



वेस्टर्न कोलफील्ड्स लिमिटेड
Western Coalfields Limited
(मिनीरत्न कंपनी) (A Miniratna Company) (कोल इंडिया लि. की
अनुषंगी कंपनी) (A Subsidiary of Coal India Limited)



मानव संसाधन / ईई विभाग

Department of Human Resource / EE

Email: gme.wcl@coalindia.in | CIN: U10100MH1975GOI018626 | ISO 9001:2015 Certified | www.westerncoal.in
पंजी का. कोयला विहार, सिविल लाइन्स, नागपुर (महाराष्ट्र) - 440001 | Regd. Off.: Coal Estate, Civil Lines, Nagpur (MS) 440001

संदर्भ. संख्या.: WCL/HR/EE/2026-27/ 2316

दिनांक: 21.07.2026

प्रति,

Shri Anand Arvind Temurnikar
Ex. General Manager (M&S), WCL

विषय/Sub: Engagement/Appointment as Advisor (Marketing & Sales) at Western Coalfields Limited on Contract Basis for one year.

महोदय,

The Competent Authority is pleased to engage you as full time Advisor (Marketing & Sales) upon selection against Notification No. वेकोलि/ कार्मिक/Advisor(M&S)/2026/1585 dated 04.06.2026 at Western Coalfields Limited on Contract Basis for one year w.e.f 01.08.2026 subject to medical fitness certified by Company Medical Officer, on the following terms and conditions:

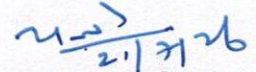
1. Your Appointment/ Engagement as Advisor (Marketing & Sales) is on full time contractual basis for period of one year w.e.f 01.08.2026, subject to one month's notice or consolidated compensation by either party.
2. You will be paid monthly remuneration of Rs. 1,20,000/- per month and other benefits and allowances payable to the Advisor appointed as per the extant policy for appointment of Advisor as contained in OM No. CIL/C5A(PC)/Advisor/2746 dated 17.03.2018.
3. The company shall provide conveyance as per availability. However, where conveyance is not provided you shall be eligible for 5% of consolidated pay per month as conveyance charge.
4. You shall be paid HRA as per applicable CIL HRA rules for X, Y and Z class of cities based on circular of DoE vide OM dated 07.07.2017, if company's accommodation is not available. However in the event of company's accommodation, the house rent as applicable to the executives on roll, will be recovered.
5. Re-imbursement for the use of mobile telephones based on the actual bills or Rs. 1000/- per month whichever is less will be applicable.
6. Post Retiral Medical Benefits Scheme shall continue to be extended.
7. Your Headquarter shall be WCL HQ, Nagpur and you shall be reporting to Director (Technical/ P&P), WCL.

8. TA/DA and other boarding/lodging charges shall be payable as per CIL's policy for availing the services of retired CMDs/Director's/Sr. Level Executives etc as full time/ part time advisor.
9. You shall be entitled for Paid Leave of 15 days in every six months in addition to the paid holidays in the establishment. The paid Leave shall be regulated as per the provisions of Earned Leave applicable to the executive cadre employees under the Executives CIL Leave Rules. However the Paid Leave admissible as above is not encashable. The accumulated leave shall stand lapsed on the expiry of each period of engagement as Advisor.
10. You shall not accept any Full time/ Part time appointment or post, whether Advisory or Administrative, in any other Firm or Company during the period of your engagement at Western Coalfields Limited.
11. For termination of the contract/engagement one month's notice or consolidated compensation amount shall be payable from the either side.
12. Beside above, all terms and conditions of amended CIL Policy for availing the services of CMDs/Directors/Senior Level Executives etc. as full time / part time advisor vide OM No CIL/C-5A(PC)/Advisor/2746 dated 17.03.2018 and as amended from time to time shall remain applicable.

Please confirm your acceptance within 7 days and after medical examination submit your joining to Dy. General Manager (HR)/EE, WCL HQ.

This issues with the Approval of Competent Authority.

भवदीय,



उप महाप्रबंधक(कार्मिक)/ईई

प्रतिलिप:

1. TS to Chairman-cum Managing Director, WCL
2. TS to D(T)OP/D(F)/D(T)P&P/ D(HR)/CVO, WCL
3. GM (HR)/EE, CIL
4. All AGM/HOD's, WCL
5. GM (Finance), WCL
6. GM (System), WCL.
7. Chief Manager (Finance)/Establishment, WCL
8. CMO, WCL Dispensary: For necessary medical examination and report of the same may be sent to this office for further needful action.