

**Notice of Discharge (“Discharge Notice”) to all Employees & Workmen of Gujarat NRE Coke Limited (in Liquidation) (“Company”)**

April 20, 2021

To,

**All Employees and Workmen of Gujarat NRE Coke Limited (in Liquidation)**

This has a reference to the Notice dated 23<sup>rd</sup> September 2020 declaring suspension of work after operations of all the plants of the Company were shut since long and the only sub optimally running steel of the Company became non operational after closure of windmills.

The operations at different plants of the Company could not be subsequently resumed. The scheme of revival propounded by the proponents was not approved by the stakeholders and therefore rejected in law. The liquidator attempted to keep your job secure by taking steps to sell the business of the Company along with all its employees and workmen – as a “Going Concern” as per law. However, no bids were received for such attempts as well.

After exhausting all the options for revival, the Liquidator then proceeded to attempt to sell the assets of the Company on a slump sale basis in accordance with the applicable provisions of the law. After numerous attempts, in the 6<sup>th</sup> e-auction, all the coke units of the Company at Bhachau and Khambalia (Gujarat) have been now sold. The remaining assets of the Company is also being attempted to be sold as per the provisions of law.

**It is being informed that the Company is now able to take steps to clear all the pending dues on account of salary and wages. This letter is a notice of discharge to all the employees and workmen of the Company with immediate effect.**

Please read the following information carefully:

1. All dues on account of salary and wages are payable and computed till September 23, 2020 only (the date of Notice declaring Suspension of Work). The Company shall not be liable to pay any amounts for any period after September 23, 2020.

2. If you were asked to report to work after September 23, 2020, then you will be paid on a pro-rata basis for the days that you reported to work as per attendance records available with the liquidator.
3. The calculations for full and final settlement are being prepared based on available records and each of you will receive your dues in the same manner (and in the same bank accounts) as before.
4. An update on the status of all these payments shall be made available on the website [www.gujaratnrecoke.com](http://www.gujaratnrecoke.com). Please visit the website and look for your name in the “Employees and Workmen” section of the website. If you require any support or clarification, please write an email requesting the same to [hr.gncl@decoderesolvency.com](mailto:hr.gncl@decoderesolvency.com).
5. All dues shall be paid in accordance with the applicable provisions of the Insolvency and Bankruptcy Code, 2016 and as per the following schedule:

Sr	Particulars	Timeline	Remarks
1	Monthly Salary pending, if any in full or part till 31 <sup>st</sup> August, 2020	Already paid on 20.04.2021	Credited directly to the bank accounts of the employee/workmen concerned
2	Monthly Salary pending, if any from 1 <sup>st</sup> September, 2020 till 23rd September, 2020	Shall be paid soon after receipt of attendance records	Attendance records have not been provided to the Liquidator nor access to the same is available due to non cooperation from workers and employees aided by suspended director
3	Full and Final settlement of Salary & Wages of persons who have resigned and whose dues are already ascertained	On or before 30 <sup>th</sup> April, 2021	The settlement of few such employees shall be subject to proper handover of pending information, records, properties

			etc as mentioned in this notice
4	Full and Final settlement of Salary of persons whose services were terminated due to non cooperation	Within 7 days of the ascertainment of dues	The settlement shall be subject to proper handover of pending information, records, properties etc as mentioned in this notice
5	Full and Final Settlement of dues such as Gratuity, PF, Bonus & LTA etc (forming part of the CTC) of all other Employees/Workmen upon issuance of this discharge notice and after ascertainment of their dues	Within 7 days of ascertainment of dues	

### **Regarding Non-Cooperation from some Employees and Workmen**

It is on record that there has been continuous non-cooperation from specific group of employees/workmen of the Company starting from May/June 2020. As you are all aware, this group have been acting on the instructions of, and in connivance with, the suspended director of the Company and their family members. Few such employees have resigned from the Company without serving any notice or notice period and/or helping the Company with handover of charge and records including relevant data. They have also not provided any support to my team and me to complete pending work/tasks and have left without any regard for the Company – I am aware that some have left and joined the rolls of the suspended director and/or his family owned entity soon after their resignation. My access to records, information, documents, server and other assets of the Company was removed at most of the locations as well as the registered office. I found many records and documents were missing and/or illegally kept under the lock and key of the suspended director and his family members. It is because of this kind of non-cooperation that my team and I still don't have all the necessary details required to ascertain your full and final claims/dues that will accrue as on the date of this Discharge Notice.

**Help your fellow employees and workmen:** In spite of the above hindrances, I have taken steps to ascertain your full and final dues from the records available with me and by reviewing PF records. I request all the employees who were working in the Personnel & Administration division at each of the plant locations and at the registered office of the Company to immediately come forward and assist me in this process so that all the correct dues may be ascertained and paid to all of the Employees and Workmen.

Some of the employees - including few key employees at the registered office and at plant locations - are required to hand over information, files, documents, records, properties of the Company which is either in their possession, or accessible to them. I will, once again, reach out to each of those key employees and seek their cooperation failing which I shall not be in a position to settle their respective dues.

We are working towards payment of your pending dues and therefore, I request your support and assistance in following the process laid out in this Discharge Notice.

I wish each of you luck in your future endeavours and hope that you and your family remain safe and follow all hygiene and safety guidelines amidst the COVID-19 pandemic.



**Sumit Binani**

Liquidator-Gujarat NRE Coke Limited (in Liquidation)

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E: [sumit\\_binani@hotmail.com](mailto:sumit_binani@hotmail.com)

Note: Copy of this notice is being sent to the respective offices of the Labour Commissioners and the Officers in charge of Police Department at all locations