

Date: 15-July-2019  
SAP Code – 10013603  
Mr. George Varghese P J,

### **Service Certificate / No Dues Letter**

Dear Mr. George,

We hereby confirm the following details pertaining to your service with CEAT Ltd:

➤ Date of Joining	:	03-Oct-17
➤ Date of Resignation	:	17-May-19
➤ Last Working Day	:	15-July-19
➤ Last Function Worked In	:	Technology
➤ Last Designation Held	:	Assitsant Manager-Mixing & Calender
➤ Last Location	:	Nagpur Plant

Your Full & Final Settlement has been processed and the details of the same are as per the F & F letter sent to you separately. Basis the settlement of those obligations, you have no dues pending with the Company as on date, basis all facts / details available. This document therefore confirms that you have been relieved from the services of the Organization effective 15-July-19

**For any queries regarding your F & F, you may contact :**

Mr. Prasad Nayak - Tel Num : 022-66616151 Email ID : [Payroll@ceat.com](mailto:Payroll@ceat.com)

**For any queries regarding your retiral benefits, you may contact the HO – Accounts team:**

Ms. Prachi Bhatkar - Tel Num : 022- 66616038 Email ID : [Prachi.Bhatkar@ceat.com](mailto:Prachi.Bhatkar@ceat.com)

We wish you all success in your future endeavours.

**Yours Faithfully,**

**For CEAT Limited**



**Alistair Azavedo**  
**Sr. Manager – HR Technology & Services**

