and Descriptive tests. However, the number of candidates to be called for Group Discussion and/or Interview will be as per the appropriate cut off mark decided by the Bank. Merely **eligibility/pass** in the Written Test will not entitle any candidate to be called for GD and/ or Interview. Further details regarding the Written Test i.e. number of questions, duration, etc., shall be advised along with the call letter. The candidates have an option to answer the Written Test (Descriptive Test) in either English or Hindi (only in one language).

There will be negative marks for the wrong answers in the Objective Tests.

7.2 GROUP DISCUSSIONS AND/OR INTERVIEW

The candidates who pass the test and rank sufficiently high shall be called for interview in the ratio of 1:3 in relation to the number of posts i.e. 3 candidates to be called for interview for every post depending on ranking in the written test.

7.3 FINAL SELECTION

Those candidates who qualify in both Written Test & Group Discussion/Interview as mentioned above, will be considered for Final Selection. Merit List of such candidates will be prepared based on the aggregate marks (Written Test and GD/Interview) obtained by them and depending on the vacancies, selection will be made from the top merit ranked candidates in each category.

Results of the candidates who have qualified in the Written Test and thereafter the list of candidates finally selected will be available on the Bank's website and the decision of the Bank in this regard is final.

8. DETAILS OF WRITTEN TEST:

8.1 The written test will be held on **19-12-2010** at the following centers and the address of the venue will be advised in the call letters. Detailed List of written test centers with the center codes is given below:-

Centre Code	Name of Center	Contact Address	Telephone No./Fax/ E-mail Address
11	PUNE	Asstt. Gen. Manager, IR & HRD, 1501, Shivaji Nagar `Lokmangal` Pune-411005	020-25511654 bomcoper@mahabank.co.in
12	MUMBAI	General Manager, Mumbai Region `Janmangal` 2 nd floor 45/47 Mumbai Samachar Marg, Fort Mumbai-400023	022-22663144 dgmucr@mahabank.co.in
13	NAGPUR	Dy. Gen. Manager Bank of Maharashtra Nagpur Region, Mahabank Building, Abhyankar Road, Sitaburdi, Nagpur 440 012.	0712-2545020 agmnag@mahabank.co.in
14	AURANGABAD	Asstt. Gen. Manager Bank of Maharashtra Aurangabad Region, Mahabank Bhavan, C-3, N- 1 Town Centre, CIDCO, Aurangabad 431 003	0240-2483037 agmaur@mahabank.co.in
15	DELHI	General Manager Bank of Maharashtra 15.NBCC Tower 3 rd floor Bhikaji Kama Place, New Delhi-110066	011-25816814 Pln_del@mahabank.co.in
16	AHMEDABAD	Dy.Gen. Manager Bank of Maharashtra Ahmedabad Region, Mavlankar Haveli, Vasant Chowk, Bhadra Ahmedabad 380001	079-25507901 ritc_ahe@mahabank.co.in
17	BHOPAL	Asstt. Gen. Manager Bank of Maharashtra Bhopal Region, 1/14 Prashasanik Zone, Arera Hill, Jail Road, Bhopal 462 011	0755-2551003 agmbho@mahabank.co.in

18	INDORE	Asstt. Gen. Manager Bank of Maharashtra Indore Region, Maharashtra Sahitya Sabha Bhavan, 688, M.G.Road, Indore 452 007	0731-2435924 rmind@mahabank.co.in
19	BENGALLOORU	Dy. Gen. Manager Bank of Maharashtra 15, Police Station Road Basavan Gudi Bengaluru-560004	080-26626236 mahb_ban01@mahabank.co.in
20	HYDERABAD	Dy. Gen. Manager Bank of Maharashtra 4-3- 379, 2 nd floor Bank Street, Sultan Bazar Hyderabad 500001	040-24755080 agmhyd@mahabank.co.in
21	CHENNAI	Asstt. Gen. Manager Bank of Maharashtra 04, Sivagnanam Road, T.Nagar Chennai-600017	044-24364410 Ritc_che@mahabank.co.in
22	KOLKATTA	Asstt. Gen. Manager Bank of Maharashtra Kolkatta Region McLeod House, 1 st floor, 3, N.S.Road, Kolkatta-700001	033-22430286 dgmcal@mahabank.co.in

NOTE: (i) Request for change of Center of Examination shall NOT be entertained.
(ii) Bank reserves the right to cancel any of the centers and/or add some other centers, depending upon the response, administrative feasibility, etc. Bank also reserves the right to allot the candidate to any other centers other than the one he/she has opted for.

8.2 PRE-EXAMINATION TRAINING:

The Bank intends to impart free non-residential Pre-Examination Training [PET] to a limited number of candidates belonging to Schedule Caste/Schedule Tribe /Minorities Communities at all examination centres , in consonance with the guidelines issued by the Government of India. Candidates belonging to the above categories who desire to avail themselves of such Pre-Examination Training may indicate to that effect and should fill in the relevant column in the On-line application. Selection for the PET from among the candidates will be made on the priority of the date of receipt of application. All expenses for attending the Pre-Examination Training programme at the concerned Training Centre relating to travel, boarding, lodging, etc. will have to be made and borne by the candidate. The Bank has discretion to add or delete from the centers for PET indicated above.

9. APPLICATION FEE (INCLUDING POSTAGE CHARGES) (NON-REFUNDABLE):

Sr. No	Category	Total
1	SC/ ST/ PWD (Postal charges only)	Rs. 50/-

2	OBC / General (including postal charges)	Rs. 300/-
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Rs. 50/- (as postal charges only for SC/ST/PWD candidates) and Rs.300/-per application (including Postal Charges) for other candidates. Requisite Fees is to be paid in any Branches of the Bank by a challan , for credit of **account no. 60049253981** in the name & style of **“BOM PROBATIONARY OFFICER RECRUITMENT PROJECT-2010”**. **THE JOURNAL NUMBER issued by the branch of BANK OF MAHARASHTRA, where the fees is paid must be mentioned in online application.** The print out of challan for payment of fees can be downloaded from the website. Application once made will not be allowed to be withdrawn and fees once paid will NOT be refunded on any count nor can it be held in reserve for any other examination or selection.

Applications not registered on-line will not be accepted.

- i) **Paying the amount of fee through NEFT in any other Bank (If the candidate opts for payment through other Bank):-**

Fill the NEFT voucher/challan of that Bank with Beneficiary details as follows.

Name of the Account :- BOM PROBATIONERY OFFICER RECRUITMENT PROJECT-2010

ACCOUNT NO. : 60049253981

PAYEE BANK : BANK OF MAHARASHTRA MAIN BRANCH PUNE

IFSC CODE : MAHB0001150

Make Payment, Collect NEFT payment receipt from the Bank where you have made the payment. Please check that receipt is properly signed and the details of NEFT UTR NO., IFSC code of the sending Bank branch, city name, Deposit date, Amount etc. are noted in the challan by the Branch authorities.

10. GENERAL ELIGIBILITY:

10.1 Medical Fitness, Character and caste (wherever applicable) verification of selected candidates:

The appointment of selected candidates will be subject to their being declared medically Fit by a Doctor or a panel of Doctors approved by the Bank and upon satisfactory verification of their character, antecedents and caste certificates (wherever applicable). Till such time, their appointment will be provisional.

10.2 Probation and Confirmation:

The selected candidates will be on probation for a period of 2 years from the date of joining. Their confirmation in the Bank service will be decided in terms of the provision of the Bank of Maharashtra (Officers) Service Regulations.

10.3 Posting and Transferability of the selected candidates:

The selected candidates will be posted at any office/branch and thereafter liable to be transferred any office/branch in India.

11. GENERAL INSTRUCTIONS:

- (a) It shall be noted that the Candidates are required to apply on –line through website www.bankofmaharashtra.in No other means /mode of applications will be accepted. Application link from website will be open from **31.08.2010 to 30.09.2010.**

(b) Before applying, the candidate should ensure that he/she fulfills the eligibility criteria and other norms mentioned in this advertisement. Decision of the Bank in all matters regarding eligibility of the candidate, the stages at which such scrutiny of eligibility is to be undertaken, the documents to be produced for the purpose of the conduct of examination, interview, selection and any other matter relating to recruitment will be final and binding on the candidate. The Bank in this behalf shall entertain no correspondence or personal enquiries.

(c) Admission to written test will be purely provisional without verification of age /essential minimum educational qualification / category (SC/ST/OBC/PWD) etc. of the candidates with reference to documents.

(d) In case, it is detected at any stage of recruitment that a candidate does not fulfill 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 stand cancelled. If any of these shortcomings is/are detected even after appointment, his /her services are liable to be terminated.

(e) Candidates must bring the Originals for verification and submit the attested photocopies of all the certificates in support of educational qualification, experience, date of birth and Caste/Handicapped (if any) at the time of GD/Interview. Candidates belonging to SC/ST/OBC/PWD category must also submit attested photo copy of SC/ST/OBC/PWD Certificate, issued by the Competent Authority in the prescribed format as prescribed by the Government of India at the time of GD/Interview. In case of candidates belonging to OBC Category, the Certificate inter-alia must specify that the candidate does not belong to "CREAMY LAYER" section excluded from the benefits of reservations for OBCs in Civil Posts and Services under Government of India. **OBC/NON CREAMY LAYER certificate should have been issued on or after 30.09.2009.** "Persons with Disabilities" claiming the benefit of reservations/age relaxation should submit a copy of Medical Certificate as specified in the "The Persons with Disabilities (Equal Opportunities, Protection of Rights & Full Participation) Act, 1995 in support of their disability at the time of GD/Interview.

(f) The Bank takes no responsibility for any delay in receipt or loss of any communication in postal transit.

(g) As the applications are to be processed by a Computerised System, it is essential that the application is properly & completely filled on-line. **Application should NOT be sent to the Bank's Offices.**

(h) **The candidates will have to appear for Written Test/Interview at their own expense. However, SC/ST candidates who are called for the interview will be paid actual 2nd Class to and fro rail/bus fare by the shortest route on production of evidence of travel i.e. Railway Receipt/ticket(s).**

(i) **Candidates serving in Government/Public Sector Undertakings (including banks) should produce a "No Objection Certificate" from their employer at the time of interview in the absence of which their candidature may not be considered.**

(j) Only candidates willing to serve anywhere in India should apply.

(k) Any request for change of address will not be entertained.

(l) Any resultant dispute arising out of this advertisement shall be subject to the sole jurisdiction of the Courts situated at **PUNE.**

- (m) In case any dispute arises on account of interpretation of version other than English, English version will prevail.
- (n) No candidate is permitted to use calculator, mobile/telephones of any kind, pagers or any such Instruments during the written examination/selection process.
- (o) The candidate will appear for the Written Test/Interview at the allotted centre at his/her own expense and risk and the Bank will not be responsible for any injury, losses, etc. of any nature.
- (p) The Bank may at its discretion hold re-examination wherever necessary in respect of a center / venue.
- (q) Appointment of selected candidates is subject to his/her being declared medically fit as per the requirement of the Bank. Such appointment will also be subject to the Service & Conduct Rules of the Bank.
- (r) Banking is a versatile activity, which needs all round grooming of the selected candidates. Accordingly, the Officers recruited/selected in the Bank, will be required to acquire overall knowledge of various facets of banking for which the Bank will provide necessary on-the-job / theoretical training at its Branches/ Offices and Training Institutions so as to enable the candidates recruited, to perform/undertake all types of banking activities.
- (s) PWD candidates intending to use services of Scribe may do so at their own cost. The academic qualification of the scribe should be one grade lower than the eligibility criteria stipulated for the post. The scribe should possess less mark than the candidate and not more than 60 % in his own academic stream. The scribe can be from any academic stream. Both the candidate & Scribe will have to give a suitable undertaking confirming that the scribe fulfills the eligibility criteria as mentioned above. Further, in case, at later stage, it transpires that Scribe does not fulfill the eligibility criteria, the candidature of the applicant will stand cancelled irrespective of the result of the Written Exam. Such candidates who use a Scribe shall be eligible for extra time of 20 minutes for every hour of the examination.
- (t) **Action against candidates found guilty of misconduct:-** Candidates are advised in their own interest that they should not furnish any particulars that are false, tampered, fabricated or should not suppress any material information while filing up the application form. At the time of written examination/interview, if a candidate is (or has been) found guilty of: (i) Using unfair means during the examination Or (ii) Impersonating or procuring impersonation by any person Or (iii) Misbehaving in the examination hall or taking away the question booklet/answer sheet from the examination hall, Or (iv) Resorting to any irregular or improper means in connection with his/her candidature by selection Or (v) Obtaining support for his/her candidature by any means. Such a candidate, in addition to rendering himself/herself liable to criminal prosecution shall be liable:
- a. To be disqualified from the examination for which he/she is a candidate.
 - b. To be debarred, either permanently or for a specified period, from any examination or recruitment conducted by Bank.

The Bank would be analyzing the responses of a candidate with other appeared candidates to detect patterns of similarity. If as per the laid down procedures it is suspected that the responses have been shared and the scores obtained are not genuine/valid, the Bank reserves the right to cancel his/her candidature.

12. THE COMPETANT AUTHORITY FOR THE ISSUE OF THE CERTIFICATE TO SC/ST/OBC/PWD IS AS UNDER: -

- (a) **For SC/ST/OBC:** (1) District Magistrate / Additional District Magistrate / Collector / Dy.Commissioner / Addl Dy.Commissioner / Dy.Collector /First class stipendiary Magistrate/Sub-Divl. Magistrate / Taluka Magistrate / Executive Magistrate / Extra Asstt.
 (2) Chief Residency Magistrate / Addl. Chief Residency Magistrate / Residency Magistrate.
 (3) Revenue Officer not below the rank of Tehsildar / Sub-Divl.Officer of the area where the candidate and / or his family normally resides.
- (b) **For Persons with Disabilities:** - Authorized certifying authority will be medical board at the District level. The Medical Board will consist of Chief Medical officer / Sub-Divl. Medical Officer in the district and an orthopedic surgeon.

13. HOW TO APPLY: -

Candidates have to register Online through Bank's website www.bankofmaharashtra.in only between 31.08.2010 and 30.09.2010. No other means of applications shall be entertained.

PROCEDURE FOR PAYMENT OF APPLICATION FEE / POSTAL CHARGES:

The application fee / postal charges should be paid between 31.08.2010 and 30.09.2010.

Sr. No	Category
1	SC/ ST/ PWD (Postal charges only)
2	OBC / General (including postal charges)

The application fee / postal charges can be paid by;

- 1] Directly crediting the amount in any Bank of Maharashtra Branch **OR**
- 2] Paying the amount through NEFT in any other Bank.

The procedure for payment of fee is mentioned below;

1] Directly crediting the amount in any Bank of Maharashtra Branch:

- Take print-out of the Payment Challan from website [Format is given at end of the advertisement]
- Fill the particulars viz, Name, Bank of Maharashtra Branch Name, City, Amount, Post Applied for in legible handwriting in BLOCK LETTERS
- Submit the Fee Payment Challan & amount in any Bank of Maharashtra Branch
- Collect the candidate's copy of Fee Payment Challan from the Branch. Please check that challan is properly signed & the details of **Transaction Sequence No./ Batch No., Branch Name & DP Code Number, Deposit Date** are noted in the challan by the Branch Authorities.
- Log onto the bank website for applying online.

2] Paying the amount of fee through NEFT in any other Bank (If the candidate opts for payment through other Bank):-

Fill the NEFT voucher/challan of that Bank with Beneficiary details as follows.

Name of the Account :- BOM PROBATIONERY OFFICER RECRUITMENT PROJECT-2010

ACCOUNT NO. : 60049253981

PAYEE BANK : BANK OF MAHARASHTRA MAIN BRANCH PUNE

IFSC CODE : MAHB0001150

Make Payment, Collect NEFT payment receipt from the Bank where you have made the payment. Please check that receipt is properly signed and the details of NEFT UTR NO., IFSC code of the sending Bank branch, city name, Deposit date, Amount etc. are noted in the challan by the Branch authorities.

- Log on to bank website for applying online.

Even if the last date of registration changes due to technical reasons, the valid dates for payment of application fee / postal charges will not be changed. **Payment of fee by Demand Draft / Cheque / Money Orders / Postal Orders etc will not be accepted.**

- Candidates should have a valid personal e-mail id. In case, candidate is not having valid e-mail id, he/she should create a new e-mail id. This e-mail id should be valid for the duration of the project.
- Candidates are first required to go to the Bank's website www.bankofmaharashtra.in and Take a Print of the 'FEES PAYMENT CHALLAN'. Fill in the Fee Payment Challan in a clear and legible handwriting in BLOCK LETTERS. Go to the nearest Bank of Maharashtra Branch with the Fee payment Challan and pay, in Cash, the appropriate Application Fee in the designated CBS Account as given in the fee payment challan. **OR** Candidates should have remitted the requisite fee in any other Bank through NEFT and should have details of payment made.
- Please note that without valid payment details, on-line registration of application will be summarily rejected.
- Candidates are required to visit the Bank's website www.bankofmaharashtra.in and apply for the post.
- **The link for registration of application will be open on our website on the dates indicated at the top of this advertisement.**
- After filling in all the required particulars, candidates shall submit the application on-line.
- There is provision to modify the submitted on-line application. Candidates are requested to make use of this facility to correct the details in on-line application, if any. **This Modification facility shall be available *after 2 days of registration & up to the last date for on-line registration. Modification will be allowed only 3 times.* After the last date, no modification will be permitted.**
- Candidates should take utmost care to furnish the correct details while filling in on-line application.
- **After applying on-line, the candidate should take a print out of the system generated on-line application form and retain it along with Registration Number & Password safely for future reference. They should not send this print out to the Bank. The print out of the on-line application will have invariably to be submitted at the time of GD/Interview.**
- Candidates are advised in their own interest to apply on-line much before the closing date and not to wait till the last date for depositing the fees to avoid the possibility of disconnection/inability/failure to log on the Bank's website on account of heavy load on internet/website jam.
- The Bank does not assume any responsibility for the candidates not being able to submit their applications within the last date on account of the aforesaid reasons or for any other reason beyond the control of the Bank.
- 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.

CANDIDATES NEED NOT SEND APPLICATION PRINT / DOCUMENTS AT THIS STAGE.

While attending for the Written Test, candidates have to submit Original Payment Challan / NEFT receipt along with Test Call Letter, without which candidates are not allowed to take up examination.

14. CALL LETTERS FOR THE WRITTEN EXAMINATION:-

The date of written examination is tentatively fixed as **19.12.2010**. However, it will be intimated in the call letter along with the centre / venue of the examination, well in advance of the date of written examination. Call letters for the written test will be sent by post (UPC) to the eligible candidates to the address given in the application form. An eligible candidate who does not receive his call letter by **13.12.2010**, should contact the official at the address for the respective centres given above furnishing his or her name, registration number, details of Challan , etc., for taking immediate remedial action. Duplicate call letters will be issued at the contact addresses mentioned above between **14.12.2010** to **18.12.2010**.

PUNE
DATE:12-08-2010

GENERAL MANAGER
HRM & I.T.