



MRF Limited, Panaji, Goa - 403 001  
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31/10

To,  
 B U Sinai Kenkre,  
 Officer Employment,  
 Regional Employment Exchange,  
 4<sup>th</sup> Floor, Shram Shakti Bhavan,  
 Patto Plaza,  
 Panaji Goa -403001

26/9/25

22/09/2025

**Sub:** Reply to REE/EMI/ECO/2025/475/1159 dated 12/09/2025

We are in receipt of aforesaid notice enclosing a news item that appeared in social media, calling upon us to show-cause for contravention of sub section (1) or sub section (2) of Section 4 of Employment Exchange (Compulsory Notification of Vacancies) Act 1959 and rules framed thereunder.

At the outset, we would humbly submit that there is no contravention of the Act/Rules or any of the declarations submitted by us in ER I, and there was no recruitment against any permanent vacancy arose or done in the Factory at Goa in recent past. We hereby submit that the enclosed news item on social media was misconceived news items and was clarified by us on the social media and a letter dated 11.09.2025 to that effect was issued to the office of Chief Minister, copy of the same is attached herewith for your reference.

We further state that the recruitment NAPS Apprentices (Apprentices under Skill Development Scheme of Government of India) was carried out on 12-09-2025. The NAPS apprentices / trainees are paid stipend during the contractual period and will not come within the definition of 'employee' under the Act or persons employed under any class or category of establishment.

MRF Limited will notify the vacancies arising under the statute appropriately.

In view of the above submissions, the show-cause notice be withdrawn and the matter may please be treated as closed.

For MRF Limited,

Krishna Warrier  
 Chief Human Resource Manager