



WESTERN
HEAT & FORGE

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Ref: WHFPL/HRD/2018 -19

20th November 2018

Mr. Omkar R. Tikkal

Anand Nagar, Dharangaon Road,
Kopargaon, Maharashtra.

Sub: Engagement as a **"Trainee Engineer - Heat Treatment"**

Dear Mr. Omkar,

With reference to your application and subsequent interview, we are pleased to inform you that, you are appointed as **"Trainee Engineer - Heat Treatment"** in our organization with effect from **07th November 2018** for one year on the following terms and conditions.

1. The Management will impart you training for a period of one year from **07/11/2018 to 06/11/2019** to enable you to learn the work. The Management will be the sole judge of the nature, mode, method and period of training.
2. Your remuneration and other benefits will be as stated in SCHEDULE- I here to. Your Salary, benefits, level, grade, is absolutely personal to you, which is purely based on your academic background, experience, potential and competence as assessed by WESTERN HEAT AND FORGE PVT. LTD. As such comparison between individual employees is undesirable. You shall hold the above information in strict confidence.

Your remuneration and other benefits are subject to change from time to time as per the policy of the company. You may be entitled to any overtime claim.

No other amenities and allowances are permissible unless in written order. In all other matters, including those not specifically covered by this letter such as Provident Fund, Gratuity, Travelling Expenses and Leave Entitlement etc. you will be

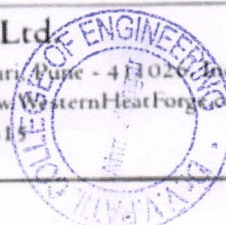
Governed by such rules as may be applicable to employees of your category in the company from time to time.

3. You will serve a training period of one year to establish your suitability for the position.

* ISO 9001:2015 * IATF 16949:2016 * ISO 14001:2015 * OHSAS 18001:2007
* PED * * NABL Accredited LAB

Western Heat & Forge Pvt. Ltd.

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