



Tractors and Farm Equipment Limited  
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Ref.HR/610/734  
January 24, 2019.

Mr Mohammed Samsudeen E S  
S/o Mr Samundru Ali E  
16/144 P.M. Dargha, Ismail Ground  
Triplicane  
Chennai 600 005

Dear Mohammed Samsudeen,

Further to the interviews you had with us, we are pleased to inform that you have been provisionally selected as **Management Trainee** in our Human Resources function at Madurai, on the following terms and conditions:

1. Your training will be for a period of 12 months from the date you report for the purpose and it may, depending on your progress, be reduced, extended or terminated at the discretion of the company.
2. During the first twelve months of training, your Cost To Company compensation will be as per the Annexure.
3. On successful completion of 12-month training or of such extended period as the case may be, depending on the vacancies available, you will be confirmed in an appropriate grade. You will then become eligible for the revised allowances, both monthly and annual, as per rules of the company.
4. The company reserves the right to post you either during the training period or thereafter, to any of its Manufacturing Plants, Area offices or Head Office or anywhere in India, or in any of its subsidiaries, or group companies, as may be required by the Company.
5. This offer is subject to the condition that you will complete the Management Course you are currently pursuing, securing First Division / Class and furnish the necessary Certificates / Mark Sheets within 6 months of joining TAFE.
6. This offer is subject to your being found medically fit for duty; for this purpose, you may get in touch with our HR Department at the Corporate Office for necessary assistance/guidance, in this regard.

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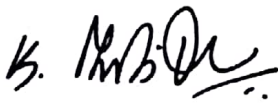


7. If after joining, for some reason, you are not able to complete the period of 12 months training or you choose to discontinue before the completion of the said period or soon thereafter, the Company will have the right to claim from you a sum equivalent to 3 months' gross pay as applicable to you.
8. Your services are subject to termination, by either side, on three month's notice or salary in lieu thereof and without any reason being assigned.
9. You are to treat as strictly confidential the affairs of the Company and its customers of which you may be cognizant and particularly the drawings, quotations, specifications, prices of its products/technical classifications and other Manufacturing, Accounting, Sales and Commercial information.
10. You should report for training on 2<sup>nd</sup> May 2019. Please note that we are organizing a structured training programme which will commence on the date indicated and hence it will be necessary for you to join on this date.
11. This offer is valid till 2<sup>nd</sup> May 2019. In case, we do not hear from you before that date, the offer will be deemed to have been cancelled.

Please return the duplicate copy of this letter duly signed by you as a token of having read, understood and accepted the terms and conditions of this offer of training.

We are pleased to extend this offer to you and do hope you will have a fruitful career with us.

for Tractors and Farm Equipment Limited



**MURALIDHARAN K**  
Assistant General Manager - HR

