



भारतीय राजमार्ग प्रबंधन कंपनी लिमिटेड

(एनएचएआई की एक पहल)

Indian Highways Management Company Limited

(An Initiative of NHAI)

जी-5 एवं 6, सेक्टर-10, द्वारका, नई दिल्ली-110075

G-5 & 6, Sector-10, Dwarka, New Delhi-110075

सीन / CIN U74140DL2012PLC246662

दूरभाष / Phone : 91-11-25074100/200

वेबसाइट / Website : www.ihmcl.co.in

TERMINATION NOTICE

No. IHMCL-11011(21)/2/2025-IHMCL/E-273642/143

Through Registered Post/Mail

Dated: 19.02.2025

To,

Mr. Vikash Kumar Sinha

Address1: Sidheshwar Nagar
Mainpura, Road Number 1, Patna,
Bihar- 800013

E-mail: vikashs073@gmail.com

Mobile No.: 9155841539

Address2: S/o Niranjan Prasad, Ganga
brize colony, gay ghat, quarter no-
c/36, Sampatchak, Patna, Bihar-800007

Subject: Termination of Provisional Appointment Due to Submission of Discrepant GATE Score Card and Non-Compliance with Verification Requirements.

Ref.:

(a) Advertisement No. IHMCL/HR/Recruit./01/2024/01 dated 02.07.2024 and its Addendum dated 13.09.2024;

(b) List of Provisionally Selected Candidates Letter No. IHMCL/HR&Admn./2024-Part(3)/676 dated 09.10.2024;

(c) Provisional Appointment Letter No. IHMCL-11011(11)/3/2024-IHMCL/E-263824/709 dated 24.10.2024;

(d) Office Order No. IHMCL-11011(11)/3/2024-IHMCL/E-263824/912 dated 16.12.2024;

(e) Show Cause Notice No. IHMCL-110011 (21)2/2025-IHMCL/E-273642/107 dated 04.02.2025; and

(f) IHMCL HR Policy.

Sir,

1. This letter serves as a formal Termination Notice of your provisional appointment to the post of Engineer (ITS) under the PWD and SC quota at Indian Highways Management Company Limited (IHMCL) due to the submission of falsified GATE Score Card, failure to comply with verification directives, and deliberate misrepresentation of credentials. Your continued non-cooperation, absence without authorization, and wilful misconduct further warrant this action.

2. As per the recruitment advertisement, you were required to submit a valid Graduate Aptitude Test in Engineering (GATE) Score Card from 2024, 2023, or 2022 in one of the prescribed disciplines. The selection process was strictly merit-based, and authentication of your GATE Score was a mandatory requirement.
3. As per Clause (b)(iii) of your Provisional Appointment Letter, employment was subject to verification of educational qualifications, GATE Score, and other essential documents. It was explicitly stated that any discrepancies in the submitted documents would lead to immediate termination without prior notice.
4. In response to the Advertisement dated 13.09.2024 (Ref. a), you uploaded required documents, including the GATE Scorecard for 2023, which were subject to scrutiny and verification.
5. For the purpose of GATE score verification, when you were asked to retrieve or display your scorecard from the GATE website, you stated that you had forgotten your login details. Thus, your GATE Score Card underwent close examination, and it was discovered that serious discrepancies and irregularities existed in your GATE Score Card, including but not limited to:
 - i. The photograph on the submitted scorecard overlapped the official stamp, instead of the stamp being placed over the photograph. The stamp also bore the name "DHRUV" which raises substantial doubts regarding the authenticity of the document;
 - ii. The format of your date of birth on the submitted scorecard was inconsistent with the standard issued by GATE authorities; and
 - iii. You verbally claimed to have appeared for GATE under Electronics and Communication Engineering (EC), but the submitted scorecard was for Electrical Engineering (EE), thereby raising further concerns about the authenticity of the document.

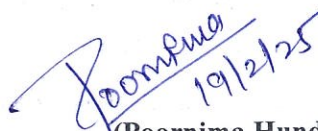
A handwritten signature in blue ink, possibly 'DP', is written over a diagonal line. Below the line, the date '19/2/25' is written in blue ink.

6. Due to these discrepancies, a Show Cause Notice (SCN) dated 04.02.2025 (*Ref. e*) was issued to you, directing you to appear before a designated officer within the prescribed time period to retrieve and verify your Scorecard directly from the official GATE website using your login credentials, or submit self-attested copy of your GATE Scorecard for independent verification from organising IIT. However, in your response email dated 04.02.2025, you failed to provide any explanation regarding the pointed-out discrepancies, and further failed to comply with the directive to enable IHMCL verify the GATE Scorecard but instead asserted that you had no login details for GATE 2023.
7. In fact, you stated that “*Right now I have gate 2025 credentials if u allow me then I will come*”, Such a request is entirely inconsistent with the Advertisement terms and is untenable. Moreover, it is unclear how merely possessing GATE 2025 credentials would meet the eligibility requirements specified in the Advertisement. This assertion appears not only misleading but also absurd.
8. Your failure to provide an authentic GATE Scorecard despite the issuance of the SCN establishes that you deliberately submitted fabricated documents, constituting a breach of trust and a violation of the eligibility criteria explicitly stated in the advertisement. Given this misconduct and wilful breach of your employment terms and conditions, you are deemed ineligible for the post, and your employment is liable to be terminated with immediate effect.
9. Notably, the recruitment advertisement (*Ref. a*) clearly outlined under General Conditions for Applicants (Clause 7, Chapter V) that any false, tampered, or fabricated submissions would lead to immediate termination. Your Provisional Appointment Letter (*Ref. c*) explicitly stated that your employment was subject to verification of all submitted documents, including the GATE Score Card. You are also guilty of violating IHMCL HR Policy, Chapter D, covering the ‘Employee Code of Conduct,’ specifically Paragraph 1.1(i) by providing false personal information regarding your qualifications. Further, as per IHMCL HR Policy, Chapter D, covering the ‘Employee Code of Conduct,’ paragraph 5(c)(v), allows immediate termination, without any notice, in case of wrong declaration in the application or appointment format at the time of seeking employment.

SP
19/2/25

10. Besides, this it is pertinent to point out that since your date joining dated 16.12.2024, you have been highly irregular, and have remained absent for 30 days (as on 18.02.2025). Presently, you remain absent without authorization, which amounts to absconding and constitutes a violation of IHMCL HR Policy, Chapter C (Leave & Attendance Policy), Paragraph 2.9. This provision mandates prior sanction of leave from the competent authority, which must be in writing and communicated at least three days in advance before the commencement of leave. Additionally, you are guilty of violating IHMCL HR Policy, Chapter D, covering the 'Employee Code of Conduct,' specifically Paragraph 1.1(j), due to irregular attendance.
11. In light of the above findings, IHMCL hereby terminates your provisional appointment with immediate effect. You are no longer authorized to represent or claim any association with IHMCL in any capacity. Furthermore, IHMCL reserves the right to initiate legal action against you for submitting falsified documents, misrepresentation, and breach of trust.
12. Additionally, as per Clause 6 of your Service-cum-Guarantee Bond dated 05.12.2024, IHMCL is entitled to invoke the bond amount of ₹3,00,000 (Three Lakhs), as your termination is due to misconduct within three years of joining. IHMCL reserves its right to take further action in this regard.
13. This issues with the approval of the Competent Authority.

For Indian Highways Management Company Limited


(Poornima Hundet)
AVP (HR/Admin, Operations)