



# कोल इण्डिया लिमिटेड COAL INDIA LIMITED

(A Govt. of India Undertaking)  
(A Maharatna Company)

## **RECRUITMENT OF MANAGEMENT TRAINEES THROUGH COMPUTER BASED TEST (CBT)**

**Advertisement No.: 3/2022**

**COAL INDIA LIMITED (CIL)** - a Schedule 'A' - **MAHARATNA** Public Sector Undertaking under Ministry of Coal, Government of India, with Corporate Hqrs., at Kolkata, is the single largest Coal producing company in the world contributing around 83% of the total coal production in India. It is one of the largest corporate employers of the country with manpower of 2.48 Lakhs approximately.

CIL invites applications from young, energetic and dynamic persons for recruitment **THROUGH ONLINE APPLICATION MODE** for the post of **MANAGEMENT TRAINEE** in different disciplines as per details given below:

### **1. IMPORTANT DATES:**

Activity	Important dates
Opening date for Online Registration of Applications	08-07-2022 : 10.00 AM
Last date of Online Submission of Applications	07-08-2022 : 11.59 PM

### **NOTE:**

- The details regarding the date of CBT will be intimated through the Admit Card for CBT which will be sent through email. The Admit Card will also be available for downloading through individual login portal.**

2. *Detailed instructions available on page of login portal on CIL website [www.coalindia.in](http://www.coalindia.in) may please be referred at the time of applying online.*
3. *Candidates, in their own interest are advised not to wait till the last date / time and register & submit their application well within time. CIL shall not be held responsible, if the candidates are unable to submit their application due to last minute rush.*
4. *Candidates should read the instructions in the advertisement carefully before making any entry or selecting options for filling online applications.*

## **2. QUALIFICATION & ELIGIBILITY CRITERIA:**

<b>Post Code</b>	<b>Name of Discipline</b>	<b>Minimum Qualification</b>
11	Personnel & HR	Graduates with at least two years full time Post Graduate Degree/PG Diploma/Post Graduate Program in Management with specialization in HR/Industrial Relations/Personnel Management or MHROD or MBA or Master of Social Work with specialization in HR(Major) from recognized Indian University/Institute with minimum 60% marks.
12	Environment	Degree in Environmental Engineering with minimum 60% marks Or any Engineering Degree with PG Degree/Diploma in Environmental Engineering from a recognized University/Institute with minimum 60% marks.
13	Materials Management	Engineering Degree in Electrical or Mechanical Engineering with 2 years full time MBA/ PG Diploma in Management with minimum 60% marks.
14	Marketing & Sales	Recognised Degree with 2 years full time MBA / PG Diploma in Management with specialization in Marketing (Major) from recognized Institute / University with minimum 60% marks.
15	Community Development	<p>Minimum two years full time Post Graduate Degree or Post Graduate Diploma of two-year duration from a recognised University/Institute in Community Development/Rural Development/Community Organisation and Development Practice/ Urban and Rural Community Development / Rural and Tribal Development/Development Management / Rural Management with minimum 60% marks.</p> <p style="text-align: center;"><b>OR</b></p> <p>Minimum 2 years Full time Post Graduate Degree (from recognised University/Institute) in Social Work with specialization-Community Development / Rural Development /Community Organization &amp; Development Practice/Urban &amp; Rural Community Development/Rural &amp; Tribal Development/Development Management with minimum 60% marks.</p>

16	Legal	Graduate in Law of 3 years / 5 years' duration from recognised University/Institute with minimum 60% marks.
17	Public Relations	Post Graduate Degree/ Post Graduate Diploma (Full time courses) in Journalism/ Mass Communication/ Public Relations from a recognised University with minimum 60% marks.
18	Company Secretary	Graduate in any discipline from a recognized University/Institute having acquired Company Secretary Qualification with Associate/Fellow membership of ICSI. <b>Preference will be given to those candidates who have worked in a listed company.</b>

#### **NOTE:**

- i. Graduation must also be from University / Institute recognized by appropriate statutory authority in India.
- ii. Engineering Degree should be of regular full time course.
- iii. The MBA/PG Diploma/PG Degree/M.Tech must be from recognised University / Institute, recognized by appropriate statutory authority in India and should be of 2 years regular full time course. **In case of any dispute arising about admissibility of any particular Qualification, the decision of Management of CIL will be final and binding.**
- iv. For the purpose of calculating the aggregate final marks, the aggregate marks of all years / semesters / trimesters would be taken. Rounding of percentage (%) will not be acceptable under any circumstances, hence 60% of marks and above will only be considered.
- v. The minimum qualifying marks for **GENERAL (UR), OBC (Non-Creamy Layer) & Economically Weaker Sections (EWS) category candidates are 60%.** For **SC, ST and Persons with Disability (PwD) candidates**, relaxation of **5%** is given in the minimum qualifying marks i.e. **55%**. In case of CGPA/GPA, conversion in % should be made which should match with certificate issued by University/Institute in this regard.
- vi. Candidates who have completed their degree of minimum qualification or appeared / appearing in final year / semester / trimester and will pass out in the academic year **2021-2022** are eligible to apply. The minimum criteria of marks shall also be applicable to the candidates who have appeared / appearing for the exam for completion of their minimum required qualification.

However, candidates who have appeared or are appearing in final year / semester / trimester in the academic year **2021-2022**, shall submit final pass results of minimum required qualification by **31.08.2022** failing which their candidature will be rejected for the applied post / discipline without any further communication.

Further, the candidate must clear all subjects of final year / semester / trimester, whichever is applicable, in the academic year **2021-2022** in single attempt and should have also cleared all previous years / semesters / trimesters as on the date of declaration of final results.

Apart from the other required documents, the candidates of final year / semester / trimester in the academic year **2021-2022** will have to upload their latest year / semester / trimester mark sheet / marks transcript of relevant minimum educational qualification.

### 3. TENTATIVE VACANCY:

Sl. No.	Discipline	Total vacancy	General (UR)	EWS	SC	ST	OBC (NCL)	Category of disability suitable for the post
1	Personnel & HR	138	60	14	20	8	36	(a) B, LV-5, (b) HH-2, (c) OA,OL,OAL, Dw-2, (d) SLD, (e) MD involving (a) to (d)-1.
2	Environment	68	30	7	10	5	16	(a) LV-3, (b) HH-1, (c) OA, OL, Dw-1, (d) SLD, (e) MD involving (a) to (d)-Nil.
3	Materials Management	115	53	11	14	8	29	(a) LV-4, (b) HH-2, (c) OA, OL, OAL, Dw-1, (d) MD involving (a) to (c)-1.
4	Marketing & Sales	17	10	2	2	-	3	(a) LV-1, (b) HH-Nil, (c) OA,OL, Dw-Nil, (d) SLD, (e) MD involving (a) to (d)-Nil.
5	Community Development	79	33	8	11	6	21	(a) LV-3, (b) HH-1, (c) OA, OL, Dw-1, (d) SLD, (e) MD involving (a) to (d)-1.
6	Legal	54	21	5	8	6	14	(a) B, LV-2, (b) HH-1, (c) OA, OL, BL, OAL, Dw-1, (d) SLD, (e) MD involving (a) to (d)-Nil.
7	Public Relations	6	3	-	-	1	2	(a) B, LV-Nil, (b) OA, OL, Dw-Nil, (c) SLD, (d) MD involving (a) to (c)-Nil.
8	Company Secretary	4	3	-	-	-	1	(a) LV-1, (b) HH-Nil, (c) OA, OL, OAL, Dw-Nil, (d) MD involving (a) to (c)-Nil.
	<b>Grand Total</b>	<b>*481</b>	<b>213</b>	<b>47</b>	<b>65</b>	<b>34</b>	<b>122</b>	

**Abbreviations:** B=Blind, LV=Low Vision, HH=Hard of Hearing, OA=One Arm, OL=One Leg, BL=Both Leg, OAL=One Arm and One Leg, Dw=Dwarfism, SLD=Specific Learning Disability, MD=Multiple Disabilities.

**NOTE:** The above vacancy is tentative and may increase or decrease as per requirement.

\*Total 35 vacancies are reserved for PwD candidates including backlog vacancies. Vacancy shown above includes backlog / carry forward vacancy for SC / ST / OBC (NCL).

Whenever in any recruitment year any vacancy earmarked for EWS cannot be filled due to non-availability of a suitable candidate belonging to EWS, such vacancy for that particular recruitment year shall not be carried forward to the next recruitment year as backlog.

#### 4. SELECTION PROCESS:

Selection will be based on the marks obtained in the Computer Based Online Test only. The details regarding the date of CBT will be intimated through the Admit Card for CBT which will be sent through email. The Admit Card will also be available for download through individual login portal.

Before applying the candidates should ensure that they fulfil all the eligibility criteria. Admission to Computer Based Online Test will be purely provisional. If shortlisted, Candidature will be subject to verification of details/documents at every stage of the recruitment process/appointment.

**TEST CITIES:** The Computer Based Online Test will be held at Test Cities as mentioned in the online application. Candidates may opt for three Test Cities from the list as per their preference and the same cannot be changed after the online form is submitted. CIL reserves the right to allocate any Test city or change the Test city opted by the candidate. CIL reserves the right to add or delete any cities(s) from the list based on the number of applicants.

**COMPUTER BASED ONLINE TEST:** The duration of Computer Based Online Test will be for 3 hours (*in one sitting*) consisting of two papers (**Paper-I & Paper-II**) of 100 marks each. **Paper-I** will consist of General Knowledge/Awareness, Reasoning, Numerical Ability and General English and **Paper-II** will consist of Professional Knowledge (Discipline related) with **100 multiple choice questions (MCQ) in each paper**. Each question will carry 1 mark and there is no penalty for wrong answer. No marks will be awarded for un-attempted questions. The question paper shall be bilingual i.e. in English and Hindi only. However, in case of any error in Hindi version, the English version of the question shall be valid & final. The qualifying marks for the Computer Based Online Test will be as under:

Qualifying marks in the Computer Based Online Test		
GENERAL (UR) / EWS	OBC (Non-Creamy Layer)	SC / ST / PwD
Minimum 40 marks in each paper	Minimum 35 marks in each paper	Minimum 30 marks in each paper

Eligible candidates are required to appear in the Computer Based Online Test at their own expenses and if shortlisted in the Computer Based Online Test as per the above criteria, they will be empanelled as per their merit in the ratio of **1:3**. CIL reserves the right to shortlist the candidates for Computer Based Online Test.

Final merit panel will be prepared based on the marks obtained in the Computer Based Online Test.

The final list of selected Candidates against the vacancies will be uploaded on the CIL website. These Candidates will be intimated about Documents Verification (DV) & Initial Medical Examination (IME) on CIL website and also on their registered E-mail Id only. Offer of Appointment will be issued only after successful completion of DV & IME and submission of relieving letter from present employer if working in Govt. Sector / PSU / Autonomous body.

## **5. APPLICATION FEE:**

Candidates belonging to GENERAL (UR) / OBC (Creamy Layer & Non-Creamy Layer) / EWS category are required to pay a Non-Refundable fee of ₹. 1000/- plus applicable GST - ₹.180/- totalling ₹. 1180/- (Rupees One Thousand One Hundred Eighty only). SC / ST / PwD / ESM candidates / Employees of Coal India Limited and its Subsidiaries are exempted from payment of application fee. Application fee will be paid through Online mode only. There will be no other mode for payment of application fee. CIL will not be responsible, in case a candidate deposits the fee in any wrong account.

Fee once paid will not be refunded or adjusted against any further recruitment activity under any circumstances. Candidates are therefore advised to verify their eligibility before applying.

It may kindly be noted that CIL does not seek any other charges/fees except the above mentioned application fee.

## **6. UPPER AGE LIMIT:**

The Upper Age Limit is **30 Years as on 31-May-2022** for General (UR) & EWS category candidates.

Upper Age Limit is relaxed by:

- 3 Years for OBC (Non-Creamy Layer)
- 5 Years for SC / ST
- Persons with Disabilities candidate:
  - By 10 Years for General (UR)
  - By 13 Years for OBC (Non-Creamy Layer)
  - By 15 Years for SC / ST
- 5 Years for the candidates who are the domicile of J&K during the period from 01.01.1980 to 31.12.1989 as per Govt. of India guidelines.
- Relaxation for Ex-Servicemen (ESM) category candidates is as per extant Govt. of India guidelines.

**NOTE:** The Upper Age Limit is relaxed subject to the condition that maximum age of the applicant on the crucial date i.e. **31-May-2022** shall not exceed **56 years**.



## 7. RESERVATIONS AND RELAXATIONS:

- i. Reservations and relaxations for SC / ST / OBC (Non-Creamy Layer) / PwD (**Percentage of Disability - 40% or above**) / EWS / ESM candidates will be provided as per guidelines of Govt. of India for the purpose. The reservation for PwD / ESM is on horizontal basis.

SC, ST & OBC (Non-Creamy Layer) category candidates applying against General (UR) category post shall be considered in the General (UR) category for the purpose of availing relaxation in Upper Age Limit and application fee.

- ii. Age relaxation to Ex-Servicemen/Dependants of those who died in riots of 1984 (Dependants 1984/Dependants of Defence Persons killed in Action (DODPKIA) will be as per the DoPT guidelines.
- iii. Departmental candidates mean employees of CIL and its Subsidiaries and not others. They should indicate their Designation, EIS / NEIS, Place of Posting and Company in the Application Form and submit No Objection Certificate (NOC) issued by the competent authority / present employer.

Relaxations for employees of Coal India Limited or its Subsidiary companies applying online against the advertisement will be as per the rules of the company i.e. **no age limit and no application fee.**

### iv. **For getting benefits of reservation under OBC category:**

- a) The name of caste and community of the candidate must appear in the "Central List of Other Backward Classes". They must also ensure that the name of their caste/community and its spelling in their caste/community certificate should be exactly as mentioned in the lists notified by the Central Government from time to time (for OBC category list of castes recognized by the Govt. of India as OBC castes in the Central List, as available on the site <http://www.ncbc.nic.in>).
- b) The candidates must not belong to Creamy layer.
- c) The candidates need to furnish their latest OBC Certificate as per format prescribed by Govt. of India.

### iv. **For getting benefits of reservation under EWS category:**

- a) Should not be covered under the scheme of reservation for SCs, STs and OBCs and whose family has gross annual income below ₹. 8.00 Lakhs (₹. Eight Lakhs Only). Income shall also include income all sources i.e. salary, agriculture, business, profession, etc. for the financial year prior to the year of application.

Also persons whose family owns or possesses any of the following assets shall be excluded from being identified as EWS, irrespective of the family income:-

- 5 acres of agricultural land and above;
- Residential Flat of 1000 Sq. Ft and above;
- Residential Plot of 100 Sq. Yards and above in notified municipalities;
- Residential Plot of 200 Sq. yards and above in areas other than the Notified Municipalities.

- b) The property held by a “Family” in different locations or different places/ cities would be clubbed while applying the land or property holding test to determine EWS Status.
- c) The term “Family” for this purpose will include the person who seeks benefits of reservation, his/her parents and siblings below the age of 18 years as also his/her spouse and children below the age of 18 years.
- d) The benefit of reservation under EWS can be availed upon production of an Income and Asset Certificate issued by Competent Authority. The income and Asset Certificate issued by any one of the following authorities in the prescribed format as given in Annexure-I shall only be accepted as proof of candidate’s claim as belonging to EWS:
  - District Magistrate/ Additional District magistrate/ Collector/ Deputy Commissioner/ Additional Deputy Commissioner/ 1<sup>st</sup> Class Stipendiary Magistrate/ Sub Divisional Magistrate/ Taluka Magistrate/ Executive Magistrate/ Extra Assistant Commissioner.
  - Chief Presidency Magistrate/ Additional Chief Presidency Magistrate/ Presidency Magistrate
  - Revenue Officer not below the rank of Tehsildar and
  - Sub-Divisional Officer of the Area where the candidate and /or his family normally resides.

Candidates belonging to Economically Weaker Sections (EWS) will have to submit a copy of valid Income & Asset certificate issued by the competent authority as per OM No. 36039/1/2019-Estt (Res) dated 31.01.19 of DoPT, Ministry of PPG&P, Govt. of India on the basis of gross annual income of Financial Year 2021-2022.

This will be regulated as per Govt. of India Guidelines.

## **8. OTHER DETAILS:**

**COMPENSATION / PAY:** Selected candidates will be placed as **Management Trainee** in **E-2 Grade** in the scale of pay of ₹. **50,000 – 1, 60,000/-** at the initial Basic of ₹. **50,000/- per month** during the training period. On successful and satisfactory completion of 1-year training period and passing the test conducted for the purpose, regularization will be in **E-3 Grade** in the scale of pay of ₹. **60,000 – 1,80,000/-** at the initial Basic of ₹. **60,000/-** with probation for 1 year, if not extended. Besides Basic pay, candidates will also be entitled to Dearness Allowance, HRA, perquisites and allowances under cafeteria approach and other allowances including Performance Related Pay (PRP) as applicable for the post. Benefits such as Leave, Medical facilities, CMPF, CMPS, Gratuity, CIL Executive Defined Contribution Pension Scheme etc. will be admissible as per extant rules of the company. The actual remuneration may vary depending on place of posting, financial performance of the Company and also performance rating of individual.

**POSTING:** Candidates may be posted anywhere in Subsidiary companies including Coalfield areas. Only candidates willing to serve anywhere in India need to apply.

**SERVICE AGREEMENT BOND:** Appointed candidates are required to serve the company for a minimum period of 60 months from the date of joining the company. The candidates will be required to execute a service agreement bond of ₹. 3 Lakhs (Rupees Three Lakhs) plus GST as applicable for the same at the time of joining.



**MEDICAL EXAMINATION:** Before appointment, the selected candidates will have to undergo Initial Medical Examination (IME) by the company's Medical Committee, as per the Medical Attendance Rules of the company. The decision of the Medical Committee will be final and binding. The candidates are advised to go through the CIL's Medical Attendance Rule available on CIL's website and ensure that they meet the medical / physical standard to avoid any disappointment in IME.

## **9. HOW TO APPLY:**

- i. The candidates shall apply through online mode available on CIL website [www.coalindia.in](http://www.coalindia.in) only under **Career with CIL >>>> Jobs at Coal India** section as per the qualification and eligibility criteria indicated above.
- ii. While applying online, candidate needs to upload the following documents:-
  - Scanned copy of the recent passport size colour photograph (***not older than 3 weeks in jpg/jpeg format***).
  - Scanned copy of signature with Black ink pen (***in jpg/jpeg format***).
  - Scanned copies of the documents (***in pdf format***), as follows:
    - a) Self-attested copy of Matriculation / Secondary Board level certificate in support of age.
    - b) Final / Provisional Degree / Certificate for Graduation and Post-Graduation, as applicable.
    - c) Apart from the other required documents, the candidates of final year / semester / trimester in the academic year **2021-2022** will have to upload their latest year / semester / trimester marksheet / marks transcript of relevant minimum educational qualification.
    - d) For post of MT (CS) - Associate/Fellow Membership Certificate of Institute of Company Secretaries of India and Experience Certificate/s in chronological order in a listed Company.
    - e) Candidates belonging to OBC (Non-Creamy Layer) / SC / ST will have to upload self-attested copy of valid certificate in prescribed format.
    - f) For PwD category, certificate in the prescribed format of Govt. of India duly issued by the competent authority, has to be uploaded.

In case of persons in the category of blindness, locomotor disability (both arm affected – BA) and cerebral palsy, the facility of Scribe shall be given / opted for if so desired by the person, if applicable as per the relevant provisions of Act / Rules / Guidelines of Govt. of India (Refer OM F No. 34-02/2015-DD-III dated 29.08.2018 issued by Under Secretary to the GoI, Ministry of Social Justice & Empowerment).

Scribe certificate, as applicable, in the prescribed format of **APPENDIX-I & APPENDIX-II** (***may be downloaded during filling of online application form***) has to be uploaded.

- g) Candidates belonging to Economically Weaker Sections (EWS) will have to upload self-attested copy of valid Income & Asset certificate issued by the competent authority as per OM No. 36039/1/2019-Estt (Res) dated 31.01.19 of DoPT, Ministry of PPG&P, Govt. of India on the basis of gross annual income of Financial Year 2021-2022.

- h) Discharge / Service Certificate in case of Ex-Servicemen.
- i) Certificate issued in the prescribed format by the competent authority in respect of J&K domicile.
- j) Candidates presently employed in Government / Semi-Govt. / Public Sector Undertaking / Autonomous body should submit No Objection Certificate (NOC) from the Competent Authority of their present employer as per **point No. 10 (vii)** of this Advertisement. Any information submitted by candidate, if found false / wrong, will lead to cancellation of candidature of the candidate without any reference.
- iii. Candidate can submit online application for one discipline (post) only.
- iv. If more than one application is received from a candidate, most recent (current) application will be considered as final.
- v. Non-attachment of required/legible documents in the online application will be treated as incomplete application and will be rejected forthright.

## **10. GENERAL INFORMATION AND INSTRUCTIONS:**

- i. Only Indian Nationals are eligible to apply.
- ii. All qualifications should be recognized by AICTE / UGC / appropriate Indian Statutory Authorities.
- iii. No TA/DA will be paid to any candidate (including SC / ST / PwD / EWS candidate) for appearing in the Computer based Online Test.
- iv. If any information provided by the candidate is found to be false or incorrect or is not in conformity with the eligibility criteria, then his / her candidature is liable to be rejected at any stage of the recruitment process or even after recruitment or joining.
- v. CIL will not undertake detailed scrutiny of online applications for eligibility and other aspects at the time of Computer Based Online Test and, therefore, **the candidature is only provisional. Before applying, candidates are advised to go through the requirements of essential qualification, age etc. and satisfy themselves that they are eligible for the post.** When scrutiny is undertaken, if any claim made in the application is not found substantiated, the candidature will be cancelled and **decision of CIL shall be final.**
- vi. No modifications are allowed after candidate submits the online application form. If any discrepancies are found in the data filled by the candidate online and that of the original testimonies, the candidature of such candidates is liable to be rejected. Hence, utmost care should be taken to furnish correct details before submitting the online application.
- vii. Candidates employed with Government / Semi-Govt. / Public Sector Undertaking / Autonomous body should upload No Objection Certificate (NOC) from the present employer at the time of online application. If employed subsequent to submission of application at CIL, then No Objection Certificate (NOC) from the present employer at the time of Documents Verification (DV) & Initial Medical Examination (IME) is to be submitted, failing which they will not be allowed for DV & IME. Candidate shall produce all original certificates, documents during DV & IME, failing which they will not be allowed for DV & IME.

- viii. The candidates must have an active E-mail Id & Mobile number which must remain valid for at least next one year. All future communications with the candidates will take place only through E-mail. Candidates have to ensure accuracy of their E-mail id & Mobile number. No change in E-mail Id & Mobile number as declared in the online application will be allowed.
- ix. For queries, candidates are advised to visit the **Frequently Asked Questions (FAQs)** section uploaded on the CIL's website.
- x. CIL also reserves the right to cancel / restrict / modify / alter the recruitment process, if required, without issuing any further notice or assigning any reason thereof.
- xi. Any modifications / amendments / corrigendum in the advertisement will be given in CIL's website **www.coalindia.in** only.
- xii. Candidates are also advised not to respond to unscrupulous advertisements appearing in any newspaper. For authenticity of any advertisement the candidate may check on CIL's website **www.coalindia.in** only.
- xiii. All correspondences / announcements with respect to above recruitment process shall be done through E-mail / Notices on CIL website **www.coalindia.in** only. Important information regarding recruitment will be available in Coal India Limited website only and as such, candidates are advised to visit the same frequently. Responsibility of receiving, downloading and printing of the Admit Card, information / communication etc. will be of the candidate. Company will not be responsible for any loss of email sent, due to invalid / wrong Email Id provided by the candidate in online application or due to any other reason. Candidates are advised to retain the same E-mail Id and Mobile number active for at least 1 year.  
  
In case of any problems faced by the candidates in filling up the online application they may refer the "**Help Desk Option**" available in the individual login portal. For queries other than the online application form candidates may write to Email Id: **supportmtrectt.cil@coalindia.in** only.
- xiv. Response query management will be made operational on the CIL website after 03 days from the completion of Computer Based Online Test for inviting comments/objections from candidates, if any. The link for objection management will be hosted for 05 days only. Objections through any other mode will not be entertained.
- xv. The company reserves the right to shortlist candidates for Computer Based Online Test, reschedule the test date & venue etc. or alter any of the advertised condition depending upon the circumstances.
- xvi. Appointment of the candidate in CIL will be subject to verification of Character & Antecedents by the prescribed authorities and if any discrepancy / suppression is found, the candidature of the candidate will be cancelled and decision of CIL in this regard shall be final.
- xvii. Canvassing by a candidate in any form shall disqualify his/her candidature.

xviii. If, at any stage of the recruitment process or subsequently, it is found that, the applicant:

- a) has provided wrong information or submitted false documents or
- b) has suppressed relevant information or
- c) does not meet the eligibility criteria for this recruitment or
- d) has resorted to unfair means during selection process or
- e) is found guilty of impersonation

She/he will be liable to be disqualified, prosecuted and debarred for all future appointments in CIL and her/his application/appointment will be cancelled/rejected forthwith.

xix. Depending on the requirement, the Company reserves the right to cancel/restrict/enlarge/curtail the recruitment process without any further notice and without assigning any reason thereof.

xx. Any dispute with regard to recruitment against the above advertisement will be settled within the jurisdiction of Kolkata only.

#### **11. CIL's DECISION FINAL:**

The decision of Chairman CIL in all matters relating to eligibility, acceptance or rejection of applications, penalty for false information, mode of selection, conduct of examination(s), allotment of examination centres, selection and posting of selected candidates will be final and binding on the candidates and no enquiry/correspondence will be entertained in this regard.

**उप प्रबन्धक / विभागाध्यक्ष (कार्मिक / भर्ती)**  
**Dy. General Manager / HOD (Personnel / Recruitment)**

Coal India Limited "Coal Bhawan"  
Premise No. 04, MAR Plot No. AF-III, Action Area – 1A,  
New Town, Rajarhat, Kolkata – 700163